



LAES has developed a series of immigrant issue instructional modules entitled "Tierra de Oportunidad" for orientation to our complex society.

Date: _____

Student Name _____

Teacher Name _____

Module 5 Support Systems for Injured Workers

Instructions:

Two situations are presented below. Please advise us about how each should be handled. Then answer questions 3 and 4 which follow (Q3 and Q4).

Situation 1.

Background: Elisa's doctor examined her wrists after she told her about the accident at work. The doctor had x-rays done and discovered she had sprained one wrist and fractured the other.

a. Can Elisa's employer fire her for going to her doctor without her supervisor's authorization?

Please explain your answer.

b. Who should pay for Elisa's medical expenses; and is the pain medicine covered?

Please explain your answer.

c. Can Elisa's employer keep her from getting benefits by arguing the accident was her fault?

d. What if Elisa can't do her old job any more--does her employer have to keep her? What rights does she have?

e. If Elisa can't do her old job any more, whom can she get help from?

Situation 2.

Background: Jesus has been a farmworker all of his life. Last year when he was picking lemons he stepped off the ladder with a fully loaded bag of lemons. His foot slid off the last rung of the ladder and Jesus fell on the ground, hitting his head on the ladder and seriously injuring his back. Now his doctor says he cannot climb ladders or carry "pick bags" ever again. Is there any help available for Jesus?

a. What kind of help would Jesus be able to qualify for?

b. Can he be kicked out of his housing which is partially subsidized by his employer?

c. Does it matter if Jesus has papers, a MICA, or is a citizen?

Q3. Did you benefit from your work on this module from learning about any of the following?

	Yes/No	Please comment on either: <ul style="list-style-type: none"> • How you benefited: or • Why you feel this module was not useful for you in this area
a. the benefits available to workers who are injured on the job -- Worker's Compensation		
b. the benefits available to workers who are injured so badly that they can't work -- Disability Insurance		
c. the benefits available to workers who are so badly injured they can't work ever again -- SSI		
d. whether a pregnant woman can get benefits if her pregnancy keeps her from working		
e. the services available from the California Dept. of Rehabilitation and how they're different from Workers' Compensation		
f. using information available in pamphlets on support programs (such as SSI, Workers' Compensation, or Disability Insurance) to understand what support a worker who is ill might be eligible for		
g. going to the right place and asking the right person for an application for benefits available to injured workers and complete it correctly		
h. communicate with agency personnel to find out the status of a claim or get the help you need		
i. verify information you've been given to see if it's accurate		

Q4. What can you do now that you couldn't do as well before your work with this module that will help you do the following:

- a. find out the information you need to in order to prevent injuries on the job or get help if you are injured?
- b. speak to supervisors or other workers about the help available for injured workers in general?
- c. read pamphlets concerning support they provide to injured workers?
- d. ask the questions you need to in order to counsel a friend who was injured on the job about his or her rights?

Authors: Ed Kissam and Holda Dorsey

A project of the California Department of Education, Youth, Adult and Alternative Educational Services Division, funded by contract #4213 of the Federal P.L. 100-297, Section 353 with California State University Institute and Hacienda LaPuente USD. However, the content does not necessarily reflect the position of that unit or of the U.S. Office of Education. 1997