

## **Submitting the Schedule Award Request**

When you receive the medical report, send it to OWCP with a cover letter requesting a schedule award. Active letter carriers must complete the employee portion of the CA-7, check "schedule award," and submit it to the Postal Service. Request a completed copy of the CA-7 from the Postal Service. The Postal Service has 5 working days to submit the CA-7 to OWCP.

If you are retired and applying for a schedule award, federal regulations allow an application to be submitted with a cover letter requesting the schedule award as long as there was a previous CA-7 filed.

Schedule awards are payable concurrent with wages or retirement benefits.

Schedule awards are generally not payable concurrent with OWCP wage-loss compensation benefits. However, if an employee has a job-related injury that causes impairment in one body part (that entitles him or her to a schedule award) and at the same time has a different job related injury to a different body-part that is disabling, both wage-loss compensation and a schedule award may be paid concurrently.

Schedule awards paid by OWCP do not constitute a settlement or final payout.

Receiving a schedule award does not end the right to continue receiving other OWCP benefits, such as payment for medical bills, reimbursement of transportation expenses for travel to medical appointments, wage-loss compensation benefits, etc.

### **Schedule Awards and Social Security Disability**

There is also an important, and dangerous, limitation that arises when employees are entitled to Social Security disability benefits. Employees covered under the Federal Employees' Retirement System (FERS) are required to apply for Social Security disability benefits in order to obtain FERS disability retirement. Social Security regulations provide for dollar-for-dollar offset of Social Security disability benefits if an employee receives workers' compensation disability benefits.

Social Security considers OWCP Schedule Awards as disability benefits, and will deduct the full amount from any Social Security disability benefits due. Moreover, Social Security will report the full amount of the deduction to the IRS as taxable income, even though it never was paid to the injured worker.

As a result, NALC members covered by FERS who may be entitled to a schedule award and concurrently entitled to disability retirement should seek advice from their branch OWCP specialist or National Business Agent's office.

## Schedule awards and VA disability ratings

Under FECA, an injured letter carrier whose claim is accepted is entitled to medical benefits and wage loss compensation. For letter carriers with DVA disability ratings, applying for some FECA benefits may require an election between the DVA benefits and FECA benefits.

An injured worker with a DVA disability rating for the same injury will often receive more from an increase of their DVA disability rating than from a schedule award. Injured workers with DVA disability ratings should contact their National Business Agent's office for guidance.

## Method of Payment

Schedule awards are paid for a certain number of weeks, calculated by multiplying the percentage of impairment of a body part (determined by the rating physician) times the number of weeks set out in the schedule in the FECA for that body part. Each week of the schedule award is paid at the employee's compensation rate, which is weekly salary times 2/3 or 3/4, depending on whether the employee is single with no dependents (2/3) or married or otherwise has one or more dependents (3/4).

5 USC 8107 provides for compensation to the following list of scheduled members:

Member	Weeks
Arm	312
Leg	288
Hand	244
Foot	205
Eye	160
Thumb	75
First Finger Lost	46
Great Toe	38
Second Finger	30
Third finger	25
Toe other than great toe	16
Fourth Finger	15
Hearing, one ear	52
Hearing, both ears	200

Pursuant to the authority provided by 5 U.S.C. 8107(c)(22), the Secretary of Labor added the following organs to the compensation schedule for injuries that were sustained on or after September 7, 1974, except that a schedule award for the skin may be paid for injuries on or after September 11, 2001:

<b>Member</b>	<b>Weeks</b>
Breast (one)	52
Kidney (one)	156
Larynx	160
Lung (one)	156
Penis	205
Testicle (one)	52
Tongue	160
Ovary (one)	52
Uterus/cervix and vulva/vagina	205
Skin	