

UniServ Update

HOW TO TAKE CARE OF YOURSELF AT WORK

Take the following steps to take care of yourself if you get hurt at work:

- Document your injury, including mental health injury, immediately with the official injury report form and submit to your principal within three days.
 - If it is the result of a student's behavior, write a discipline referral.
- Seek medical treatment ASAP.
- File a claim with a workers' compensation attorney. Call the TAAAC Office for our firm.
- Follow through with medical treatment.
- Stay in contact with HR.
- Save all records.

If you are injured at your school or workplace, ask yourself the following questions to make sure your rights are observed.

What happens if you are told you "aren't injured enough" for workers comp?

1. Report it, and call your UniServ Director at the TAAAC Office: (410) 224-3330.
2. To qualify you need to report the injury to your principal within three days. This does NOT mean that your principal determines if it qualifies. No one should be telling you that until you see a doctor and talk with a worker's comp attorney.

How does assault leave differ from worker's comp?

- Worker's comp covers all types of injuries at work including accidents like slipping on a wet floor. Assault leave is specifically designed to support you if your injury at work is the result of student behavior.

How can I ensure no one else gets hurt at work?

- Bring the safety hazard to your Faculty Council and ask them to initiate a safety inspection as outlined in Article 18E of the TAAAC Negotiated Agreement.

If the language in your Negotiated Agreement is violated, contact your UniServ Director. Scan the QR code to read the full contract language at taaaonline.org.

- **Article 18E: Health and Safety Standards**
- **Article 8H: Injury on the Job**
- **Article 8J: Assault Leave**



Your UniServ Directors:

- Brad Darjeon (bdarjeon@mseaneae.org) - Arundel, Broadneck, Chesapeake, and Severna Park Feeders
- Jason Fahie (jfahie@mseaneae.org) - Glen Burnie, North County, and Northeast Feeders
- Juanita Howard (jhoward@mseaneae.org) - Annapolis, South River, and Southern Feeders
- Mike Magee (mmagee@mseaneae.org) - Crofton, Meade, and Old Mill, and Severn Run Feeders

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MENTAL HEALTH LEAVE AFTER SCHOOL BASED TRAUMA

FMLA

The Family and Medical Leave Act provides job-protected leave to address mental health conditions. Employees are eligible if they work for a covered employer for at least 12 months, and have at least 1,250 hours of service for the employer during the 12 months before the leave.

Mental Health conditions can qualify for leave under FMLA if they require inpatient care or continuing treatment by a healthcare provider. Qualifying means:

- A serious mental health condition that requires inpatient care includes an overnight stay in a hospital or other medical care facility OR treatment by a healthcare provider including: conditions that incapacitate an individual for more than three consecutive days and require ongoing medical treatment, either multiple appointments with a healthcare provider, including a psychiatrist, clinical psychologist, or clinical social worker, or a single appointment and follow-up care (e.g. prescription medication, outpatient rehabilitation counseling, or behavioral therapy); and chronic conditions that cause occasional periods when an individual is incapacitated.

**To apply for FMLA, contact
the AACPS Leave Office at
(410) 222-4090**

Sick Leave Bank

The TAAAC Sick Leave Bank has annual open enrollment between July 1 and September 30. If you are a member of the SLB already, you have a safety net when you incur an incapacitating illness, including mental illness and preexisting conditions. Here's what you need to know to apply:

- For the donation of one sick leave day, you are eligible to receive up to 100 days of leave (in 20-day increments)
- You must use all of your remaining sick days prior to applying (12-month employees must also exhaust all but 6 annual leave days)
- Grant applications must be received at the TAAAC office within 30 days of the first unpaid work day.

Use the QR code here to submit the SLB request form and for other information.



Long-Term Care and Disability Member Benefits

As a TAAAC member, you have access to the following:



ACSIA
PARTNERS

Long-term care insurance will pay for care should you become disabled due to accident, injury, illness, or aging. It pays for the care to help you stay in your home and help you with everyday activities like bathing, dressing, or doing chores. This benefit protects your assets and ensures you remain in control of your healthcare choices.

CONTACT: Mike Markowitz

410-455-0680 | mike.markowitz@ltcfp.com

www.ltciman.com



Disability Income Protection can pay benefits directly to you, when you're sick or injured. You can use the cash to help cover expenses like mortgage, groceries, etc. You can also access supplemental benefit plans to help pay for everyday expenses when you are unable to work, such as Limited- or Long-term Disability, Accidental Death & Dismemberment, Earnings Guard and Term Life.

CONTACT: Suzanne Herrmann

301-985-2020 | smh@employee-plans.com



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