

## Workers' Compensation FAQs

### **Q. I received a bill for a work-related injury or illness. What should I do?**

**A.** If you receive a bill for a compensable injury or illness, email a copy of the bill to TML-IRP at [wcmesquite@tmlirp.org](mailto:wcmesquite@tmlirp.org) and include your workers' compensation claim number and/or the date of injury or illness.

### **Q. Can I continue to earn overtime while working modified or limited duty?**

**A.** Yes. If overtime is available and does not violate prescribed work restrictions, an employee can continue to earn overtime.

### **Q. What are temporary income benefit (TIB) payments and how are they calculated?**

**A.** Temporary income benefits are paid by TML-IRP to an injured employee if he or she is required to be off work or can only work a portion of his or her regularly scheduled hours, per doctor's orders. TML-IRP will issue TIB payments covering 70% of lost earnings. However, because the City continues to pay an injured employee his or her regular earnings for 90 days following the date of injury, the TIB payments must be turned in to Human Resources.

*Example:* John Smith earned \$600.00 per week before he was injured on the job. His doctor has not released him to return to work, and he has been off work for seven days. He will not be able to return to work for at least two weeks. Workers' compensation pays an injured employee 70% of lost earnings. Therefore, TML-IRP would begin sending TIB payments to John of \$420.00 (minus taxes) each week, until the employee returns to work.

### **Q. What happens to my pay after 90 days if I am still missing time from work?**

**A.** After 90 days, you will keep any temporary income benefit (TIB) payments received from TML-IRP and can use sick leave to supplement your income.

### **Q. Do I use sick leave while recovering from a work-related injury or illness?**

**A.** For the first 90 days, you will not use sick leave. Your supervisor will use a specific workers' comp code in Kronos or Telestaff to record your time. If you are still missing time after 90 days, you can use sick leave to supplement your income.

### **Q. Will I still accrue sick and vacation leave while off work for a work-related injury?**

**A.** Yes. As long as you continue to receive a paycheck from the City, you will accrue sick and vacation leave according to City policy.

### **Q. Can I take a vacation while recovering from a work-related injury or illness?**

**A.** Yes. Vacation leave may be used in accordance with City policy. However, it is the employee's responsibility to not violate any directives from the treating doctor while on leave (e.g. lifting restrictions).

### **Q. I am on light duty and need to take time off work for an unrated illness or to care for one of my dependents. Can I use sick leave?**

**A.** You can use sick leave in accordance with City policy.