

APPENDIX A
OVERVIEW OF FECA BENEFITS

Overview of FECA Benefits	
Benefit	Description
Medical	<p>FECA provides compensation for any medical services needed to provide treatment to counteract or minimize the effects of any condition, disease, or injury judged to be causally related to federal employment.¹</p> <p>There is no limit on the monetary amount of medical expenses paid, nor on the length of time for which expenses are paid, as long as the need for medical treatment can be substantiated and related to the injury or disease sustained on the job.</p> <p>OWCP has a fee schedule that limits medical reimbursements to certain dollar amounts. The medical provider must accept this as payment in full. NOTE: The employee may not be billed for any difference.</p> <p>Compensation will be paid for first aid, medical treatment, hospitalization, and expenses for travel to obtain medical treatment, as well as for any drugs, appliances, or other supplies directed for any use by a qualified physician. Only original bills for hospital and related expenses should be submitted (and original OWCP-1500 for doctor's bills) to OWCP for payment. The employee may elect to use the services of the hospital and/or qualified physician of his/her choice. One exception to medical care is that OWCP will not pay for any preventive treatment.</p>
Temporary Total Disability	<p>When an employee sustains an employment-related traumatic injury or occupational disease and the medical evidence shows that the employee is totally disabled to perform any type of work for a certain period of time, that employee is considered to have a temporary total disability, and is eligible for the minimum compensation rate for total disability which is 75 percent of GS-2, step 1 with at least one dependent and 66 2/3 percent with no dependent.</p>
Permanent Total Disability	<p>This includes employees whose employment-related injuries are so severe that they leave the employee permanently and totally disabled for any type of work. The loss or loss of use of both hands, arms, feet, legs, or eyes is considered by OWCP to result in permanent total disability and to entitle employees to benefits.</p> <p>Benefits provided in this category are identical to those provided for temporary total disability, and include monthly compensation payments for loss of wages for the remainder of life or until such time as an earning capacity is demonstrated. Disability compensation accrues as of:</p> <ul style="list-style-type: none"> • The first day after official separation from Job Corps for permanent disability. <p>The fourth day of temporary disability for work after official separation from Job Corps. (If the period of disability for work later exceeds 14 days, the first 3 days will be compensated.)</p>

¹ For purposes of OWCP, Job Corps students are considered as federal employees.

<p>Permanent Partial Disability</p>	<p>Permanent partial disability applies when the injury prevents the employee from performing the job held at the time of the injury, but does not prevent the performance of some type of employment consistent with the work limitations imposed by the injury. Compensation will be adjusted (relative to the pre-injury salary) to reflect improved wage-earning capacity at the rate of 2/3 or 3/4 of the loss of wage earning capacity. (Note: Since Job Corps students must be separated from the program in order to receive FECA benefits, this paragraph does not apply.)</p> <p>The term “permanent partial disability” also applies to an employee who may or may not be able to return to the job held at the time of the injury and who sustained permanent impairment of a member of function of the body. Such an employee is eligible to receive compensation benefits and also is entitled to schedule awards.</p>
<p>Death</p>	<p>To qualify for death benefits, the employee's survivors must establish that the employee's death was causally related to the employment. In addition, the survivor must submit a claim within FECA time limits (within 3 years of occurrence).</p> <p>Widows/widowers of deceased employees are eligible for wage loss compensation equal to 50 percent of the deceased employee's regular pay. An eligible child may receive compensation equal to 45 percent of the employee's regular pay, plus an additional 15 percent for each child, to a maximum not to exceed 75 percent of the deceased employee's regular pay. The minimum rate of pay used to compute death compensation is the lowest wage step of GS-2.</p> <p>Beneficiaries receiving death benefits for more than one year become eligible for annual cost-of-living increases. If the deceased employee leaves no spouse, or the spouse is no longer entitled to spouse's benefits, dependent children are eligible for compensation equal to 40 percent of the deceased employee's regular pay, plus 15 percent for each additional dependent child, to a maximum of 75 percent of the employee's regular pay.</p> <p>If the deceased employee leaves no widow, widower, or child, the benefits will be paid to the surviving legal dependents of the employee specified in the FECA. Benefits are paid to widows and widowers until death or remarriage if the beneficiary is under age 55. If a widow or widower under age 55 remarries, a lump-sum payment is made equal to 24 times the monthly compensation he/she is receiving at the time of remarriage. If remarriage occurs at or after age 55, there is no change in monthly benefits.</p>
<p>Death Benefits</p>	<p>Surviving children receive benefits until they die, marry, or reach age 18. Beyond that age, a surviving child who elects to pursue higher education on a full-time basis (generally 12 semester hours) will continue to receive payments until 4 years of study beyond high school have been completed or until age 23. Payments will in no event extend beyond the semester or enrollment period in which the beneficiary reaches the age of 23, or completes the fourth year of higher education (whichever occurs first), except for a dependent who provides medical evidence that he or she is incapable of self support. Benefits may then continue until such a dependent is capable of self support.</p> <p>Funeral expenses up to \$800 are provided to survivors. If the student dies away from his/her home, the cost of transporting the deceased to the place of burial will be paid in full. In addition, a \$200 allowance will be paid in consideration of the expense of terminating the federal employment status of the deceased.</p>

<p>Other Benefits Related To Disability</p>	<p>Attendant's Allowance—If an injury is so severe than an employee is unable to care for his/her physical needs, such as feeding, bathing, or dressing, an attendant's allowance of up to \$1,500 per month may be granted. The attendant can be a family member. This allowance is supplemental and is paid in addition to compensation for loss of wages. This can be given with all classes of disability.</p> <p>Schedule Awards—In addition to income maintenance benefits such as those described above, the FECA provides for limited term payments in cases where an employee suffers serious disfigurement of the head, face, or neck, or suffers loss or loss of use of body parts listed in the Schedule found in Section 8107 of the Act. Benefits under these provisions are calculated in the same manner as those paid for total disabilities, but are paid for a specified period of time which is proportional to the severity of the loss. In cases where an employee suffers disfigurement of the face, neck, or head, the FECA provides that an employee will be paid an award of compensation not to exceed \$3,500. A schedule award can be paid even if the employee returns to work. Employees may receive wage loss compensations and schedule award benefits for the same injury, but not at the same time. The list containing lengths of times for schedule award payments can be found in 20 CFR 10.404.</p> <p>Compensation not to exceed \$3,500 may be awarded for serious disfigurement of the face, head, or neck, if the character of the disfigurement is likely to handicap the employee in securing or maintaining employment.</p> <p>Vocational Rehabilitation—FECA provides for the cost of OWCP-directed vocational rehabilitation necessary to counteract the disabling compensable effect of any permanent illness or injury causally related to federal employment. The cost of rehabilitation is paid from the Compensation Fund, and rehabilitation is usually administered through private and State rehabilitation agencies under the direction of OWCP.</p> <p>Vocational rehabilitation benefits, including a monthly maintenance allowance not to exceed \$200, are supplemental, and entitle recipients to collect total disability payments during the period of their rehabilitation.</p> <p>Vocational rehabilitation services may be provided to permanently disabled employees to assist them in returning to gainful employment consistent with their physical, emotional, and educational disabilities. (Such services may not, be provided to employees whose disabilities are temporary.) Extended disability cases may be considered for rehabilitation services if requested by the attending physician, the employee, or the employing agency.</p>
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