



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

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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)
- ❖ Costs are charged back to agency every year



FECA Benefits

Continuation of Pay (COP)

- ❖ Traumatic Injury with lost time ONLY! (CA-1)
- ❖ Continuation of regular pay for up to 45 continuous calendar days due to disability and/or medical treatment
 - ❖ 45 calendar days max
 - ❖ Must have medical evidence that supports disability or time off
- ❖ COP Starts the 1st calendar day following the date of injury.
 - ❖ This can be a non work day



FECA Benefits cont.

COP cont.

- ❖ Intended to avoid interruption of pay
- ❖ Subject to usual deductions from pay, such as taxes, retirement, FEHB, allotments, etc
- ❖ CA-1 must be filled out within 30 days of injury
 - ❖ If not, COP could be denied
- ❖ OWCP has final decision to approve or deny



FECA Benefits cont.

Compensation for Lost Wages

- ❖ Temporary total disability – continues as long as medical evidence supports total disability
- ❖ Injured worker who returns to work can receive compensation of time lost due to medical appointments, PT, and/or other reduced work hours based on medical restrictions.
 - ❖ 75% Tax free w/ at least 1 eligible dependant
 - ❖ 66 2/3 % Tax free w/ no dependants
 - ❖ For Life, if supported medically.



FECA Benefits cont.

Leave Options

- ❖ CA-1's (After COP, 45 days runs out) & CA-2's
 - ❖ Compensation for wage loss
 - ❖ Taking LWOP
 - ❖ OWCP will compensate per hour (75% or 66 2/3%)
 - ❖ Medical documentation needed
 - ❖ Forms: CA-7 & CA-7a
 - ❖ Leave Buy Back
 - ❖ Able to buy back hours of leave at a discounted rate (75% or 66 2/3%) per hour
 - ❖ Medical documentation needed
 - ❖ Forms: CA-7, CA-7a & CA-7b



FECA Benefits cont.

Schedule Awards

- ❖ Compensation for permanent loss of use of specific body part: Arm, Leg, Fingers, etc.
- ❖ Excludes: Back, Heart and Brain
- ❖ Must have reached maximum medical improvement

Vocational Rehabilitation

- ❖ Nurse Program
 - ❖ In complex cases, OWCP can assign
- ❖ Counselors, Re-Training in different career field



FECA Benefits cont.

Death Benefits

- ❖ Burial Expenses
- ❖ Survivor Benefits

Medical Care

- ❖ For life, as long as medical supports it.



Claim Forms

CA-1 - Claim for Traumatic Injury

- ❖ A wound or other condition of the body caused by external force including stress or strain
- ❖ Identifiable by time and place of occurrence and member of body affected; caused within a single working day or shift

CA-16 – Authorization for Medical Treatment

- ❖ Can only be used for Traumatic Injuries and within 1 week of date of injury



Claim Forms cont.

CA-2 – Occupational Disease

- ❖ A condition produced in the work environment over a period longer than one work day or shift.
- ❖ Cannot use CA-16
- ❖ COP is not Authorized

CA-35 – Checklist for occupational Disease claim

Claim Forms cont.

CA-7 – Claim for Compensation

- ❖ Claim for compensation for LWOP
- ❖ Schedule Award
- ❖ Leave Buy Back

CA-7a – Time Analysis Form

CA-7b – Leave Buy Back Worksheet / Certification and Election

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

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



Employee

- ❖ Report all injuries immediately to Supervisor
- ❖ Obtain medical treatment if needed
- ❖ Complete Form CA-1 or CA-2 as soon as possible
- ❖ Provide medical documentation for Continuation of Pay entitlement
- ❖ Inform physicians that light duty is **ALWAYS AVAILABLE!**



Employee cont.

- ❖ Keep supervisor informed
- ❖ Provide doctors office OWCP Claim number for billing & authorization purposes.
- ❖ Return to work as soon as released by doctor.
- ❖ Have the right to retain a representative or advocate to represent their interests



Supervisor

- ❖ 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
- ❖ Completes the supervisors portion of the CA-1 or CA-2, then submit claim promptly to ICPA
- ❖ Inform ICPA if controversion is appropriate



Supervisor 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



ICPA

- ❖ 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 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 payment and authorizations



ICPA 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 request and questions



OWCP

- ❖ Interpret the FECA and governing regulations
- ❖ Adjudicate claims fairly and timely
- ❖ Pay benefits
- ❖ Final decisions on all FECA issues



DoD Liaison

- ❖ 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>



Questions?