



**COLLECTIVE BARGAINING CLARIFICATION LETTER
NO. 01-07-01**

TO: ALL LABOR RELATIONS OFFICERS AND PERSONNEL OFFICERS

FROM: STEPHEN V. GULYASSY, DEPUTY DIRECTOR

SUBJECT: **WORKERS' COMPENSATION BENEFITS; All CONTRACTS**
EMPLOYER PAYMENTS OF HEALTH BENEFITS

DATE: August 1, 2001

Clarification Letter No. 00-05-04, originally issued on May 1, 2000, is superceded by this letter.

The following table provides the current provisions of each labor agreement regarding Employer payments of health care premiums for employees receiving workers' compensation benefits.

All agreements provide that health insurance premiums shall continue for up to 24 months for employee's receiving Workers' Compensation (WC) benefits. Agencies are advised to continue the state's past practice of paying both the Employer and the employee share of health care premiums for employees receiving WC benefits for up to 24 months (the 24 months may be reached intermittently) per each WC claim per employee. Instructions for payment of health insurance can be found in the Payroll User Guide.

Union	<i>Contract Provision</i>
OCSEA	§34.01 – Health Insurance Employees receiving lost time Workers' Compensation, Occupational Injury Leave or Hostage Leave benefits for a claim arising from employment with the State of Ohio who have health insurance shall continue to be eligible for health insurance at no cost to the employee not to exceed twenty-four (24) months. Further, pending the approval of a Workers' Compensation claim, the Employer shall continue coverage at no cost to the employee, including the employee's share of such costs, for a period not to exceed twenty-four (24) months. The Employer has the right to recover such payments if the Workers' Compensation claim is determined to be non-compensable.



SEIU\District 1199	<p>Article 17 – Group Health Insurance In the event an employee goes on an extended medical disability leave, or is receiving Workers' Compensation benefits, the Employer-policyholder shall continue, at no cost to the employee, the coverage of group health insurance for such employee for the period of such extended leave, but not beyond two (2) years.</p>
OSTA (Units 1 & 15)	<p>§46.08 Health Insurance Employees receiving Workers' Compensation who have health insurance shall continue to be eligible for health insurance at no cost to the employee not to exceed 24 months. Further, pending the certification of a Workers' Compensation award, the Employer shall continue group health insurance coverage at no cost to the employee, including the employee's share of such costs, for a period not to exceed 24 months. The Employer has the right to recover such payments if the Workers' Compensation claim is determined to be non-compensable.</p>
FOP (Unit 2)	<p>§40.06 Health Insurance Coverage During Lost Time Workers' Compensation Eligibility Employees receiving Workers' Compensation who have health insurance shall continue to be eligible for health insurance at no cost to the employee not to exceed twenty-four (24) months. Further, pending the certification of a Workers' Compensation award, the Employer shall continue group health insurance coverage at no cost to the employee, including the employee's share of such costs, for a period not to exceed twenty-four (24) months. The Employer has the right to recover such payments if the worker's compensation claim is determined to be non-compensable.</p>
OEA\SCOPE	<p>§33.04 Health Insurance Employees receiving lost time Workers' Compensation, Occupational Injury leave, of Hostage Leave benefits for a claim arising from employment with the State of Ohio who have health insurance shall continue to be eligible for health insurance at no cost to the employee not to exceed twenty-four (24) months. Further, pending the approval of a Workers' Compensation claim, the Employer shall continue coverage at no cost to the employee, including the employee's share of such costs, for a period not to exceed twenty-four (24) months. The employer has the right to recover such payments if the Workers' Compensation claim is determined to be non-compensable.</p>

As always, please call or write your Labor Relations Specialist with any questions that you may have regarding this or other subjects.