

## **16.00 On The Job Injuries/Illnesses And Workers' Compensation Insurance**

Workers' Compensation Insurance coverage is provided for all employees of the College. The insurance covers an employee's accidental death or injury or occupational disease, which occurs in the course of employment at the College. The Workers' Compensation Laws of the State of Alabama govern benefits.

Should your injury require time off, the first three (3) days will be charged to sick leave. Beginning the fourth (4th) day, you will be compensated as per Workers' Compensation guidelines.

Any work-related injury or illness must be reported as soon as possible to the Human Resources Office. The Human Resources Office will then provide a referral for you to St. Vincent's Occupational Health Clinic, the College's approved facility.

### **After Hours Care**

If you must seek medical treatment for a work-related injury or illness after hours, you should contact Campus Police (226-4700) for a referral to the St. Vincent's Emergency Room, the College's approved after hours facility. You should contact Human Resources (226-4644 or 226-4646) the next business day so we may complete the appropriate paperwork. A voice mail message may be left for Human Resources at any time. All follow-up care, including specialist referrals, will be coordinated by the appropriate approved facility and the workers' compensation carrier.

### **16.01 POST-ACCIDENT DRUG AND ALCOHOL TESTING**

You are subject to drug and alcohol testing in post-accident and near accident events involving injury, illness, occupational disease, and/or property damage, or the potential for such injury or damage.

If you cause, contribute to, or are otherwise involved in any work-related incident, accident, or occurrence that may lead to a workplace injury, illness, occupational disease, or worker's compensation claim, you are required to immediately report such incident to the College. If you fail to report any such incident which requires drug and/or alcohol screening you may be subject to discipline.

You may be required to submit to post-accident drug and alcohol testing following the incident, accident, or occurrence, even if no medical treatment is needed and even if you have not had the opportunity to report the incident, accident, or occurrence. You must authorize the College to access any medical records which may indicate impairment or influence of drugs and/or alcohol.

Workers' compensation benefits may be denied for an injury due to an injured employee being intoxicated from the use of alcohol or being impaired by illegal drugs, if the intoxication or impairment caused or contributed to such accident or injury.

Any refusal on your part to consent, submit, or otherwise cooperate with such testing will be considered a violation of the College's standards of conduct and will be grounds for discipline and forfeiture of the right to recover worker's compensation benefits.