

University of Illinois Policy for Workers' Compensation Benefits

PURPOSE

The purpose is to ensure compliance with the Workers' Compensation Act of Illinois and the Occupational Diseases Act of Illinois (henceforth referred to as the "Acts"), communicate University policy regarding the provision and payment of workers' compensation benefits to employees who experience a compensable work related injury or illness, and to establish responsibility and authority of University personnel in the provision and monitoring of statutory benefits.

APPLICABILITY

All University employees.

POLICY

The University shall provide benefits according to the Acts for any employee who sustains a compensable work related injury or illness. The Acts define "compensable" as an injury or illness which arises out of and in the course of an employee's University work duties.

In situations involving a compensable work related injury or illness, the Acts may provide benefits for lost wages (temporary total disability benefits-TTD, which are payable following a three day waiting period), for reasonable and necessary medical care and for permanent disability, scarring or disfigurement (permanent partial disability- PPD). TTD benefits are calculated at 66 2/3% of the employee's gross average weekly wage during the 52 week period immediately preceding the date of accident or exposure. PPD benefits are calculated at 60% of the employee's gross average weekly wage. Both benefits are subject to minimum and maximum limits by law. The University allows earned benefits such as sick leave, vacation, and personal leave to be used for the 3-day waiting period specified by the Acts; however, total payments for the first 3 day waiting period may not exceed the employee's basic straight-time compensation. Reasonable and necessary medical benefits are also paid according to the Acts. A current year fee schedule is published by the Illinois Workers' Compensation Commission. Reimbursement rates are based on zip code and location of treatment. Claim settlement amounts, including PPD benefits are paid at the conclusion of a claim either by agreement between the employee and the University with the approval of the Workers' Compensation Arbitrator or following a trial and pursuant to a decision by the Arbitrator under the provisions of the laws. The University supports a minimum of a six-month waiting period at the conclusion of treatment and the employee's return to work at maximum medical improvement before considering whether any permanent disability has occurred. This insures the injury or illness has favorably concluded and all reasonable and necessary bills have been paid.

The Office of Workers' Compensation and Claims Management has responsibility for determining compensability of claims and authorizing the payment of benefits on behalf of The University of Illinois.

For further questions about Workers' Compensation benefits and claims, contact:

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