

Five Elements of a FECA Claim

In order for a claim to be accepted under FECA, the claim must meet 5 basic elements. The claim must:

1. Be Timely Filed.
2. Be made by a Federal civilian employee.
3. Establish Fact of Injury, which has both a factual and medical component. Factually, the injury, accident or employment factor alleged must have actually occurred. Medically, a medical condition must be diagnosed in connection with the injury or event.
4. Establish Performance of Duty. The injury and/or medical condition must have arisen during the course of employment and within the scope of compensable work factors.
5. Establish Causal Relationship, which means the medical evidence establishes that the diagnosed condition is causally related to the injury or event.

Benefits

Employees may be eligible for six basic types of benefits under FECA:

- Medical Benefits
- Continuation of Pay (COP)
- Wage Loss Compensation
- Schedule Awards
- Vocational Rehabilitation
- Death Benefits

Useful Links

www.dol.gov/owcp/dfec - This is the Department of Labor's Office of Workers' Compensation Program (OWCP) official website which provides general workers' compensation information.

<https://www.ecomp.dol.gov> - Electronic system for submitting claims and uploading documents to OWCP.

<http://www.dol.gov/owcp/dfec/regs/compliance/forms.htm> - Printable forms used for filing and managing FECA claims.

FECA Center of Expertise Contacts

NAVFAC Southwest
NAVFAC Marianas
(619) 532-4518, DSN 522-4518

NAVFAC EXWC, Navy Crane Center, and NFI
NAVFAC Hawaii
NAVFAC Northwest
NAVFAC Pacific & NAVFAC Atlantic
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NAVFAC MIDLANT, **except** PWD Great Lakes, PWD Crane, and MARFORRES
(757) 341-2431, DSN 341-2431

NAVFAC Southeast
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(904) 542-6053, DSN 942-6053

General questions (**No PII/PHI**) can be submitted via email to NAVFACFECA@navy.mil or call the general phone number at (866) 837-9954.



Federal Employees' Compensation Act (FECA)



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Background

The Federal Employees' Compensation Act (FECA) provides medical and compensation benefits to Federal civilian employees for injuries or illnesses sustained while in the performance of duty. FECA also provides for the payment of benefits to dependents if a work-related injury or disease causes an employee's death. Decisions to accept or deny claims are made by the U.S. Department of Labor's Office of Workers' Compensation Programs (OWCP).



Employee Responsibilities

OBSERVE SAFETY PRECAUTIONS: Observe all safety instructions, procedures, and regulations to include the proper use of personal protective equipment and clothing.

NOTIFY SUPERVISOR WHEN INJURED ON-THE-JOB: Promptly and accurately report **ALL** job-related injuries and illnesses to the supervisor. If the employee is unable to report the injury or illness, anyone, such as a friend, relative, co-worker, or supervisor may report.

SEEK MEDICAL TREATMENT: Submit medical reports as required and keep the supervisor, the assigned ICPA, and OWCP advised of current work status.

PARTICIPATE IN LIGHT DUTY PROGRAMS: Advise the treating physician of the availability of light duty and the agency's willingness to provide light duty. When an employee is medically released to light duty, the employee must inform the supervisor and ICPA.

RETURN TO WORK: Return to regular or light duty work as soon as medically feasible.

Traumatic Injury (CA-1)

When an employee sustains a traumatic injury in the performance of duty, he or she may file a claim by completing Form CA-1 and submitting it to their supervisor. The claim should be filed as soon as possible, but the employee has up to three years after the injury to file the claim. However, if not filed within 30 days of the date of injury, there will be no entitlement to a benefit called Continuation of Pay (COP). The claim can be filed electronically by the employee at <https://www.ecomp.dol.gov> or scanned, encrypted, and emailed to the assigned specialist listed on the back of this brochure. Alternatively, the paper claim form can be mailed to our office or faxed to (619) 532-4334. General questions (No PII/PHI) can be submitted via email to NAVFACFECA@navy.mil.

Medical Treatment for a Traumatic Injury

The employee has the right to choose their treating physician. He or she may elect to be treated by a physician at an Occupational Health Clinic (if available) or by a duly qualified physician of their choice.

Employees do not need to wait until they receive the claim number in order to begin receiving care. Some doctor offices might require the employee to sign a waiver form that they agree to file a Workers' Compensation claim with their employer and will notify that office when they have a claim number. Most non-controverted (undisputed) claims are accepted for limited medical treatment up to \$1500.

What is Continuation of Pay (COP)?

COP is the continuation of an employee's regular pay for a period not to exceed 45 calendar days. To be eligible for COP, the employee must have a traumatic injury, file a CA-1 claim within 30 days after the injury, and must begin losing time from work within 45 days. COP may be used for temporary disability or for medical appointments (up to a maximum of four hours per day). A Form CA-20 or a detailed medical report that supports the dates of total disability and/or medical appointments is required. After the 45-day COP period ends, tax-free

compensation may be available for lost time due to the injury.

Occupational Disease (CA-2)

An occupational illness or disease is a condition that happens over a period of time over more than one work shift. It may result from systemic infection, repeated stress or strain, or conditions of the work environment. A Form CA-2 is completed by the employee and is given to the supervisor. An employee has up to three years to file a CA-2 claim. These types of claims take longer for OWCP to adjudicate. Any benefits the employee is entitled to receive are provided after the claim is accepted by OWCP. The CA-2 claim may be filed electronically at <https://www.ecomp.dol.gov>, or scanned, encrypted, and emailed to the assigned specialist listed on the back of this brochure. Alternatively, the paper claim form can be mailed to our office or faxed to (619) 532-4334. General questions (No PII/PHI) can be submitted via email to NAVFACFECA@navy.mil.

Medical Treatment for an Occupational Disease

Employees should seek medical attention through a private physician, or receive a referral to the Occupational Health Clinic (if available). **Medical bills will not be paid by OWCP until the claim is approved.** COP benefits are not paid for these types of claims. The employee must use his or her own sick leave, annual leave, or leave without pay for medical appointments or disability from working until the claim is accepted by OWCP.

Compensation

Tax-free compensation may be paid for lost wages due to medical appointments or disability. The first three days in a non-pay status are waiting days without compensation unless the period of disability exceeds 14 calendar days or the employee has suffered a permanent disability. For traumatic injury claims, compensation may be paid after the 45-day COP period ends. For occupational disease claims, compensation may be available after the claim is approved by OWCP. Claims for compensation for lost wages are filed using Form CA-7 and CA-7a.