

**CALHOUN COUNTY
BOARD OF COMMISSIONERS
POLICY STATEMENT**

SUBJECT:	DATE APPROVED:	EFFECTIVE:	POLICY NO.
WORKERS' COMPENSATION		9/11/05	307
	9/1/05	REPLACES:	
		307 of 11/21/88	

Pursuant to Section 418.315 of the Michigan Workers' Compensation Disability Act, Calhoun County is required to provide reasonable medical, surgical, nursing and hospital services to employees who incur a personal injury arising out of and in the course of their employment.

REPORT OF INJURY When an employee is injured on the job or in connection with work, the injury must be immediately reported to the employee's supervisor; and an accident report must be completed within twenty-four (24) hours of the injury (forms are available in the Human Resources Department and on the County Intranet). Failure to give timely notice of a work-related accident or injury may result in loss of rights to compensation.

MEDICAL TREATMENT If the employee requires medical treatment, he/she will be referred to the County's designated physician for treatment (see below) unless the conditions warrant the Human Resources Department to make an alternate referral. In life-threatening situations, emergency medical treatment is authorized.

After ten (10) days from the inception of medical treatment provided by the County's designated physician, the employee may treat with a physician of his/her choice. If the employee decides to treat with a physician of his/her choice, he/she must notify the Human Resources Department in writing of his/her "Intent to Treat," and provide the physician's name, address and telephone number.

If an employee is treated by a physician of his/her own choice prior to reporting the specific injury, this treatment is then considered unauthorized; and the medical bills may not be paid by the County's insurance administrator. Likewise, the medical bills for an employee who treats with a physician of his/her choice before completing the ten (10) days of required treatment by the County's designated physician will be considered unauthorized and may not be paid by the County's insurance administrator.

An employee who wishes to be treated by a physician of his/her choice for a work-related injury must furnish to the Employer, after treatment commences, a report setting forth the history obtained, the diagnosis, prognosis and any other information reasonably necessary to properly evaluate the injury, the disability and the necessity for further rehabilitation or treatment. Thereafter, at reasonable intervals of not more than sixty (60) days, the employee shall obtain and furnish a current medical report containing the same information together with an itemized statement of charges for services rendered to date. The County's insurance administrator is not required to make payment for services rendered until such report and itemized charges are furnished.

Any fee charged by the employee's physician in preparing the narrative reports as required in the paragraph above must be paid for by the employee as it is the employee's responsibility under General Rule R-408.31, Rule 1 (4) of the Michigan Workers' Compensation Disability Act to

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provide these reports to the Employer when the employee uses a physician of their choice.

WAGE LOSS BENEFITS If an employee experiences a lost time injury, they are entitled to weekly compensation benefits, which may be claimed as long as a disability and wage loss continue. Specific amounts and calculations depend on the date and type of injury.

Section 311 of the Michigan Workers' Compensation Disability Act provides that no compensation is paid for an injury which does not last for at least seven (7) days. If the disability lasts beyond seven (7) days, the worker is entitled to benefits as of the eighth (8th) day after the injury. If a disability continues for fourteen (14) days or longer, then the worker is entitled to be paid compensation back to the first day for the first seven (7) days of disability.

The employee has the option of applying available paid time off to any periods of non-payment or reduced payment in order to receive their normal net weekly wages.

CONTINUATION OF BENEFITS While a full time, non-probationary employee is on a medical leave of absence and is receiving compensation benefits pursuant to the Workers' Compensation Act, the Employer will continue to pay the required premiums for hospitalization insurance coverage, including dependent coverage, for that employee. The Employer's obligation under this subsection shall be limited to a period of up to six (6) months and, further, shall not extend beyond the period when the employee is actually receiving compensation payments pursuant to the Workers' Compensation Act, whichever is shorter.

OFFER OF FAVORED WORK Section 301 of the Michigan Workers' Compensation Disability Act allows the County to offer reasonable work to injured employees as long as the work poses no clear and proximate threat to the employees health and safety. Reasonable work can apply to anything from the workers regular pre-injury job to the most nominal available employment. If applicable, an offer of favored work will be given to the employee in writing. Refusal of reasonable employment under this statute may result in forfeiture or suspension of wage loss benefits during the period of such refusal.

COUNTY DESIGNATED PHYSICIANS Following are the physicians the County has designated for treatment of work related injuries (prior approval must be obtained before treatment):

Occupational Medicine and Health	Marshall Internal Medicine
265 Fremont Street	14900 N. Old US 27 S
Battle Creek, MI 49017	Marshall, MI 49068