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WEST HILLS COMMUNITY COLLEGE

ADMINISTRATION

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MANAGEMENT INDUSTRIAL ACCIDENT AND ILLNESS LEAVE

In accordance with statute, the Board endorses this policy for management employees who suffer industrial accident or illness.

Allowable leaves shall be for a maximum of sixty (60) days for each accident in any one fiscal year during which school is required to be in session, or when the employee would otherwise have been performing work for the District.

Allowable leave shall not be accumulated from year to year. Allowable leave shall commence on the first day of absence.

Payment for monthly salary lost while the employee is on industrial accident or illness leave shall not, when added to a temporary disability indemnity payment granted the employee under worker's compensation laws, exceed the normal monthly salary.

Industrial accident or illness occurs at a time when the full sixty (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 illness or injury occurred for the same illness or injury.

When industrial accident or illness occurs at a time when the full sixty (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 illness or injury occurred for the same illness or injury.

If the sixty (60) day leave of absence is exhausted and the employee is not medically able to return to work, he/she shall then be entitled to the provisions of Education Code Section 87780, 87781, and 87786. If the employee continues to receive temporary disability indemnity, he/she may elect to take as much of his/her accumulated sick leave which, when added to his/her temporary disability indemnity, will result in a payment to him/her of not more than his/her full salary.

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Management Industrial Accident and Illness Leave

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## ADMINISTRATION

The employee shall endorse to the District the temporary disability indemnity checks on account of his/her industrial accident or illness if during any pay period he/she receives compensation from the District.

Any employee receiving benefits from an industrial accident or illness leave may be absent from the State of California for not more than forty-eight hours unless authorized by the Board of Trustees to travel outside of the State.

Employees requesting or claiming leave of absence for industrial accident or illness are required to provide a doctor's certification that the employee is medically unfit to return to work. Payment shall not be made unless certification is on file with the District.

Ed. Code 87787

Board approval date: \_\_\_\_\_