

INDUSTRIAL ACCIDENT OR ILLNESS LEAVE

The District shall provide for industrial accident or illness leaves of absence for employees in accordance with the Education Code, Labor Code, and consistent with the appropriate collective bargaining agreements.

District employees shall be entitled to an industrial accident or illness leave of absence for an approved workers' compensation claim within the following provisions:

1. Allowable leave shall not exceed sixty (60) working days in any one fiscal year for the same accident or illness.
2. Allowable leave shall not be accumulated from year to year.
3. Industrial accident or illness leave of absence shall commence on the first day of absence.
4. Payment for wages lost on any day shall not, when added to an award granted the employee under the workers' compensation laws of this State, exceed the normal wage for the day.
5. Industrial accident or illness leave shall be reduced by one day for each day of authorized absence regardless of a compensation award made under workers' compensation.
6. When an industrial accident or illness occurs at a time when the full 60 days will overlap into the next fiscal year, the employee shall be entitled to only that amount remaining at the end of the fiscal year in which the injury or illness occurred, for the same illness or injury.

References:

Education Code Sections 87763-87765, 87780, 87787, and 88192

Labor Code Sections 245 et seq.