Notice to Employees – Injuries Caused by Work

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 one event (such as hurting your back in a fall) or by repeated exposures (such as hurting your wrist from doing the same motion over and over).

Benefits: Workers’ compensation benefits include:
- **Medical Care:** Doctor visits, hospital services, physical therapy, lab tests, x-rays, and medicines that are reasonably necessary to treat your injury. You should never see a bill. There is a limit on some medical services.
- **Temporary Disability (TD) Benefits:** Payments if you lose wages while recovering. For most injuries, TD benefits may not be paid for more than 104 weeks within five (5) years from the date of injury.
- **Permanent Disability (PD) Benefits:** Payments if your injury causes a permanent disability.
- **Supplemental Job Displacement Benefit:** A nontransferable voucher payable to a state approved school if your injury arises on or after 1/1/2004 and results in a permanent disability that prevents you from returning to work within 60 days after TD ends, and your employer does not offer you modified or alternative work.
- **Death Benefit:** Paid to dependents of a worker who dies from a work-related injury or illness.

**Naming Your Own Physician Before Your Injury or Illness (Pre-Designation).** You may be able to choose the doctor who will treat you for a job injury or illness. If eligible, you must tell your employer, in writing, the name and address of your personal physician (who has previously treated you and has your medical records) before you are injured and your physician must agree to treat you for your work injury. To obtain a Pre-Designation of Personal Physician form, contact Human Resources Service Center, Employee Leaves and Workers’ Compensation (530) 898-4670.

**If You Get Hurt:**

1. **Get Medical Care:**

   If the injury or illness requires immediate medical attention, call 911. (Examples of injuries, illnesses, or behaviors that might require medical attention include, but are not limited to, head injuries, back or neck injury, seizures, loss of consciousness, amputations, cuts requiring stitches, unexplained vomiting, or other unexplained symptoms.

   For minor injuries or illnesses:

   **IMMEDIATE CARE MEDICAL CENTER, INC.**
   - Chico Location - 376 Vallombrosa Avenue, Chico, CA 95928 - Business Hours: Daily 7 a.m.-9 p.m.
   - Orland Location – 1361 Cortina Drive, Suite A, Orland, CA 95963 - Business Hours: Daily 8 a.m.-6 p.m.
   - Paradise Location – 5875 Clark Road, Paradise, CA - Business Hours: Monday-Friday, 7 a.m.-7 p.m. and Saturday-Sunday, 8 a.m.-4 p.m.

   For life-threatening injuries or illnesses OR treatment of minor injuries or illnesses outside Immediate Care Medical Center business hours:

   **ENLOE MEDICAL CENTER EMERGENCY SERVICES,** 1531 Esplanade, Chico, CA 95926 - Business Hours: Always Open

2. **Report Your Injury:** Report the injury immediately to your supervisor or Human Resources Service Center, Employee Leaves and Workers’ Compensation (530) 898-4670. Don’t delay. There are time limits. If you wait too long, you may lose your right to benefits. Your employer is required to provide you with a claim form within one (1) working day after learning about your injury. Within one working day after you file a claim form, your employer shall authorize the provision of all treatment, consistent with the applicable treating guidelines, for your alleged injury and shall be liable for up to ten thousand dollars ($10,000) in treatment until the claim is accepted or rejected.

3. **See Your Primary Treating Physician (PTP).** This is the doctor with overall responsibility for treating your injury or illness. If you pre-designated by naming your personal physician before injury (see above), you may see him or her for treatment in certain circumstances. Otherwise, your employer (CSU, Chico) has the right to select the physician who will treat you for the first 30 days. You may be able to switch to a doctor of your choice after 30 days.

**Discrimination:** 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 limits set by the state.

**Questions?** Learn more about workers’ compensation by reading the information that your employer is required to give you at time of hire. If you have questions, contact Human Resources Service Center, Employee Leaves and Workers’ Compensation (530) 898-4670 – or the CSU’s workers’ compensation third-party administrator:

**SEDGWICK CMS (Sedgwick Claims Management Services)**

P.O. Box 14629, Lexington, KY 40512-4629
Phone: (916) 851-8024  Fax: (916) 851-8089

You can also get free information from a State Division of Workers’ Compensation Information & Assistance Officer. The nearest Information & Assistance Officer can be found at: Redding, CA (530) 225-2845 or by calling toll-free (800) 736-7401. Learn more information about DWC and DLSE online: [www.dwc.ca.gov](http://www.dwc.ca.gov) or [www.dir.ca.gov/dlse](http://www.dir.ca.gov/dlse).

False claims and false denials: Any person who makes or causes to be made any knowingly false or fraudulent material statement or material misrepresentation 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, recreational, social, or athletic activity that is not part of your work-related duties.