44/Work-Incurred Illness and Injury

I. REFERENCES AND RELATED POLICIES
   A. UC SPP 41 - Vacation
   B. UC SPP 42 - Sick Leave
   C. UC SPP 44 - Leave of Absence
   D. UC SPP 81 - Reasonable Accommodation

II. POLICY
    It is the policy of UCSD to provide to eligible employees extended sick leave benefits as a supplement to Workers' Compensation Temporary Disability benefits.

III. PROCEDURES
    A. If an employee experiences functional limitations due to a work-incurred medical impairment(s), the employee and department head or designee are encouraged to identify productive and medically appropriate work activities for the employee. The employee and department head, or designee, are encouraged to confer with Employee Support Services consultants. Employee Rehabilitation Professionals, Risk Management Professionals, and Employee Relations Specialists will assist in the necessary information exchange and objective analysis of alternatives. If return-to-work in productive and medically appropriate work activities is not possible, accrued sick and vacation leave may be used to supplement temporary disability payments received under the California Workers' Compensation Act to enable the employee to continue to receive full salary. Any sick leave accrued while the employee is not working shall be credited only upon the employee's return-to-work activity.

    B. An employee shall receive a maximum of twenty-six (26) weeks of extended sick leave payments for any one injury or illness if:
       1. The employee has exhausted accrued sick leave;
       2. The employee has functional limitation from work activity due to a medical condition(s) and the employee cannot be accommodated on a temporary or permanent basis; and
       3. The employee continues to be eligible for California Workers' Compensation Temporary Disability payments.
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The amount of extended sick leave payments shall equal the difference between the amount of the California Workers’ Compensation Temporary Disability payments and 80% of the employee’s regular salary. An employee may be eligible for a maximum of twenty-six (26) weeks of extended sick leave payments for any one injury or illness. During the period of time an employee is eligible to receive extended sick leave benefits, the employee may be separated only if the date of separation was established prior to the commencement of extended sick leave benefits.

The amount of extended sick leave payments received will be deducted from the amount of any California Workers’ Compensation Permanent Disability Benefits for which the employee is determined to be eligible.

C. The department head or designee is encouraged to evaluate accommodation options in accordance with the Job Accommodation Internal Operating Procedures.

D. The department head or designee is encouraged to consult with one or more of the following resources for needed information and assistance:

1. Employee Rehabilitation professionals will assist with return-to-work efforts;

2. Risk Management professionals will assist with Workers' Compensation claims and benefit management issues;

3. Employee Relations Specialists will assist with pertinent policy and procedure analysis; and

4. Payroll professionals will assist with payroll and record keeping issues.

IV. RESPONSIBILITY

A. The employee and department head or designee share responsibility for ongoing evaluation of return-to-work options during the extended sick leave benefit.

B. The injured or ill employee and the Risk Management professionals are encouraged to provide current related medical information to the department head or designee on an ongoing basis to foster continued efforts to achieve a rapid return-to-work in productive and medically appropriate activities.