

# WORKERS' COMPENSATION DEPARTMENT

**N**ALC's Workers' Compensation Department, headed by Kevin Card, assistant to the president for workers' compensation, provides information and advice to the membership on the Federal Employees' Compensation Act (FECA) and its administration by the Office of Workers' Compensation Programs (OWCP).

The department provides direct representation for members who file appeals with the Department of Labor's Employees' Compensation Appeals Board (ECAB). NALC members who are contemplating an ECAB appeal should contact the compensation office at NALC Headquarters for assistance.

The NALC's goal is to provide qualified OWCP representation to every injured member at every level of the organization. Eight full-time regional workers' compensation assistants (RWCAs) assist national business agents (NBAs) and branch officers with OWCP claims and other FECA-related matters. RWCAs provide training at state and regional

trainings. Branch officers should contact their NBA office to request RWCA assistance.

The Workers' Compensation Department provides information and advice to the membership through *The Postal Record*, the *NALC Activist*, the "Injured on the Job" section of the NALC website and national convention workshops.

Throughout the coronavirus pandemic, the department assisted NALC members with filing claims for COVID-19. RWCAs helped COVID-19 claimants gather the necessary medical documentation and write work narratives, which resulted in many claim acceptances.

The department provides OWCP training to NALC Leadership Academy students, focusing on the history of the FECA and its underlying social compact, the FECA's structure and regulatory underpinnings, and how the FECA intersects with the National Agreement. Leadership Academy students learn how to complete OWCP forms and about the problems that can arise when the forms are improperly completed.

NALC encourages city carrier assistants (CCAs) seeking help for their FECA claims to contact their NBA's office for assistance. Enforcing Department of Labor guidelines for determining pay rates for CCAs injured on the job is a major concern. NBAs and RWCAs are instrumental in ensuring that CCAs receive the representation and compensation that they are entitled to.

The Workers' Compensation Department works closely with the Contract Administration Unit (CAU) on grievances that deal with OWCP issues. Close monitoring of management's obligations under FECA and the contract helps every injured worker by enforcing strict compliance. The Workers' Compensation Department also assists the CAU with USPS handbook and manual changes, as well as postal programs, to ensure that they are in compliance with the FECA.

Under President Rolando's guidance, NALC provides the most comprehensive OWCP representation of any federal-sector union.