New Hire Notice - Injuries Caused By Work

What does workers' compensation cover?

You may be entitled to workers' compensation benefits if you are injured or become ill because of your job. Workers' compensation covers most work-related physical or mental injuries and illnesses. An injury or illness can be caused by a single event (such as hitting your back in a fall) or by repeated exposures such as bending your wrist over a period of time or an injury that happens suddenly and is not severe in nature. Generally, independent contractors and volunteers who receive no compensation are not covered by workers' compensation benefits. Workers' compensation benefits cover work-related injuries resulting from off-duty recreational, social, or athletic activities, unless contracted or sponsored by your employer, and are generally not covered.

Benefits:

Temporary: Injuries are covered for a limited time, permanent disability, supplemental job displacement, and death benefits.

Medical Care:

You are entitled to medical care that is reasonably required to care or relieve you from the effects of your work-related illness. Medical care may include doctor visits, hospital services, physical therapy, lab tests, x-rays, and medications that are reasonably necessary to treat or relieve your injury. Your employer must, however, pay for your medical care. This includes the cost of any reasonable medical care you receive within 30 days of your injury. If your employer is unable to provide you with a reasonable amount of medical care, you may be entitled to benefits for your temporary disability.

Treatment by your personal physician:

You may be treated by your own physician if you notify your employer at the time of the injury. If your personal physician includes medication or treatments that are not covered by the workers' compensation program, you may be entitled to benefits for your temporary disability.

Your physician must be the regular physician and surgeon. If your physician has directed you to receive medical treatment at a specific facility, you may be entitled to benefits for your temporary disability.

What happens if your employer disputes your injury?

State law requires employers to authorize medical care within one working day of receiving a claim form. Your employer may be required to pay for medical care for up to $10,000 in medical care until your claim's decision is made.

Medical Provider Networks:

Your employer may be required to use a network of medical providers to provide medical treatment. If your employer is using a network, you may be entitled to benefits for your temporary disability.

What if your employer has a Medical Provider Network?

If your employer has a Medical Provider Network, additional information can be obtained by reviewing the full network provider list which is required to be posted in a public location at the employee's work site. The network provider list includes the name, address, and phone number of each provider in the network. The network provider list may be updated and revised by your employer at any time.

What if your employer does not have a Medical Provider Network?

If your employer does not have a Medical Provider Network, the employee may be required to change their treating physician to a personal choice. You may change your treating physician by following the work-related injury or illness within 30 days of reporting your injury. Claims may not be accepted as the primary treating physician after 24 days. You may use the attached form to notify your employer of this change.

Your employer must provide you with a claim number, the claim number must be used to identify the claim. If you are unable to provide the claim number, you may be required to provide a description of the injury or illness that occurred.

The amount of benefits you are entitled to receive is based on the severity of your injury or illness. Benefits may be paid for a maximum of 240 days in any 12-month period. If you are unable to work due to your injury or illness, you may be entitled to additional benefits.

Return to Work Fund:

If your injury results in permanent impairment and it is determined that the account is awarded in proportion to your loss of earnings, you may be entitled to additional benefits. A fund is established to supplement permanent impairment benefits under specific circumstances. This fund is administered by the Division of Workers' Compensation. You may be entitled to benefits in the event of a work-related injury or illness.

Death Benefits:

Death benefits are paid to dependents of a worker who dies as a result of a work-related injury or illness. The benefits may be paid to your spouse, minor children, or any other dependents as specified in the California Labor Code. If you are a dependent of a worker who dies as a result of a work-related injury or illness, you may be entitled to benefits.

Employer Representative: Human Resources Programs

If you are unable to provide a claim number, you may be required to provide a description of the injury or illness that occurred. If you are unable to provide a claim number, you may be required to provide a description of the injury or illness that occurred.
It is illegal for your employer to punish or fire you for having a work injury or illness, for filing a claim, or testifying in another person’s workers’ compensation case. If proven, you may receive lost wages, job reinstatement, increased benefits, and costs and expenses up to three times the benefits.

Questions?
If you have questions, see your employer or the claims examiner who handles workers’ compensation claims for your employer.

Claims Administrator:
Sedgwick Claim Management Services, Inc.
Address: Sedgwick CMS
P.O. Box 14629
Lexington, KY 40512
Phone: 1(816) 851-5803

The employer is insured for workers’ compensation by:

California State University

How do I locate information regarding my employer’s current workers’ compensation carrier?

For information regarding your employer’s workers’ compensation carrier, please visit the below website.


If the workers compensation policy has expired, contact the Labor Commissioner at the Division of Labor Standards Enforcement - their number can be found in your local White Pages under California State Government, Department of Industrial Relations.

You can get free information from a State Division of Workers’ Compensation Information & Assistance Officer.

The nearest Information & Assistance Officer is at:
Address: 1511 N. Elles Ave.
200 City Center, CA 95333
Phone: 1(800) 358-5757

Hear recorded information and a list of local offices calling 10rees (800) 738-7401.

Learn more online: www.dfc.ca.gov

False claims and false denial:

Any person who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining or denying workers’ compensation benefits or payments is guilty of a felony and may be fined and imprisoned.

Your employer may not be liable for the payment of workers’ compensation benefits for any injury that arises from your voluntary participation in any off-duty recreation, social, or athletic activity that is not part of your well-related duties.