

Payroll Information for Workers Compensation Injuries Involving Missed Time

MN Workers Compensation Law Regarding Lost Time

No compensation is allowed for the three days after the disability commenced unless the employee is out more than ten calendar days from the date of disability. In our case, the date of disability would be the first day you are unable to work due to your injury following the incident.

Payroll and Workers Compensation Coordination

Date of Injury

If you miss any time we will pay you the remainder of your shift. The missed time could be from an injury that makes you unable to work, or due to a doctor visit.

After the First Day

If you miss time due to work comp in the three subsequent days following the disability, you have the choice of using sick/personal time or taking a pay deduct. Our practice is to use sick time if it is available so no missed wages occur, if you would prefer a pay deduct just let me know. Remember the three days start the first day you are unable to work due to the injury; it could be a full or part day and does not need to start immediately following the incident.

If you are out After the Three Days Following the Disability

If you are unable to work after the three day waiting period has expired, work comp will start paying two-thirds of your wages. The calculation is based on your payroll history for the 26 weeks preceding the injury. You can choose to use sick/personal time to cover the gap or take deducts. In this case we would use deducts, if you prefer to use paid time off to cover the gap, you would need to let us know.

Lost Time for Appointments

Workers compensation does not cover wages lost for appointments if the employee is not out of work with restrictions. For example, you are able to work but need to see a chiropractor or doctor for a visit during your shift. Those visits are not covered under lost time, so you would need to use sick time.

Appointments

Any time you go to an appointment related to a workers compensation injury, the work comp carrier and I will want to see a doctor's note. We need to know if there are restrictions, changes to your restrictions, and the final release. Please send any documentation to HR as soon as you are able.