

Working Together to Help You Heal

Union County provides Workers' Compensation benefits in accordance with North Carolina State Law. The Risk Management Office administers the County's Workers' Compensation program. Contact information is (704) 283-3663 for Keith Richards, Risk Manager, or (704)-283-3628, Patti Smith, Benefits Technician. The Risk Manager's cell phone number is (704) 634-7567.

If you are injured in the course and scope of your employment, you are entitled to Workers' Compensation benefits. This guide is intended to provide you with a basic understanding of the County's Workers' Compensation benefits available to you.

Reporting all injuries or incidents on the County's [Employee Injury Report](#) is your responsibility and is to be completed as soon as possible and no later than 48 hours after the injury or incident. Completion of the is critical to processing your claim. You can obtain this form from your supervisor or from Risk Management.

Risk Management will ask you questions about how you were injured or exposed to an illness, details about your injury/illness, and about your daily activities. Your answers aid us in advising you of your benefits and communicating information to your treating provider. This is a partnership between Risk Management and you to aid in your recovery and to help in your return to work.

It is a felony, punishable as per NCGS 97-88.2 to willfully make a false statement or representation about a workers' compensation claim.

Workers' Compensation Benefits

- Medical care
- Prescriptions
- Reimbursement for mileage
- Wage replacement
- Permanent impairment benefits
- Copies of all paperwork is filed with the N. C. Industrial Commission of Workers' Compensation

Communication is Crucial

During the time it takes for you to recover from your injury, we all need to keep each other informed.

- Keep your supervisor advised of any periods of time you will miss from work as a result of your injury or illness.
- Keep Risk Management advised of any changes in your work status, physical restrictions, and medical appointments.
- Risk Management will keep you apprised of your benefits, answer any questions you have, and act as a liaison between you the third-party administrator handling your claim(s).

Salary and Employment Status

Accrued sick benefits may be used during the first seven (7) consecutive days following the date of injury. If you are on injury leave for more than twenty-one (21) consecutive days, wage replacement benefits will be paid retroactively for the first seven (7) days and any accrued sick leave taken will be reinstated.

- Light Duty: With some temporary physical restrictions, you may be required to work light duty. Light duty is assigned according to the temporary physical restrictions. Light duty may be assigned in a work area other than where an employee ordinarily works. If light duty is not available, you are entitled to wage replacement benefits. If you refuse a light duty assignment, you are not entitled to wage replacement benefits.
- Wage Replacement: Injury leave provides County employees with wage replacement at 66 2/3 percent of salary tax-free, not-to-exceed a maximum weekly amount as determined by the North Carolina Industrial Commission of Workers' Compensation.
- Family and Medical Leave: During your injury leave, if eligible, Family and Medical Leave benefits will automatically apply or up to 12 weeks. All health, dental, and vision benefits continue at the same rate as an active employee.

Returning to Health and Work

- Medical benefits will continue until you have reached Maximum Medical Improvement (MMI). Under some circumstances, medical benefits may continue after reaching MMI or returning to work.
- You may be entitled to a monetary award for a permanent partial disability and/or disfigurement. These awards are standardized through the State of North Carolina's Workers' Compensation Law.
- You may be required to submit to a Functional Capacity Evaluation (FCE) before your authorized treating provider returns you to full duty. If your authorized treating provider determines that you have permanent physical restrictions, these will be discussed with you and your supervisor to ensure that a safe working environment can be maintained.
- Accommodations as required by the Americans with Disabilities Act will be made as required.

Please contact Keith Richards, Risk Manager, at (704-283-3663), or Patti Smith, Benefits Technician, at (704-283-3628) to discuss any questions you have. It is Risk Management's goal to assist you during the course of your recovery.

Frequently-Used Terms

Accident: an unforeseen or unintentional event causing injury; includes injuries from occupational disease.

Authorized Treating Provider: physical therapist, chiropractor, or other medical practitioner authorized by the County to provide Workers' Compensation Care.

Compensable Injury: arising out of and in the course of employment, while performing duties that benefit the employer.

Functional Capacity Evaluation: a series of medically-prescribed scientific tests used by a medical practitioner in evaluating a person's ability to perform work.

Maximum Medical Improvement (MMI): a point in time when any medically-determinable impairment has become stable and when further treatment is not expected to improve the condition.

Mental Impairment: a disability arising from an accidental injury or traumatic psychological event (outside a worker's usual work experience) with no physical injury. Must be medically proven.

Occupational Disease: a disease resulting from the employment conditions under which work was performed or as a natural incident of the work.

Permanent Partial Disability (PPD): compensation paid to an employee for an injury that is permanent in nature. Employee may be able to return to work with a job modification.

Permanent Total Disability (PTD): compensation paid to an employee for an injury that is permanent in nature and the employee is unable to earn wages in the same or other employment. Burden of proof is on the employee.

Temporary Partial Disability (TPD): compensation paid to an employee when an employee is able to work at a reduced schedule. (Example: return to work part-time while recovering from an injury.)

Temporary Total Disability (TTD): compensation paid to an employee who is unable to perform any work. The disability is temporary in nature.



WORKERS' COMPENSATION

A Guide To

Union County

Workers' Compensation Benefits

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