

1.17. WORKERS' COMPENSATION SAFETY CREDIT PROGRAM

The purpose of the Safety Credit Program is to provide funds to members to improve EMPLOYEE SAFETY within their districts, as it relates to workers' compensation. It should also be used to enhance the implementation and maintenance of safety related programs, as they relate to workers' compensation.

All Safety Credit Reimbursements shall be reviewed and approved by the designated member Authorized Representative to the SCCSIG.

It is not necessary for members to belong to the Safety Credit Program through Santa Clara County Schools' Insurance Group (SCCSIG). Every year, each member will have an opportunity to decide if they wish to participate in the program. Members will be able to participate at 5%, 10% or a higher level as determined by the needs of the member. Participation election may not be changed mid-year.

EXAMPLES FOR SAFETY CREDIT USE

I. EMPLOYEE SAFETY EDUCATION

- A. Pay fees for seminars and conferences for outside training.
- B. Pay fees for consultants coming in-house for employee safety training.
- C. Purchase or rental of audio-visual material, posters, books, pamphlets on job hazards and exposures.
- D. Payroll stuffers.
- E. District Safety Newsletters, published outside or inside.
- F. Substitute time OR Employee salary, but not both, when an employee attends Safety Training/Education.
- G. Substitute pay for employees participating in the Return to Work Program who are on restricted duty and the district is unable to accommodate.
- H. Funding for Safety Personnel. The job description for this position needs to include employee safety responsibilities.
- I. Funding for First Aid Only Program for work related injuries.
- J. Mileage to and from seminars, if out of district.