

UNIVERSITY RULE

24.01.01.M1 Workers' Compensation Insurance

Approved December 3, 1998

Revised July 4, 1999

Revised February 4, 2009

Revised September 28, 2012

Next Scheduled Review: September 28, 2017

Rule Statement

The Texas A&M University Workers' Compensation Insurance (WCI) Program provides medical coverage and, where applicable, weekly compensation benefits for employees who experience a work related injury or illness during the course and scope of their work duties. All employees whose names appear on the payroll of Texas A&M are covered under the program at no personal expense.

Reason for Rule

This rule provides the general framework, eligibility, and administrative responsibility for the Texas A&M University's Workers' Compensation Insurance program.

Rule and Responsibilities

1. BENEFITS

- 1.1 Employees receiving non-disabling injuries or acquiring a work-related illness in the course of employment may be entitled to prescription medication and reasonable and necessary medical care for treatment of their work-related injury or illness.
- 1.2 An employee receiving a job-related injury or acquiring a work-related illness serious enough to cause absence from the job for eight calendar days or more, as documented by a physician, may be entitled to weekly compensation benefits to replace lost wages in addition to medicines and medical care.
- 1.3 As an alternative to the weekly compensation benefit, an injured or ill employee may elect to remain on the payroll until earned sick leave and vacation leave are exhausted. After exhaustion of such leave, the employee may be eligible for weekly compensation benefits. Refer to [System Policy 31.03, Leave of Absence](#) and all related System Regulations associated with leaves of absence with pay, without pay and the Family Medical Leave Act (FMLA).

- 1.4 An eligible employee who chooses to receive weekly benefits must be placed on leave-without-pay status. The employee is entitled to such status without the approval of the president and without exhausting paid leave entitlements. Leave-without-pay status will conclude either upon the occurrence of release and return to work or termination.
- 1.5 In the event of an employee's job-related death, survivor benefits are provided for the spouse and minor or dependent children. Benefits are payable for the lifetime of the spouse or until remarriage. Benefits are payable for a child up to 18 (or longer if actually a dependent) and until age 25 if enrolled as a full-time student.

2. PROGRAM ADMINISTRATION

- 2.1 The Texas A&M University System (System) acts as a self-insurer with funding provided by an assessment against the total payroll of each member of the Texas A&M System.
- 2.2 Human Resources coordinates administration of the Workers' Compensation Program through the Office of Risk Management which is responsible for establishing uniform System-wide procedures and records, and acting as the liaison with other agencies. Environmental Health and Safety helps to investigate workplace injuries and illness to determine underlying causes and identify potential corrective actions to reduce future incidents.

Related Statutes Policies and Regulations

System Policy 24.01: *Risk Management*

<http://policies.tamus.edu/24-01.pdf>

System Regulation 24.01.01: *Supplemental Risk Management Standards*

<http://policies.tamus.edu/24-01-01.pdf>

System Policy 31.03: *Leaves of Absence*

<http://policies.tamus.edu/31-03.pdf>

System Regulation 31.03.05: *Family and Medical Leave*

<http://policies.tamus.edu/31-03-05.pdf>

Contact Office

For information or clarification, contact Human Resources, Benefits Services at (979) 862-1718 or by email at benefits@tamu.edu.

OFFICE OF RESPONSIBILITY: [Human Resources](#)