

**MONTGOMERY
COUNTY
INTERMEDIATE
UNIT #23**

SECTION: EMPLOYEES

TITLE: WORKERS' COMPENSATION
INSURANCE

ADOPTED: OCTOBER 28, 2015

REVISED:

<p>1. Authority 77 P.S. Sec. 1, et seq.</p> <p>2. Guidelines</p>	<p style="text-align: center;">346. WORKERS' COMPENSATION INSURANCE</p> <p>The Board shall provide workers' compensation insurance for all employees in compliance with state law and in accordance with an individual contract, collective bargaining agreement, employee handbook, or Board resolution.</p> <p><u>Salary Payments While On Workers' Compensation</u></p> <p>Employees who are not able to work as a result of an injury sustained on the job and who have been determined to be eligible for workers' compensation may utilize accrued leave to supplement the payments received from workers' compensation. Accrued leave may be used to the extent that the payments received from workers' compensation insurance plus the accrued leave salary are equal to 100% of the regular net salary. In no instance shall an employee be permitted to use accrued leave if the amount received from workers' compensation is equal to, or greater than, his/her regular net salary.</p> <p><u>Medical Benefits While On Workers' Compensation</u></p> <p>Employees who are receiving workers' compensation benefits and who were receiving medical benefits from the Intermediate Unit prior to their injury will continue to receive medical benefits for up to twelve (12) months from the date of injury according to the schedule listed below. After that date, employees may purchase medical coverage at the prevailing Consolidated Omnibus Budget Reconciliation Act (COBRA) rates until they return to work or until they terminate employment with the Intermediate Unit. Benefits provided will be equal to those of active employees.</p>
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Schedule Of Medical Benefits –

<u>MCIU Service</u>	<u>Length of Board Paid Medical Benefits</u>
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Less than one year	One month
12 to 36 months	Twelve weeks*
37 to 48 months	Four months
49 to 60 months	Five months
61 to 72 months	Six months
73 to 84 months	Seven months
85 to 96 months	Eight months
97 to 108 months	Nine months
109 to 120 months	Ten months
121 or more months	Twelve months

**Consistent with the Family Medical Leave Act, 29 U.S.C. 2601, et seq.*

References:

Workers' Compensation Act – 77 P.S. Sec. 1, et seq.

COBRA – 29 U.S.C. Sec. 1161-1169