



City of Waterbury
Workers Compensation
Light Duty Return to Work Program

As required by Section 31-313 of the CT Workers Compensation Act, the City of Waterbury will endeavor to provide, where applicable, suitable employment to its employees that have an accepted Workers Compensation claim (as determined by the City's Third Party Administrator) and, as a result, cannot continue their customary work for the City but are determined by a treating physician to be able to resume working in a reduced capacity. This Light Duty Return to Work Program will outline the City's mechanism to comply with Section 31-313.

Light Duty Return To Work Program

Purpose and Philosophy: The purpose of this program is to provide a mechanism for affected employees to return to work as soon as reasonably possible after an accepted Workers Compensation claim. **An underlying philosophy of a Light Duty Return To Work Program is that an employee that maintains some form of work status will have an enhanced ability to make a full recovery and the City will receive some productivity in return.**

Eligibility: Eligibility for Light Duty Return To Work will depend on the treating physician providing some medical clearance for an employee to resume employment. Until such clearance is provided, an employee with an accepted Workers Compensation claim will not be eligible for the Light Duty Return To Work Program. If not eligible for Light Duty or Full Duty Return To Work per treating physician response, the affected employee will be placed on Temporary Total Disability pursuant to the General Statutes of the State of Connecticut as it relates to Workers Compensation.

Light Duty Work Assignments: The City of Waterbury Light Duty Return To Work Program includes modified duty and alternate work assignments. This Program is applicable to all City of Waterbury departments. All modified or alternate duty assignments will meet the treating physician's recommendations for return to work based on eligibility (see above). The Light Duty Work Assignments will primarily take place within the affected employee's department but if no such alternate or modified duty

assignments are available within the department, the affected employee may be included in a City-wide Return-To-Work Pool, which would allow the affected employee to work outside his or her department in a position that is within their physician prescribed work restrictions or as otherwise directed by City Risk Manager.

- Return-To-Work Pool: This is a City-wide collection of modified and/or alternate duty jobs provided by City departments to the City's Risk Management Department and Third Party Administrator that will provide an additional resource for employees that have been medically cleared to return for light duty work following an accepted Workers Compensation claim. These jobs would be temporary in nature and would apply to those affected employees that do not have any modified or alternate duty opportunity within their own department. The employee would be paid by their own department at the same rate of pay pre-Workers Compensation claim (but not eligible for overtime).

The benefit of the Return-To-Work Pool is to support the underlying philosophy of the Light Duty Return To Work Program.

If an employee cannot be accommodated through this Return To Work Pool, then the employee must complete the necessary Job Searches required by CT Workers Compensation and those Job Searches must be fully validated by the employee's department head for the employee to be paid their Indemnity benefits. If this is not performed to the satisfaction the Risk Management or the City Third Party Administrator, then the employee may either not be paid or their pay may be at the expense of the employee's department.

Duration and Temporary: All modified or alternate duty assignments are *temporary* in nature and will not be considered a permanent job duty.

The duration of these assignments is not to exceed 90 calendar days at which time the employee will be placed on Temporary Total Disability pursuant to the General Statutes of the State of Connecticut as it relates to Workers Compensation. Extensions may be applied for through the Risk Management Department.

The duration of the assignment may cease prior to 90 calendar days if the affected employee reaches Maximum Medical Improvement and can either return to Full Duty status or has been assigned Permanent Work Restrictions by their treating physician.

Remuneration: The employee working a modified or alternate duty assignment will receive their same rate of pay pre-Workers Compensation claim (but not eligible for overtime).

Status Changes and Updates: The City's Third Party Administrator will manage Workers Compensation claims and will update the affected department and Risk Management on an affected employee's work status. Work Status categories as it relates to Workers Compensation include *Full Duty*, *Modified Duty*, *Alternate Duty*, and *Temporary Total Disability* and are defined below.

Definitions:

Full Duty Work Status: A return to full and regular duty with no restrictions.

Modified Duty: A work status that includes the employee with an accepted Workers Compensation claim having the ability to return to work performing the essential functions of the employee's job classification but does have medical restrictions prohibiting particular tasks within the job classification.

Alternate Duty: A work status that prohibits the employee with an accepted Workers Compensation claim from returning to work within his/her job classification but allow the employee to be gainfully employed in other assignments. This may include assignments within the affected employee's department or through the Return-To-Work Pool.

Temporary Total Disability: A work status that prohibits the employee with an accepted Workers Compensation claim from returning to work in any capacity.