

Workers' Compensation Benefits and Procedures

General Information

Colorado employees who are injured in the course and scope of employment are entitled to medical care and other benefits. In Colorado, workers' compensation is the exclusive remedy for injuries obtained on the job. The Colorado Workers' Compensation Act details the specific benefits available to the injured worker. More information can be found on the State of Colorado Department of Labor web page (<https://cdle.colorado.gov/dwc>).

Workers' Compensation Procedures

Reporting

- Report the injury to your supervisor within 24 hours.
- Complete an Employee Injury Report and submit it to Risk Management on the day of the accident if possible, but no later than four days after the injury.

Medical Treatment

- If medical treatment is necessary, it must be obtained from a designated medical provider. The current list of designated medical providers is located on the Risk Management web page.
- The emergency room is only authorized for life or limb threatening emergencies, or for after-hours injuries that cannot wait until the next business day. If you receive care at the emergency room, you must see a designated provider the next business day.

Medical Bills

- If you receive any bills for authorized services due to your injury, please submit them to Risk Management.

Time Away From Work

- Medical appointments to receive care for your injury should not be charged to your leave. The workers' compensation option should be used for these absences. Please schedule your medical appointments for when they will be minimally disruptive to your work schedule.
- A designated medical provider must excuse you for any days you miss from work.
- A designated medical provider may put you on work restrictions. Risk Management will discuss those restrictions with your supervisor to determine if you are able to work with accommodations to your assigned position. If the District is unable to accommodate your work restrictions, Risk Management will discuss your wage replacement benefits with you.

Workers' Compensation Fraud

Intentional misrepresentation of a work-related injury is a felony, and it will be prosecuted. Employees committing workers' compensation fraud can go to jail, lose their job, and be fined. If you suspect fraud, call the Colorado Division of Workers' Compensation at 303-318-8700.

If you have any questions about this information, please contact Risk Management at 303-682-7428.