Policy 4.93
Workplace Health & Safety

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Responsible Official: VP for Human Resources
Administering Division/Department: Health and Safety
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Overview

Emory maintains several major programs related to occupational, environmental and personal safety and health. Human Resources and Employee Health Services/Workers’ Compensation have the responsibility for administering a self-insured workers’ compensation program and a health and safety program. The program is administered in compliance with the Georgia Workers’ Compensation Act.

Policy Details

Human Resources and Employee Health Services/Workers’ Compensation has primary responsibility for:

- evaluating and treating the initial injury
- accident investigation and prevention
- discussing the facts with the employee and supervisor
- case management
- coordinating efforts for returning an injured employee to work
- determining compensability or non-compensability of each claim
- dealing with issues of subrogation and subsequent injury trust fund

PHYSICIANS’ PANEL
A panel of authorized treating physicians is available to employees in the event of emergencies or specialty care.

REPORTING OF INJURY/IILLNESS
Employees who are injured on the job must promptly notify their supervisor and report to the Employee Health and Workers’ Compensation department located at EUH, HBS3 and ECLH, WWORR, 6th Floor.

WEEKLY BENEFIT
Employees who lose time from work as the result of an on-the-job injury are entitled to a weekly loss-of -earnings benefit, equivalent to 66-2/3 of the employee’s weekly salary up to the maximum as determined by the Georgia Workers’ Compensation Act.

JOB-RELATED DISABILITY
Leave without Pay
Job-related disability leave of absence is available to employees who are absent from work at least 14 calendar days
as a result of an on-the-job illness, accident or injury. While on leave, the employee will not be eligible to accrue leave.

Human Resources Benefits or Employee Health Services/Workers' Compensation will consult with the department to process a Human Resources Action Form (HRAF) or Personnel Action Form (PAF) changing the employee's status to a job-related disability leave without pay effective the last day the employee was in a paid status.

The employee's position shall be held by the department until the employee returns to work, separates from employment or is medically unable to return to the position.

Once the authorized physician releases the employee to return to work, the employee is entitled to the same status and rate of pay, including any salary adjustments.

**For an employee who is eligible for FMLA leave, any absence due to a work-related injury or illness shall count against the employee's FMLA leave entitlement, provided the employee's condition constitutes a serious health condition within the meaning of the FMLA. Reference the Family and Medical Leave Act (FMLA) policy for further information.**

**BENEFITS**

**Health, Dental, Life and BeneFlex Plans**
An employee on leave without pay may continue participation in optional health, dental, life and BeneFlex plans by contacting Human Resources prior to the leave to determine the amounts and due dates of premium contribution.

If an employee chooses not to continue participation while on leave, the employee must notify Human Resources to cancel the coverage. If the employee returns to work in an eligible status, the employee has 31 days to reinstate coverage.

If an employee on leave does not pay the required contributions, coverage will be cancelled for non-payment.

**Educational Benefits**
Courtesy Scholarship for dependents may continue during leave.

Eligibility for participation in the Tuition Reimbursement program will cease during leave.

**Credited Service**
All periods of leave without pay will be counted as credited service for all benefits that are based on length of service, including service awards not to exceed 1 year absence from work.

**Definitions**

**HEALTH & SAFETY**
The priority of the health and safety program is to prevent occupationally related injury and illness.

**WORKERS' COMPENSATION**
Workers' Compensation provides a loss-of-earnings benefit and pays for authorized medical and related expenses when an employee loses time from work due to a work-related accident, injury or illness.

**Related Links**

- Current Version of This Policy: [http://policies.emory.edu/4.93](http://policies.emory.edu/4.93)

**Revision History**

*Emory University policies are subject to change at any time. If you are reading this policy in paper or PDF format, you are strongly encouraged to visit policies.emory.edu to ensure that you are relying on the current version.*