

## OWCP CONTINUATION OF PAY (COP) TEST

### Case #1

Mark is injured on 05-04-2000. He notifies his supervisor that he cut his right index finger while working on an aircraft. Mark thinks he should go to the doctor to see if stitches are needed. The supervisor provides Mark with a CA-16 (Authorization for Medical Treatment) for Mark's physician to complete. Mark's supervisor also gives him a CA-1 (Notice of Traumatic Injury) form and asks Mark to complete (page 1) and return to him. Mark's doctor states he may return to work on 05-08-2000 with light duty.

### Case #1 Questions

When does Mark's COP begin?

When does Mark's 45 day COP window end?

How many days of COP has Mark used?

How many days of COP does Mark have left before his 45-day window ends?

### Case #2

John is injured on 05-01-2000. He notifies his supervisor that he injured his back moving a jack. John tells his supervisor that he thinks his back will be fine and feels he does not need to go to the doctor at this time. John continues to come to work as scheduled. John's supervisor gives John a CA-1 (Notice of Traumatic Injury) to complete and he returns the CA-1 to his supervisor on 05-02-2000. On 06-15-2000, John tells his supervisor that he woke up and his back was just killing him and that he felt the pain was due to the injury on 05-01-2000. John expresses that he needs to go see his physician. John's supervisor gives John a CA-16 (Notice of Traumatic Injury) for John to take to his doctor. John's supervisor, at his discretion, gave John a CA-16. John's supervisor did not have to give John a CA-16 since 7 days had passed since the date of injury. John's supervisor also gives John a CA-17 (Duty Status Report) for the doctor to complete so he knows what tasks John can and cannot perform. John calls his supervisor to tell him the doctor states he will need surgery due to a herniated disk. John will need to be off work for one month or longer.

\*\*The above example could have been a recurrence if John had initially gone to the doctor and the doctor had released him back to duty **before 06-15-2000**.

## Case #2 Questions

Is John eligible for COP?            If the answer is yes, when does COP begin?

When does COP terminate?

Can John use a combination of COP with annual and sick leave?

If John uses a combination of 15 days of COP, 15 days of sick leave and 15 days of annual leave during the 45-day window of COP, how many days of COP have been used?

How many days of COP are documented on employees time card?

Does John have any days left to use towards COP?

If John uses sick leave or annual after his COP has terminated, can John apply to get his leave reinstated?            If yes, how?

When should John's supervisor have him complete a CA-7 (Claim for Compensation), when he knows there is a possibility John will be disabled after his COP terminates?

If John would have left work at 1:00 p.m. on 05-01-2000 and then went to the doctor on 05-02-2000 at 12:00 noon (which is half of John's work day shift), when would John's COP begin? The doctor states John can return to work on 05-08-2000 in light duty status.

When would the 45-day window of COP end?

How many days of COP would John have left to use for doctor appointments, etc. after returning on 05-08-2000?

How would you document John's time card for the day of injury and COP?

If John's doctor had said he could return to work the same day but John elected to go home, how would you document John's time card?

### **Case #3-A**

Bob was injured on 05-01-2000. He slipped on the shop floor and hurt his knee and leg. He got up and thought he'd be fine. He waits until 06-01-2000 to tell his supervisor that he was injured on 05-01-2000 and ask to file a claim. Bob's supervisor gives Bob a CA-1 (Notice of Injury) form to complete. Bob's supervisor decides not to give Bob a CA-16. Bob goes to the doctor on 06-01-2000 and the doctor says that it looks like he will need surgery. Bob wants to be placed on COP for the time he will be off.

Can Bob use COP?                      Can Bob file a claim for workers compensation?  
Is there a time frame for Bob to file the claim for compensation?

If so what form does he file?

### **Case #3-B**

If Bob had gone to the doctor on 05-02-2000 and was told by his physician that he could returned to work on 05-03-2000 in light duty status,

When would COP begin?  
When would the 45-day window end?

If Bob's doctor on 06-15-2000 tells him surgery is needed and that he can schedule surgery on 06-20-2000.

Can Bob use any COP days?