

<p><b>Green: Protected</b> <b>Yellow: Some Protections</b> <b>Red: No Protection</b></p>	<p><b>Wages</b></p>	<p><b>Employee Benefits</b></p>	<p><b>Job/Position</b></p>
<p><b>Workers' Comp</b>  For work-related injuries and illnesses</p>	<p>If work related injury causes lost wages, employee will receive 2/3 of average weekly wage (tax free) until end of healing.</p> <p>For the first 180 days of lost wages, employee will also receive "supplemental" WC benefits, intended to bring the employee's wages up to what the employee's take home pay was prior to the injury, less any Federal and State taxes. After 180 days of lost wages, employee may use sick time to supplement WC benefits.</p>	<p>Dane County will cover all medical expenses related to work related injury until end of healing.</p> <p>While receiving WC supplement or "sick supplement" (see cell on left), or while working light duty (see cell on right), employee will receive same level of benefits as did prior to injury.</p> <p>After supplement(s) and light duty are exhausted, employee will be notified about any right under COBRA to temporarily continue health benefits at group rates.</p>	<p>If able to perform all the essential functions of his/her job with or without an accommodation after work related injury, then employee will continue in same position. If unable to perform all the essential functions of his/her job with or without an accommodation after work related injury, then employee will be offered light duty work when available, until end of healing or 1040 hours per year, whichever comes first.</p> <p>Employee may have right to protection under various leaves of absence (see row below). After all leaves are exhausted, job protected by Dane County's duty not to unreasonably refuse to rehire a WC beneficiary.</p>
<p><b>FMLA &amp; other leave</b></p>	<p>Leaves of absence do not protect employee's wages.</p> <p>Employee may qualify for WC benefits (see above) or Disability Insurance benefits (see below) while on leave. If employee does not qualify for either WC benefits or Disability Insurance, then employee will receive wages only if he/she uses his/her own time.</p>	<p>Employee will continue to receive employee benefits while on FMLA. FMLA available for up to 12 weeks, after working at least 1000 hours during past 12 months.</p> <p>After FMLA is exhausted, employee may qualify for other leaves as protected by his/her collective bargaining agreement; however, employee benefits will not continue unless employee is using his/her own time. After FMLA and banks of time are exhausted, employee will be notified about any right under COBRA to temporarily continue employee health benefits at group rates.</p>	<p>Upon returning from FMLA, employee has right to return to same or equivalent position.</p> <p>After returning from leave not protected by the FMLA, employee may have a right to bump into a different position according to applicable collective bargaining agreement.</p>
<p><b>Disability Insurance</b> For employees enrolled in this program who have a non-work-related injury or illness</p>	<p>Employee will receive 65% of his/her pre-disability earnings after being completely off work (for 42 days for short term and 90 days for long term) due to a disabling condition. Employee uses own time during the elimination period. Benefits may be taxable.</p>	<p>Disability Insurance does not protect employee health insurance.</p> <p>FMLA may run concurrently with receipt of benefits; after that, employee will be notified of any right under COBRA to temporarily continue health benefits at group rates.</p>	<p>Disability Insurance does not protect employee's job.</p> <p>FLMA and/or other leaves of absence may run concurrently with receipt of benefits, and, therefore, job protection is available as described in cell above.</p>