Continuation of Pay (COP)

OWCP — Supervisor Training

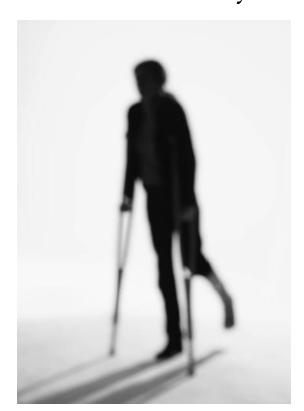
Catrecia J. Lewis HR Specialist / ICPA Hawaii National Guard

COP - Definition

- Continuation of regular pay
- Up to 45 calendar days of wage loss
- Due to disability and/or medical treatment related to a Traumatic Injury
- Intended to avoid interruption of pay while claim is adjudicated

COP - Eligibility

- Suffer a Traumatic Injury
- Report Injury within 30 days
- First becomes disabled within 45 days of injury





COP - 9 Reasons for Controverting

Agency may controvert (not pay) COP if – and only if – one of the following applies:

- 1. Disability is the result of occupational disease or illness
- 2. Employee comes within the exclusions of 5 USC 8101 (1) (B) or (E) (volunteers)
- 3. Employee is neither a citizen nor resident of US or Canada
- 4. Injury occurred off agency's premises and employee was not engaged in official "off premise" duties
- 5. Employee's willful misconduct, intentional harm or death, or proximate intoxication

COP – 9 Reasons for Controverting (continued)

- Injury not reported within 30 days of injury
- Work stoppage first occurred more than 45 days after injury
- Employee reported injury after employment was terminated
- Employee is enrolled in Civil Air Patrol, Peace Corps, or other group covered by special legislation



COP - Termination

- "Prima facie" medical not submitted within 10 calendar days
- Employee is no longer disabled for 'regular work'
- Employee refuses suitable light duty assignment
- OWCP notifies agency COP should be terminated
- Employee returns to work with no loss of pay
- Employee's period of employment expires
- COP has been paid for 45 days

COP Management (Tracking)

- Requires timely reporting and filing
- Support agency Light Duty Policy
- Ensure COP is supported by physician's statement (10-day rule)
- Discourage COP abuse
- Properly code time records:
 - Date of Injury: LU Coded on Time Card
 - Every full or partial day lost thereafter due to injury or treatment: LT Coded on Time Card
 - If one hour of COP is used, it counts as a whole day
 - If leave is taken in conjunction, code both separately
 - Injury number is the month and day of injury (MMDD)

COP - Leave Usage

- Technicians may use sick or annual leave to cover all or part of an absence due to an injury
 - Each full/partial day of leave taken is counted towards against the 45 days of entitlement if employee changes leave to COP
 - Entitlement to COP is not extended beyond 45 calendar days of combined absences
- Retroactive requests for COP:
 - Must be mace within one year from date of leave usage or written acceptance of claim (whichever is later)
 - Must be supported by 'prima facie' medical for period in question

The End

Questions?

