PAY TRANSPARENCY - NONDISCRIMINATION PROVISION

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action including an investigation conducted by the employer, or action, including an investigation conducted by the employer, or (c) consistent with the contractor’s legal duty to furnish information. 4I CFR 60-I.35 (c)

Program Administrator:
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WORKERS’ COMPENSATION LAW - ROLES AND RESPONSIBILITIES

Workers’ compensation is a mandatory insurance program that employers are required to maintain for their employees. The program provides benefits to employees who suffer work-related injuries or illnesses. Employers must ensure that their employees are covered under the program. Workers’ compensation insurance is typically provided through a private insurance company or as part of a workers’ compensation self-insurance program.

Steps to Take When an Injury Occurs:

1. Report the injury to your supervisor or human resources manager as soon as possible.
2. Complete the required paperwork, including the Workers’ Compensation Claim Notice Form.
3. Follow the instructions provided by your employer regarding medical treatment.
4. Keep a record of all medical treatment and related expenses.
5. If you are unable to return to work, request a temporary total disability time.
6. If your injury results in permanent disability, request an评定 of permanent partial disability.
7. If you disagree with the evaluation of your injury, you may request a review by the Workers’ Compensation Commission.

Workers’ Compensation Benefits:

Employees are entitled to compensation for work-related injuries or illnesses. Benefits may include medical treatment, lost wages, and rehabilitation.

Exception:

If you are unable to return to work, you may be eligible for temporary total disability benefits. These benefits will be paid for up to a maximum of 52 weeks, depending on the severity of your injury.

If you are unable to return to work for a significant period of time, you may be eligible for permanent partial disability benefits. These benefits will be paid for up to a maximum of 52 weeks, depending on the severity of your injury.

If you have any questions about your workers’ compensation benefits, please contact your human resources manager.