



Defense Logistics Agency J1 Human Resources Enterprise Support

Injury Compensation

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), Division of Federal Employees' Compensation (DFEC). All entitlement decisions are made by the U.S. DOL.

The DLA Injury Compensation (IC) 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 the U.S. DOL, providing assistance in facilitating communication dealing with any problems or issues that may occur.

What is Covered Under 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 (Form CA-1). COP use may be continuous or intermittent. Use of COP 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.

Other FECA Benefits:

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

Employee's Responsibilities

- Submit completed claim forms to the supervisor timely via ECOMP.
- 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.

Supervisor's Responsibilities

- Make certain that injured employees receive guidance and counseling when requested.
- Complete the employer's portion of the claim within 48 hours via ECOMP.
- The supervisor should also submit any other information or evidence pertinent to the merits of the claim.
- Ensure that Form CA-16 (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 to accommodate any medical limitations necessitated by the injury.



How To Contact Us

DLA Injury Compensation

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hrPRO

For knowledge articles or to ask questions related to the Injury Compensation Program, please visit:

https://dla.servicenowservices.mil/dla_connect?id=dla_connect_hr_pro

Employees' Compensation & Management Portal (ECOMP)

ECOMP is a free and secure web-based application hosted by the U.S. Department of Labor's, Office of Workers' Compensation Programs for filing and processing work-related injury claims.



**Scan or Click QR Code To
Access ECOMP**

