

What To Do If Injured

- Report work-related injury or illness as soon as possible.
- Immediately report all changes in medical status to the supervisor.
- When medical evidence shows that *total disability* has ended, it is required that the employee return back to work doing light duty or full duty assignments as medically capable.

Penalty

Any person who knowingly makes false statements, misrepresentation, concealment of facts, or any other act of fraud to obtain compensation as provided by the Federal Employees' Compensation Act, or who knowingly accepts compensation to which he/she is not entitled is subject to felony criminal prosecution and may, under appropriate U.S. criminal code provisions, be punished by a fine of not more than \$10,000 or imprisonment for not more than five years or both.

How To Contact Us:

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**INJURY
COMPENSATION
GUIDE FOR THE
DLA EMPLOYEE**

DEFENSE LOGISTICS AGENCY

Federal Employees' Compensation Act

The Federal Employees' Compensation Act (FECA) provides compensation benefits to federal employees for disability due to personal injury or illness sustained while in the performance of duty. The FECA also provides for payment of benefits to dependents if a work-related injury or illness causes an employee's death. This coverage is extended to all civilian employees of the federal government and is intended to be remedial in nature. Proceedings under the FECA are non-adversarial.

Benefits under FECA constitute the sole remedy available to federal employees against the U.S. Government for work-related injury, illness or death. A federal employee or surviving dependent is not entitled to sue the United States or recover damages for such injury or death under any other law.

The FECA is a federal law administered by the U.S. Department of Labor (DOL), Office of Workers' Compensation Programs (OWCP). All entitlement decisions are made by DOL.

The DLA Injury Compensation Center (ICC) serves the injured DLA employee by providing appropriate FECA forms and information regarding entitlement, benefits and other workers' compensation issues. The ICC staff act as liaisons between the Agency and the DOL, providing assistance in facilitating communication dealing with any problems or miscommunication that may occur.

What Is Covered Under The FECA

Traumatic Injury

A traumatic injury is caused by a specific event or series of events within a single workday or work shift. *(Form CA-1)*

Occupational Disease or Illness

An occupational disease or illness is a condition produced in the work environment over a period longer than one workday or shift. It may result from systemic infection, repeated stress or strain, exposure to toxins, poisons, fumes or other continuing conditions of the work environment. *(Form CA-2)*

Recurrence

A recurrence of disability is a spontaneous return or increase of disability due to a previous injury without intervening cause. A recurrence of a medical condition is defined as a documented need for further medical treatment after release from treatment but with no accompanying work stoppage. *(Form CA-2a)*

FECA Benefits

Continuation Of Pay (COP)

The FECA provides that an employee's regular pay may continue for up to 45 calendar days of disability following a traumatic injury. Use of COP days must be supported by medical evidence.

Wage Loss

If an employee is disabled for work as a result of the accepted condition for a period, which exceeds the 45 days of COP, or is disabled for work as the result of an occupational disease or illness, he/she may claim compensation for wage loss. *(Form CA-7)*

Leave Repurchase

The employee may decide to use sick or annual leave during a period of disability from work. If the claim is accepted, the employee may be eligible to apply for repurchase of this leave. *(Form CA-7)*

FECA Benefits

Medical Services

Under the FECA, an injured employee is entitled to the payment of medical bills incurred for the treatment of any accepted work-related condition. This includes all treatment, appliances, and supplies prescribed or recommended by a qualified physician who in the opinion of the DOL are likely to cure, give relief, reduce the degree or period of disability, or aid in lessening the amount of monthly wage loss compensation.

Note: *An injured employee is entitled to the initial choice of physician for the treatment of an injury. He/she may choose any licensed physician in private practice who has not been excluded from payment under the FECA. Licensed Physician includes surgeons, osteopathic practitioners, podiatrists, dentists, clinical psychologists, and optometrists, etc.*

Chiropractic treatment is covered under the FECA only when it involves the manual manipulation of the spine to correct a spinal subluxation, which has been demonstrated by x-ray to be present, or if a medical doctor has prescribed physical therapy by a chiropractor. Chiropractic treatment must be pre-approved by the DOL.

Other Benefits:

- Travel Reimbursement
- Death Benefits
- Vocational Rehabilitation
- Schedule Awards

Contact your DLA ICC Specialist for information on FECA benefits and/or explanations of benefits.