

**ARTICLE 42**  
**WORK-INCURRED INJURY OR ILLNESS**

**A. GENERAL PROVISIONS**

An employee of the unit is entitled, under California Labor Code Section 4804.1 - 4804.5 to leave with full salary for a period not exceeding one (1) year for an injury/illness arising out of and in the course of the employee's duties. This leave shall not be charged to accrued sick leave or vacation. An employee of the unit on leave pursuant to labor code 4804.1-4804.5, shall continue to accrue sick and vacation leave in accordance with this agreement.

Payments made to Fire Fighters in the unit who are receiving pay pursuant to Labor Code 4804.1 will be paid without withholding taxes. Such payments will be made in the form of one (1) paycheck from the University.

**B. LIGHT DUTY**

Subject to operational considerations and budgetary constraints, the University will endeavor, on a case by case basis, to modify duties consistent with documented medical restrictions, for employees who have experienced work related injuries. This Section shall not be construed as a guarantee of a specific form of accommodation nor shall accommodation in one case establish a precedent for similar or dissimilar circumstances.