

4.6 INDUSTRIAL ACCIDENT OR ILLNESS LEAVE

- 4.6.1 An industrial accident or illness is defined as one that arises out of the course and scope of the faculty member's employment with the District. The accident or illness must be reported to the District in accordance with District regulations.
- 4.6.2 Faculty members employed by the District under contract shall receive sixty (60) days' leave with pay in any one (1) fiscal year for an industrial accident or illness.
- 4.6.3 Industrial accident or illness leave shall commence on the first (1st) day of absence. Allowable leave shall not be accumulated from year to year. When an industrial accident or illness occurs at a time when the full sixty (60) days will overlap into the next fiscal year, the employee shall be entitled to only that amount remaining for the same illness or injury at the end of the fiscal year in which the injury or illness occurred.
- 4.6.4 Payment for wages lost on any day shall not, when added to an award granted the employee under the worker's compensation laws of this state, exceed the normal wage for the day. Industrial accident leave will be reduced by one (1) day for each day of authorized absence regardless of a compensation award made under worker's compensation.
- 4.6.5 The industrial accident or illness leave of absence shall be used in lieu of entitlement acquired under Section 87786 of the State Education Code. When entitlement to industrial accident or illness leave has been exhausted, entitlement to other sick leave will then be used; but if an employee is receiving worker's compensation, he shall be entitled to use only so much of his accumulated or available sick leave, accumulated compensation time, vacation, or other available leave, which, when added to the worker's compensation award, to provide for a full day's wage or salary.