

NATOMAS UNIFIED SCHOOL DISTRICT

WORKERS' COMPENSATION LEAVE

For each qualifying work-related injury or illness, an employee receives up to 60 working days of Workers' Compensation (WC) leave, but there are some limitations on which absences may be charged to WC leave. Following is a list of absences that qualify for WC leave:

- A physician takes the employee off work for a work-related injury.
- An employee is attending an appointment with a medical care provider for a work-related injury.
- An employee is released to return to work, with restrictions, from a work-related injury, and the district cannot accommodate those restrictions.

Note: If an employee is released by the physician to return to work but opts to call in sick, the absence is charged to sick leave.

Example: John Smith, a campus monitor, hurt his knee at work yesterday. He reported the injury and was seen by a physician. The physician released him to return to work with restrictions, and the district is able to accommodate the restrictions. Mr. Smith called this morning to say that he will not be in because his knee is still bothering him. The absence is charged to sick leave.

Remember: A doctor's note is needed for all absences that pertain to work-related injuries, including all appointments. This keeps absence tracking fair and consistent for all employees. **A doctor makes the determination as to whether an absence should be covered by Workers' Compensation—not the employee.**

If you have any questions about the Workers' Compensation process, please call Human Resources at (916) 567-5469.