

## Supervisor's Responsibilities

- Make safe working conditions a top priority in your organization.
- Make certain that injured employees have access to the appropriate claim forms and receive guidance and counseling when requested.
- Complete the employer's portion of the claim within 48 hours and immediately forward to the DLA, Injury Compensation Division.
- Filing Electronically - ECOMP (Optional) ([www.ecomp.dol.gov](http://www.ecomp.dol.gov))
- The supervisor should also submit any other information or evidence pertinent to the merits of the claim.
- Ensure that Form CA16 (if applicable) to authorize medical care is provided to the employee within 4 hours of employee's request or immediately in the case of an emergency.
- Provide injured employees with light or restricted duty whenever possible to accommodate any medical limitations necessitated by the injury.



## How To Contact Us:

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# INJURY COMPENSATION



## DLA INJURY COMPENSATION GUIDE FOR THE INJURED EMPLOYEE

DEFENSE LOGISTICS AGENCY

## Federal Employees' Compensation Act

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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), Division of Federal Employees' Longshore and Harbor Worker's Compensation (DFELHWC). All entitlement decisions are made by DFELHWC.

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



## What is Covered Under FECA

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### 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). COP use may be continuous or intermittent.

## FECA Benefits

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### 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).

### 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.

**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 DFELHWC.

### Other Benefits

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

## Employee's Responsibilities

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- Submit completed claim forms to the supervisor timely.
- Provide evidence to support the claim.
- Report all changes in medical status to the supervisor immediately.
- Return to work for full or light duty as soon as medically capable.