

Alexander County Government

Workers' Compensation

Q's & A's

Q: Are all injuries that happen at work covered under Workers' Compensation?

A: No. Only injuries and illnesses that arise out of and in the course of employment are covered.

Q: May I go to any doctor I choose?

A: No. For an initial non-emergency case, employees need to coordinate with Alexander County's Risk Management Specialist. Contact Dave Cain at 632-1132 or dcain@alexandercountync.gov

Q: How will I be compensated for Workers' Compensation time?

A: Compensation is calculated at a fixed rate of two-thirds (2/3) of your average weekly wage if you are written out of work by a doctor. No wages are collected for the first seven days, unless written out of work for more than 21 days by a doctor.

Q: Do I receive pay for mileage if I am referred to a doctor in another city/town?

A: You are reimbursed at the current IRS rate per mile for any trip you make to the doctor, physical therapy, or hospital that is more than 10 miles one way. The Risk Management Specialist can provide you with the form to fill out to get reimbursed.

Q: How do I get Workers' Compensation related pharmacy prescriptions?

A: On your initial visit, you may take a form (see Risk Management Specialist for form) to an approved pharmacy.

Q: How do I arrange to continue paying for health insurance benefits when I'm receiving Workers' Compensation?

A: Please contact the Human Resources Department to determine your individual needs.

Q: How do I complete my time sheet when I'm out on Workers' Compensation?

A: It is the responsibility of your supervisor to complete and process time sheets for each pay cycle during the time you are out of work. Supervisors will complete a time sheet and submit it as usual.

Q: Who determines when I'm medically ready to return to work?

A: Your treating physician. You are encouraged to regularly communicate with the Risk Management Specialist about your medical progress. Following the treating physician's recommendations, for many employees, a transitional duty work assignment is appropriate. You should provide a copy of your return to work note from the treating physician prior to returning to work.

Q: Does receiving Workers' Comp. affect my retirement or other accruals?

A: You will not receive retirement system credit for any month in which you receive Workers' Compensation payments. There are, however, provisions which allow the purchase of this lost time. Your vacation and sick leave is not affected by workers comp. You will continue to earn this leave as normal.

Q: How do I find out more information about Workers' Compensation?

A: Contact Human Resources: (828)632-1132 or dcain@alexandercountync.gov
NC Industrial Commission: www.ic.nc.gov or call: Workers' Compensation HELP at 800-688-8349.