

Federal Employee's Compensation Act (FECA) & OWCP Overview

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SPD Injury Compensation Program Administrator (ICPA)

FECA OVERVIEW

- Federal Employee's Compensation Act (FECA) passed in 1916
 - Amended in 1974 to include COP and choice of physician
- Exclusive remedy to compensate federal employees who are injured or become disabled
 - May not be waived
- Administered by Department of Labor, Office of Workers' Compensation (OWCP)
Claims Examiners impartially decide
 - Claimant has appeal rights, Management does not
 - Controvert if appropriate
- Costs are charged back to agency

FECA BENEFITS

- Continuation of Pay
 - Traumatic injury with lost time ONLY! (CA-1's)
 - 45 calendar days max
 - Must have medical evidence that supports disability
 - CA-1 must be filed within 30 days of injury
- Compensation for Lost Wages
 - 75% Tax free w/ at least 1 eligible dependant
 - 66 2/3% Tax free w/ no dependants
 - For life, if supported medically
- Medical Care
 - No dollar limits, except for Fee Schedule

FECA BENEFITS cont.

- Schedule Awards
 - Loss of use of specific body part – Army Leg, Hearing, etc. Excludes Back, Hearth and Brain
- Vocational Rehabilitation
 - Nurse Program NURSE PROGRAM
 - Counselors, Re-Training
- Death Benefits
 - Burial Expenses
 - Survivor Benefits

CLAIM FORMS

- CA-1 - Traumatic injury - 1 day/shift
 - Submit within 10 working days to OWCP*
- CA-16 - Authorize medical treatment
 - Only for traumatic injury and within 1 week of injury
- CA-2 - Occupational diseases - over a period of time
 - Cannot use CA-16
 - Do not pay COP
 - Submit within 10 working days to OWCP*
- CA-35 - Checklist for Occupational Disease claim

* Date supervisor receives

CLAIM FORMS cont.

- CA-7 - Any claim for wage benefits
 - Claim for compensation for LWOP
 - Schedule Award
 - Leave-buy-back (Used with the CA-7a and CA-7b)
- CA-17 - To doctor, for medical restrictions

TIME LIMITS



- Claim must be filed within 3 years
- Begins to run on date of injury
- On awareness of a work-related condition
- On the date of last exposure

RESPONSIBILITIES

- Supervisor
- Employee
- Injury Compensation Program Administrator (ICPA)
- OWCP
- DoD Liaison

SUPERVISORS RESPONSIBILITIES

- Ensure all safety and health regulations are enforced and met.
- When an employee reports an injury, provide employee with basic FECA information or contact information of ICPA.
- Supervisor / employee completes CA-1 or CA-2, submit claim promptly to ICPA.
- Inform ICPA if controversion is appropriate.

SUPERVISORS RESPONSIBILITIES cont.

- Monitor employee's recovery, request medical evidence to support duty status
- Notify ICPA of any changes in duty status
- Immediately report employee's return to duty
- Provide modified or limited duty work

EMPLOYEE'S RESPONSIBILITIES

- Report all injuries immediately to Supervisor.
- Complete Form CA-1 or CA-2
- Obtain medical treatment if needed
- Provide medical documentation for continuation of pay entitlement
- Inform physicians that light duty is ALWAYS AVAILABLE!

EMPLOYEE'S RESPONSIBILITIES cont.

- Keep supervisor informed
- Provide doctors office OWCP Claim number for billing & authorizations purposes.
- Return to work as soon as released by doctor.

ICPA RESPONSIBILITIES

- Representative for agency on injury compensation case management
- Ensure supervisors and employees are aware of basic FECA procedures.
- Provide training to both supervisors and employees
- Assist injured workers and supervisors with filing claims and communicating with OWCP / DoD Liaisons
- Carefully review all forms for completeness and consistency

ICPA RESPONSIBILITIES cont.

- Obtain input on specific claims as necessary
 - Coordinate with supervisor to determine if controversion is appropriate
 - Ensure the appropriate forms and evidence to report an injury are submitted timely to OWCP
- Assist with bill payments and authorizations.

ICPA RESPONSIBILITIES cont.

- Monitor COP to ensure correct payment
- Coordinate efforts to return the partially and fully recovered injured worker to work
- Ensure wage loss compensation forms are submitted timely to OWCP
- Coordinate prompt and complete responses to all OWCP requests and questions

OWCP RESPONSIBILITIES

- Interpret the FECA and governing regulations
- Adjudicate claims fairly and timely
- Pay Benefits
- Final Decisions on all FECA issues

DoD LIAISON RESPONSIBILITIES

- Assist DoD installations with FECA Program management matters
- Provide technical assistance & training
- Home visit projects
- Review cases at OWCP
 - Case Management
 - Resolve program issues

OWCP INTERNET ADDRESSES

- OWCP Homepage:
<http://www.dol.gov/owcp/dfec/>
- Forms:
<http://www.dol.gov/owcp/dfec/regs/compliance/forms.htm>

