



WHAT SHOULD I DO IF I GET HURT ON THE JOB AT HORMEL? WHAT SHOULD I DO WHEN I GO TO MEDICAL / MEDCORE AT THE PLANT?

- 1) Report all injuries immediately, no matter the severity, to Medical, your supervisor, and your chief Union steward. To qualify for workers compensation, you must report the workplace injury to the company. If Medical is not open (on nights or weekends) and you get hurt, ask your Supervisor to take you to the Mayo Clinic facility.
- 2) At Medical, ask for interpretation for your preferred language and a copy of the record or log they made of your visit before you leave. Keep a record of all medical treatment from Medical.
- 3) You know your body best. You can ask Medical to see a doctor at any time. Insist on seeing a doctor and getting the medical treatment you need. Be clear about the outcome you want. Record the date, time, treatment provided, what you asked for, and if the treatment is working or not.
- 4) Understand the medical expectations and ask questions. For example: What documents will I need going forward? Do I need to call in to Hormel or not? If yes, who do I call and when? Do I need to keep reporting to work? Are therapy or doctor visits needed? If yes, what are the dates and times of those visits? You can have somebody you trust present with you to listen, take notes and help explain what you need.
- 5) If you feel treatment recommended by Medical is not helping or the treatment you receive from the staff at Medical (Medcor) is not respectful or professional, speak to Chrissy Meggers (Safety Manager at Hormel) and your chief Union steward.

WHAT IS WORKERS COMPENSATION?

Workers compensation provides benefits to employees who are injured from their employment activities.

Workers compensation provides three basic types of benefits: wage loss, medical and vocational rehabilitation.

A work-related injury can be any condition that is caused, aggravated or accelerated by the employment activities. This includes traumatic injuries, repetitive type injuries, occupational diseases and qualifying mental injuries, such as post-traumatic stress disorder (PTSD). The employee needs to show only that the employment activities were a substantial contributing factor to the disability and/or need for medical care.

WHAT ARE MY RIGHTS IF I GET HURT AT WORK?

Choice of Physician: You can choose your own doctor for your medical treatment. You can always ask to see your own doctor if you are not comfortable with the one your employer provides.

Wage Loss Benefits: Depending on the extent of your injuries and your ability to return to work, you may be eligible for one or more types of disability benefits to offset lost wages caused by your injuries.

Full Medical Benefits: Medical treatment is available for injured workers. Injured workers are entitled to choose their own treating doctor and any emergency treatment facility. Non-emergency surgeries must be



pre-approved by the workers compensation insurer. If you are injured on the job, you may be entitled to full medical benefits, without time or monetary limits.

Workers Comp Retaliation: Employees are protected from any form of Employer Retaliation after they file for workers compensation benefits. Forms of retaliation include demotion, discipline, termination, lay-offs, reduced hours or pay, workplace intimidation or denial of benefits. The bottom line is that you cannot be fired or harrassed for filing a workers compensation claim.

WHO CAN I CONTACT IF I NEED HELP?

You have the right to medical treatment if you are hurt on the job. If you are being denied necessary medical treatment, please reach out for help.

Contact your chief Union steward or your Union representative.

Hormel Human Resources: Dalila Amaya: (507) 437-5483 or Nancy Garcia: (507) 434-6457

ReadGroup (Hormel Disability Program) for short-term disability, long-term disability, and FMLA.

Workers compensation can be complicated to figure out on your own. Make sure to get help so you understand the law, the forms and can get the best outcome possible. These are some workers compensation lawyers who have helped our members in the past.

Both of these attorneys will offer a free initial consultation. You can decide whether or not you want to work with them after your first consultation. They have translation services to assist in your preferred language.

- Noack Law Office 612-940-1173 or 651-774-1670 <https://www.noacklawoffice.com/>
- Erickson, Bell, Beckman & Quinn 651-223-4999 <https://www.ebbqlaw.com/>

This attorney will offer a free initial consultation, but we are unsure if they have translation services.

- Patterson Dahlberg 612-474-3000 or 507-424-3000 <https://www.pattersondahlberg.com/>