I. PURPOSE

It is the policy of Wayne County to comply with the Michigan Workers’ Disability Compensation Act and applicable Michigan Case Law. The Workers’ Disability Compensation Act provides for the payment of workers’ compensation benefits to an employee who receives a personal injury or occupational disease “arising out of and in the course of employment.”

Workers’ compensation benefits include wage loss, the cost of reasonable and necessary medical treatment and certain rehabilitation services. In order to be entitled to wage loss benefits, the wage loss must be connected to the injury or disease.

II. POLICY PROVISIONS

A. Wayne County is committed to providing the following services to employees who have experienced a work-related injury or illness:

- 24-hour incident reporting using a Wayne County Employee Injury Report Form;

- Approved occupational health clinics;

- Representatives to answer any questions concerning a claim during business hours by calling the County’s third-party administrator for workers’ compensation claims or the Benefits Administration Office.

B. Notice Provisions

- Employees must report all work related injuries and/or illnesses immediately to their direct supervisor or any other available supervisor.

- All work related injuries and/or illnesses must be documented using an approved Wayne County Employee Injury Report Form even if employee does not seek medical treatment.

- In cases where medical treatment is warranted, a supervisor will authorize medical treatment at an approved occupational clinic by signing the Employee Injury Report.
All Employee Injury Reports must be forwarded to Benefits Administration Disability Unit within 24 hours from the time of the work incident.

C. Medical Treatment Protocols

- An employee claiming a work-related injury or illness is required by state law to treat with a County approved clinic during the first 28 days following injury and/or illness. The employee must give the County notice, preferably written, of their intent to treat with his/her own physician after the initial 28 day period. See Wayne County Approved Medical Clinics list.

- Exposure incidents (for example, blood borne pathogen, needle stick, contact with bodily fluids, etc.) must be reported to the clinic approved by the County. See Wayne County Approved Medical Clinics list.

- An employee waiting for and receiving medical attention for a compensable work-related injury/illness will be paid the balance of their shift but shall not include overtime.

D. Benefits

- Payment for compensable work-related injuries / illnesses will be paid In accordance with Workers’ Disability Compensation Act and applicable case law. Benefits are paid based on the employee’s date of injury / illness.

- Medical treatment deemed reasonable and necessary and related to the work injury/illness will be paid in accordance with applicable Michigan law.

- Workers’ compensation leave runs concurrent with leave under the Family Medical Leave Act (FMLA).

E. Return to Work

It is the County’s desire to return employees to safe and productive employment as soon as is medically possible following an injury/illness in a bona fide work assignment when suitable positions are available.
II. ENFORCEMENT

When a dispute arises concerning any workers’ compensation issues or benefits, the Workers Compensation Agency has sole jurisdiction for deciding these disputes.

In the event that any provision of these policies is in conflict with the terms and conditions of existing collective bargaining agreements (CBA), the terms and conditions of the agreements shall take precedence.

III. RELATED DOCUMENTS AND LINKS

- Wayne County Work Rules
- Wayne County Employee Handbook
- Wayne County Injury Report Form
- Wayne County Authorized Medical Clinics <link to list>
- Family Medical Leave Act (FMLA)

IV. REVISION HISTORY

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