

# Essex County College College Regulation

## REG 4-7 WORKER’S COMPENSATION BENEFITS

**Purpose:**

To provide benefits to workers for injuries arising out of and in the course of employment. To ensure that provisions are in accordance with requirements of the State of New Jersey Worker's Compensation laws.

**Definition(s):**

Worker’s Compensation is a system created by the New Jersey Legislature that provides benefits to workers who are injured at or during the course of their employment or who have an occupational disease arising out of their employment. The available benefits include medical treatment, temporary disability benefits and compensation for a resulting permanent disability. In the event of the death of an injured worker, the benefits may be payable to the family of the worker.

**Application:**

The College requires immediate and formal reporting of accidents and injuries to the Public Safety Department and to the employee's Supervisor unless the extent of the injury will not permit such reporting. In such case, reporting should be done as soon after the occurrence as possible.

1. If an injured employee is disabled for a period of more than seven (7) consecutive days, the employee may be eligible to receive benefits pursuant to New Jersey's Worker's Compensation Law.
2. Essex County College reserves the right to designate a physician and to require that the employee submit to a physical examination to determine their disability and fitness to return to work, subject to the provisions of the appropriate collective bargaining agreement.
3. The Human Resources Department is responsible for implementation of this Regulation and for taking appropriate action regarding job-related accidents involving employees of the College.

Responsible Official(s):	<b>Reference:</b>
Regulation History: 11/95, 10/01, 7/11	Attachment(s):