

Worker's Compensation Employee Obligations

I have been informed that Vermont's workers' compensation law imposes upon claimants (injured employees) the obligation to participate actively in their medical care, and precludes them from refusing unreasonably to pursue recommended treatment designed to improve their condition, and further that the law provides that a claimant who chooses to refuse treatment risks temporary suspension of his or her workers' compensation benefits. I understand that in compliance with this law, as an injured Middlebury College employee I am expected to attend all medical appointments related to my work-related injury unless extenuating circumstances prevent me from doing so. I understand that the College is required to pay for appointments missed without sufficient notice, and that employees with a pattern of missed appointments or failure to comply with recommended treatment may be subject to the College's disciplinary action policy in addition to possible suspension of workers' compensation benefits.

What this means to me

- I must attend my worker's comp medical appointments
- I must keep track of the dates of my worker's comp medical appointments and provide my supervisor with appointment dates and times with as much notice as possible, but at least 1 day in advance (especially for ongoing, regular treatment, such as physical therapy)
- I will attempt to schedule ongoing treatment appointments (such as physical therapy) outside of my regular work schedule, when possible
- I must adhere to my work restrictions (if any) as written by my medical provider both at work and outside of work
- If I must cancel or reschedule my worker's comp medical appointments with Doris Raymond, the College's Occupational Health Specialist, I will contact Doris at (802) 989-5625 at least 24 hours prior to my appointment (except in emergency situations)
- I will maintain contact with human resources and my supervisor and let them know if my restrictions change.
- If I am offered "light duty" or "transitional duty" work that would allow me to work within the work restrictions imposed by my medical provider, I understand that failure to accept such an assignment can constitute a reason for our worker's compensation insurance carrier to end your worker's comp disability wages.

employee name (print)

employee signature

date

Worker's Compensation Schedule of Disciplinary Actions

First missed appointment/ failure to comply with treatment	Reminder from Patty with copy of initialed statement (above). Copy to supervisor.
Second missed appointment/ failure to comply with treatment	Verbal warning from ER with notification to supervisor.
Third missed appointment/ failure to comply with treatment	Written warning from ER with copy to supervisor.
Fourth missed appointment/ failure to comply with treatment	Written reprimand? Suspension? Termination?