

Section V

Part 3

WorkSafeBC (WSBC) Compensation

If your claim is accepted, how you are compensated

You are covered by the Workers' Compensation Act for work missed due to injuries or accidents that happen while you are at work or for illnesses that are work-related. As legislated, the CLS pays the full cost of this plan.

If you are injured at work the CLS will pay you 100% of your scheduled daily wage for the day of injury (for which Workers' Compensation is not paid) provided the claim is accepted by WorkSafeBC. Between the second day of injury and your claim being accepted by WorkSafeBC, CLS does not pay wages or sick time.

If your claim is accepted and you continue to be absent due to your injury or illness, the benefit WorkSafeBC will pay you is equal to 90% of your net earnings based on your "normally" scheduled work week as reported to WorkSafeBC. Workers' Compensation Plan also covers medical and rehabilitation services.

Financial Services and/or Employee Services will follow up

Financial Services and/or Employee Services will contact you, your Coordinator and any witnesses to ask any necessary questions about the injury or your claim. It is important everyone cooperate promptly as the CLS is responsible for meeting WorkSafeBC reporting deadlines for your claim to be processed.

If you are going to be absent for more than a few days, Employee Services will contact you to follow up and see how you are doing. You will receive a letter confirming your leave of absence and outlining what is required of you during your absence and for your return to work.

If you continue to be away:

- you are advised to continue to see your doctor who will submit another report to WorkSafeBC, and
- you must pay your portion of the costs of benefits (if you are on CLS Group Benefits) on a monthly basis to Financial Services. In the event payment is not received, benefits may be cancelled.

Please be advised that your life-to-date hours, vacation pay and sick bank do not accrue during your absence.

Recovery

During your recovery, as you visit your doctor you should describe your particular job duties in detail to your doctor. You may use your general job description as a guideline. Job descriptions are available on-line at www.cls-bc.org or from Employee Services.

Remember, communication is the key to a safe and positive return to work, so, as necessary, we will contact you on a regular basis and if you have any new information about your recovery, please call us and keep us informed as well.

Throughout our communications, any medical information will be communicated on a “need to know” basis only so as to protect your privacy. If you have concerns about confidentiality at any time, please call Employee Services right away

WorkSafeBC Graduated or Accommodated Returns to Work

As you get better, it may be possible for us to accommodate your safe return to work on a graduated basis or to modified or different duties for a specified period of time. If this appears feasible, Employee Services will contact you, or you may feel free to contact us during your absence from work so we can discuss if this plan could be an option in your particular case. If WorkSafeBC, your doctor (completion of the CLS Sick Leave Medical Information form listing any limitations or restrictions is necessary prior to consideration), Coordinator and Director agree, this may be a benefit for you as it minimizes the problems associated with being away from your work for an extended period of time, making it easier to return to your full-time duties. It is also a benefit to the CLS in terms of minimizing costs associated with WorkSafeBC absences from the workplace. In return, as costs are better managed, these savings can possibly be utilized in the future to offer better benefits to all CLS employees.

Full Return to Work

Prior to scheduling your full return, we will need the completed CLS Sick Leave Medical Information form clearing your return to work, full-time, full-duties or medical confirmation from your doctor to WorkSafeBC.

Time Off Paid by WorkSafeBC

Please note that when you are off work due to a work-related injury and being paid by WorkSafeBC, this compensation does not constitute “wages” as defined by Employment Standards. Therefore, your total earnings are affected as well as such calculations as qualify you for statutory holiday pay or a special bonus payment. As a result, your eligibility for any bonus calculation or statutory holiday pay may be negatively affected by payments from WorkSafeBC.