6-6 POLICY ON WORKERS COMPENSATION

SPD employees are covered under the Illinois Workers' Compensation Act. The Act provides for medical care and replacement of wages if an employee sustains an injury arising out of and occurring during their employment with SPD. Non-job-related illnesses or injuries, or illnesses or injuries not related to the performance of an employee's assigned duties are not covered under the Act. Employees having any questions regarding workers' compensation, should see Administration, or contact the Park District's Workers' Compensation Coverage provider.

All employees must adhere to the following conditions:

1. Any work-related injury or illness (even if the employee is uncertain if the injury or illness is work-related but suspects it might be work-related) must immediately be reported directly to the employee's immediate supervisor or Superintendent of Finance. ***Even if the employee feels that there is no need to seek medical attention, they must report their injury***.
2. Upon notification, SPD shall instruct the employee to report to SPD's designated Corporate Healthcare Provider or Emergency Room for an examination or treatment. In the case of an emergency, the employee should go to the nearest hospital emergency room for treatment and then utilize SPD's Physician Network Referral Service if additional treatment is necessary. In either case alcohol and substance testing will be required.
3. All medical evaluations by any licensed physician must be submitted to the Superintendent of Finance, for the duration of your period of leave.
4. SPD reserves the right to have the employee examined by a licensed physician of its own choice at any time during the period of leave. This examination will be at SPD's expense and the physician will submit the results to SPD. The employee is entitled to a copy of this report.
5. SPD may assign an injured employee to a modified duty assignment in accordance with SPD's Modified Duty Program.
6. No employee shall be allowed to return to work without a statement from a physician approving the employee's return to work without restrictions, or with restrictions acceptable to SPD.
7. SPD reserves the right to re-assign the employee to another position at the same pay and benefits the employee received at the time of the injury.
8. When an employee has been released by a licensed physician to return to work on a modified duty basis, the employee may periodically be requested to return for medical evaluations. For these doctor visits, the employee will be compensated at the employee's current rate of pay only for the period necessary for the visit, including reasonable transportation time. SPD reserves the right to verify the time of the visit. Time taken over and above that that is

necessary will be charged to the employee's available personal or other time off. If the employee does not have any available time, the employee will be compensated only to the extent required by law.

9. For the purposes of the Family Medical Leave Act (FMLA) and missed days under Workmen's Compensation are accrued for the purposes of FMLA.

Adopted on: 06/24/08-SPD Board Meeting

Revised on: 08/27/13
November 2021