Authority of Management under Chapter 41, Section 111F
Sick Leave Issues
Instructor: Attorney Brian Simoneau

Thursday: September 19, 2019 at The Danvers Police Department

Time: Registration will be at 8:45 a.m. and the seminar will run from 9:00 a.m.- 3:00 p.m.

Cost: The cost for this seminar will be $175.00 per person.

To register, please contact Paula Heagney at 508-989-9848 or fax us at 508-622-1820

During this seminar we will thoroughly discuss the following areas:

- Under what circumstances may an off-duty injury be compensable under the “injured on duty” statute? What if the injury sustained is the fault of the police officer or firefighter?
- If injured on duty, may you recover damages from one who is at fault for your injury above the amounts received as your pay? What if it is your employer who is at fault?
- How is income that you receive while on “injured on duty” status treated for tax purposes?
- Are benefits under C. 41, Section 111F recoverable after the fact if you are paid via regular sick leave?
- Will you continue to accrue vacation time and sick leave time while on leave under C. 41, Section 111F? What is “regular compensation”?
- Will leave under C. 41, Section 111F continue if the nature of your injury changes from medical to psychological? When does an “incapacity no longer exist”?
- Are you entitled to receive interest on benefits that are awarded after an initial refusal under C. 41, Section 111F?
- What happens if a lay-off occurs while one is on C. 41, Section 111F leave and they are part of the lay-off? Do they continue to receive pay?
- What recovery is the employer entitled to if you recover damages from a third party in a lawsuit? What are they NOT entitled to?
- What can a police or fire administrator do when an employee remains on injured on duty leave where there is no prognosis for return to duty? How long is TOO long?
- Where can a PO or FF out on IOD be ordered to stay home or forfeit his or her pay?
- When can a PO of FF go out on IOD due to stress? What is post traumatic police stress syndrome?
- When are you covered under C. 41, Section 111F? When heart attacks are NOT covered—even occurring on the job.
- What is the difference between a voluntary detail and being ordered to work at detail?
- What if you are injured on the way to work? On the way to a special detail? On the way to a voluntarily detail?
- What if you are injured while actually working the detail?
- What language should the CBA contain as “gap fillers” to ensure compensation?
- What is the difference between C. 41, Section 111F (injured on duty) and C. 31 & 7 (1) (accidental disability benefits)?
- What if a firefighter or police officer simply slips and falls while working? What is the difference between coverage under C. 41 & 111F (injured on duty) and C. 31 & 7 (1) (accidental disability benefits) concerning such a case?
- When can the Chief refuse to impart C. 41, Section 111F benefits?

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