

## Article 18.10.1 Workers Compensation

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The purpose of this document is to provide general guidelines to assist with the interpretation of Article 18.10.

### Article 18.10.1 states the following:

Where an employee is injured at work the provisions of *The Workers Compensation Board Act, 1979* will apply.

### Guidelines:

1. Where an injury in the workplace occurs resulting in wage loss, employees will receive wage loss replacement directly from the Worker's Compensation Board (WCB). The employee will not receive wages from the University of Saskatchewan for the wage loss.
2. Wage loss replacement is not deducted from the employee's sick leave.
3. Where an employee is injured at work and is required to leave the workplace due to the injury, the department shall pay the employee for the remainder of the shift. This time is not deducted from the employees' sick leave.
4. If the employee is required to attend medical appointments due to the injury during regularly scheduled working hours, the employee will not be deducted pay. This time is not deducted from the employees' sick leave.
5. Benefit treatment (Health, Dental, Life, Pension, Disability) for employees on WCB are treated the same as if the employee is receiving Short term disability benefits.
  - Return to work programs - Pension benefits are made on a pro-rata basis for the portion of salary paid on the Earnings provided under the partial or rehabilitation basis (return to work programs).
6. If an employee returns to work (full or part-time) within thirty-one (31) calendar days, credits for sick and vacation leave will continue to accumulate in the normal fashion. i.e.) full accrual. If the return to work program exceeds thirty-one (31) calendar days, credits for sick and vacation leave will be pro-rated.

### Contact:

If you have further questions, please contact Health & Wellness at 966-4580.

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