



## Personnel Policies

### CITY OF WESLACO, TEXAS

## WORKERS' COMPENSATION INSURANCE

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To provide for payment of employees' medical expenses and for partial salary continuation in the event of a work-related accident or illness, all employees are covered by workers' compensation insurance.

The amount of benefits payable and the duration of payment depend on the nature of the employee's injury or illness. In general, all medical expenses incurred in connection with an injury or illness are paid in full, and partial salary payments are provided beginning with the eighth day of absence from work.

Eligibility for worker's compensation insurance benefits is effective on the first day of employment for all employees. The City pays all workers' compensation insurance premiums.

All employees' have the right to report a work-related injury or illness, without being retaliated against.

Employees injured on the job or who feel they have an illness caused by their work must immediately stop working and must immediately report the condition to either their immediate supervisor or his/her manager, or may report to and/or contact the Human Resources Director, without regard to the employee's normal chain of command. Failure to do so promptly may disqualify an employee from benefits.

An employee who has suffered an occupational injury or illness will be permitted to return to work only when the employee has furnished the City a doctor's certification statement certifying that the employee is capable of fully performing the employee's assigned duties. Workers' Compensation Insurance pays any fee charged by the doctor for preparing such a statement.

An employee injured on the job shall continue receiving all benefits for a period of 12 weeks. (i.e.: Medical Insurance, Life Insurance, Vacation, Paid Sick Leave etc.). Family Medical Leave will automatically be activated once an employee is out for more than Three (3) consecutive days for an occupational injury or illness. If after a period of 12 weeks an employee is still unfit to perform employee's duties, the employee will be released from employment with the City.

An employee may be eligible for light duty, if the employee's treating doctor gives written permission through a TWCC-73 Form. The maximum time allowed for employee to be on light duty will be 180 days. If after 180 days, the employee is unfit to return to full duty in employee's regular position with no restrictions, the individual will go back on workers compensation.