

## **State Of Colorado as of July 1 2013. For eligible CU Classified employees**

- 5-38. Injury Leave. A permanent employee who suffers an injury or illness that is compensable under the Workers' Compensation Act shall be granted injury leave up to 90 occurrences (whole day increments regardless of the actual hours absent during a day) with full pay if the temporary compensation is assigned or endorsed to the employing department. (5/1/10)
- A. If after 90 occurrences of injury leave an employee still is unable to work, the employee is placed on "make whole", using sick leave first, then annual leave. Once all paid leave is exhausted, employees may be given unpaid leave. Workers' compensation payments after termination of injury leave shall be made to the employee.
  - B. The appointing authority may invoke Rule 5-6 if the employee is unable to return to work after exhausting all accrued paid leave and applicable job protection. Termination of service under that rule will not affect continuation of payments under the Workers' Compensation Act.
  - C. If the employee's temporary compensation payment is reduced because the injury or occupational disease was caused by willful misconduct or violation of rules or regulations, the employee shall not be entitled to or granted injury leave. Any absence shall be charged on a "make whole" basis or, at the appointing authority's discretion, unpaid leave may be granted and the temporary compensation payments shall be made to the employee.
  - D. If an employee has a compensable injury or illness, but the first 24 hours are not paid for by the provider, the employee shall not be entitled to or granted injury leave for those 24 hours.
  - E. If a holiday occurs while an employee is on injury leave, the employee receives the holiday and the day is not counted as an injury leave occurrence.

## **Regents Policy for eligible professional employees**

### **Board of Regents Policy 11: Compensation**

#### **11.E: Leave Policies for Officers, Exempt Professionals, and Faculty**

##### **Sec 3 Other Leaves**

**c. Leave for Job-Related Illnesses and Injuries.** Officers, exempt professionals, and faculty on twelve-month appointments who suffer an injury or illness in the line of **duty covered by workers' compensation** are granted up to ninety (90) work days of paid injury leave. These benefits replace the more limited coverage of workers' compensation insurance which is waived by the employee during the ninety (90) days of injury leave. If an employee is unable to return to work after that time, he/she is eligible to take accrued vacation and sick leave in addition to workers' compensation.