



# WORKERS COMPENSATION & WAGE CONTINUATION ACKNOWLEDGEMENT

**INITIALS REQUIRED BELOW**

\_\_\_\_\_ I have sustained and on the job injury on \_\_\_\_\_ and have been placed on the City of Edinburg’s Workers Compensation program.

\_\_\_\_\_ I understand; in accordance with the Family and Medical Leave Act (FMLA), Workers Compensation leave and Line of Duty Illness/Injury Leave of Absence will run concurrently when the injury is considered a ‘serious health condition’, and will cooperate with FMLA rules and processes.

\_\_\_\_\_ I understand; Workers’ Compensation does not provide any benefits for the first seven (7) calendar days. If my injury will not require me to miss more than seven (7) days of work, I will be required to use my available paid leave (sick leave, vacation leave, or compensatory time) in that order, for the hours missed from work.

\_\_\_\_\_ Non Civil I understand; that in accordance with Workers Compensation I will use available paid leave (sick leave, vacation leave, compensatory time) in that order for the hours missed from work for the first 7 days. Therefore, the 1<sup>st</sup> WC check will be endorsed and turned over to the City’s Risk Management Division.

\_\_\_\_\_ Non Civil I understand; thereafter wage continuation will be utilized following the first 7 days and when warranted. Workers Compensation Leave will be utilized for 70% or 28 hours, and 30% or 12 hours of available paid leave (sick leave, vacation leave, or compensatory time) in that order, to receive 100% wage continuation for up to 30 days.

\_\_\_\_\_ Civil Service I understand; I will utilize my injury leave as per civil service guidelines for one year, up to 365 days. Therefore, any WC checks received from TMLIRP will be turned over to the City’s Risk Management Division.

\_\_\_\_\_ Civil Service I understand; that at the end of the 1-year period (365 days) and in accordance with §143.073- Line of Duty Illness or Injury Leave of Absence, the municipality’s governing body may extend the line of duty illness or injury leave at full or reduced pay. If the civil service employees leave is not extended, and the person is a member of the pension fund, the person may retire on pension until able to return to duty. If pension benefits are not available, and extensions have expired, employees may use sick leave, vacation leave or other accrued leave before being placed on temporary leave.

\_\_\_\_\_ I understand; the City of Edinburg has a Return to Work program, and when available and reasonable on the job injured employees have been released by the physician to return to work in a limited capacity, may be offered limited duty work through a bona fide offer.

\_\_\_\_\_ I understand; the Workers Compensation program and Return to Work program with combined limited and total absence, will end at 180 days for non-civil service employees and 365 days for civil service employees.

\_\_\_\_\_ I understand; Return-to-duty testing shall be conducted when an employee has been absent for more than thirty (30) consecutive calendar days and prior to returning to work.

\_\_\_\_\_ **Employee Signature (Injured employee)** \_\_\_\_\_ **Date**

\_\_\_\_\_ **Employee’s Printed Name** \_\_\_\_\_ **Employee ID#**

**NOTE:** This form must be signed by the injured employee at the time of the injury or as soon as possible thereafter, and attached to either the First Report of Injury (DWC-1) or the Supervisor’s Report of Injury being submitted to the Risk Manager.