# Important Information about Workers’ Compensation

for employees covered under the Virginia Sickness and Disability Program (VSDP)

This information does not apply to employees covered under the Traditional Sick Leave Policy.

This information is to clarify certain provisions under the Workers’ Compensation Act and the state’s policies and procedures. Specifically, this clarification relates to missed time as prescribed by the Workers’ Compensation physician for a work-related injury or illness which has been certified for benefits under Workers’ Compensation.

**Clarification**

* Workers’ Compensation does not pay wage benefits for the first seven (7) calendar days of disability for a certified work-related injury or illness unless the injured worker loses more than twenty-one (21) days of excused time from work. During the first 7 days that an employee is out of work, he/she must use his/her own leave (family/personal, sick, annual). An employee disabled for more than 21 days due to a work-related injury or illness may be eligible for retroactive partial leave/wage replacement benefits for the first 7 days.
* Intermittent leave due to the covered injury or illness also may apply towards this 7 day waiting period. Examples of intermittent leave might include follow-up doctor’s appointments, physical therapy, surgery, etc.
* In the event an employee does not have leave to cover this 7 day period, the employee will be placed on leave without pay status. Please be mindful in your leave management that unexpected emergencies may occur.
* Virginia state employee Workers’ Compensation claims are handled by Managed Care Innovations (MCI) under contract to the Department of Human Resource Management. In the event benefits are denied by MCI, an appeal may be made to the Virginia Worker’s Compensation Commission (VWC). The VWC makes the final decision for approval of Workers’ Compensation benefits for wage and/or medical expenses.
* An employee enrolled in the VSDP who suffers a work-related injury or illness should file under both Workers’ Compensation and VSDP (administered by Reed Group). If approved by both programs, the employee will receive coordinated benefits.

For questions regarding Workers’ Compensation, please contact the Human Resources Office at (540) 654-1046.