Job Injury Paid Leave Reimbursement Process:

Paid leave is initially charged at 100% for absences due to job injury. If the employee is paid by the job injury insurance carrier for lost wages, the employee’s leave time will be reimbursed by the same percentage as the compensation paid by the job injury insurance carrier.

For example, if the job injury insurance carrier pays 75% of an employee’s salary while that employee is absent due to a job injury, the District would only be responsible for paying the remaining 25% so the employee would be reimbursed for 75% of the time originally docked from their leave bank for the corresponding time period.

To administer the leave reimbursement, the District will dock the employee’s regular pay by the amount of the job injury lost wage check(s) and then reimburse the employees leave bank accordingly. Once the employee’s PUHSD is docked, the remaining PUHSD pay plus the Job Injury pay would equal the employee’s regular biweekly pay.

Note: Due to the time lag associated with this process, many employees choose to postpone spending their job injury lost wage check(s) until the corresponding dock has been processed from their pay.