

The following is language we propose to insert in the bargaining contracts and the employee handbook.

Worker's Compensation provides partial wage replacement for injured employees. Employees receiving Worker's Compensation as a result of a Labor and Industries Claim may choose to use their accrued sick leave or vacation leave to supplement the Worker's Compensation wage replacement. If an employee elects to use accrued leave while receiving Worker's Compensation benefits, the City will pay the employee his/her regular wages using accrued sick or vacation leave. If an employee elects this option, when the employee receives time loss payments from the Department of Labor and Industries, the employee must turn such payments over to the Finance Department. The Finance Department will use the worker's compensation payment to replenish the employee's sick leave or vacation leave balance that was drawn down at the employee's current hourly wage rate. Comp time is not eligible for buyback and may not be used following a work related injury or illness while an employee is receiving Worker's Compensation pay.

If an employee chooses not to use sick or vacation leave as a supplement, any time loss payments received by the employee from the Department of Labor and Industries may be kept, and their time in the payroll system will be documented as leave without pay.