

### WORKER'S COMPENSATION

Residents/fellows employed by the CAHC are covered for workplace injuries under the worker's compensation program. A purple card will be provided to all residents to outline the instructions on what to do if injured during their employment. This card must be worn with the resident's/fellow's badge and shown upon seeking treatment at the teaching facility where the injury occurred. A resident/fellow should not provide their health insurance card or allow the treating facility to bill the resident/fellow personally. There are instructions for the providers/ facility on the purple card to direct each facility on billing procedures specific to their facility.

The program covers any work-related injury or illness arising out of and in the course of employment that requires medical, surgical, or hospital treatment. No matter how minor an on-the-job injury may appear, it is important that a resident/fellow immediately report any on-the-job injury to their supervisor, as set forth below and a First Report of Injury must be completed. Failure to report an incident promptly may result in the denial of workers' compensation benefits or a delay. All absences due to an accepted workers' compensation claim count towards a Family and Medical Leave of Absence (FMLA) if the resident/fellow is eligible for FMLA (see [Family and Medical Leave of Absence](#)).

Neither the CAHC nor its insurance carrier will be liable for the payment of workers' compensation benefits for injuries that occur during a resident's/fellow's voluntary participation in any off-duty recreational, social, or athletic activity sponsored by the CAHC.

It is the resident's/fellow's responsibility to

- ☐ Notify their supervisor and CAHC of an accident or injury occurring while on the job and help complete a First Report of Injury
- ☐ Keep their supervisor and CAHC informed of their medical status related to any Workers' Compensation claim on an on-going basis
- ☐ Follow the authorized treating physician's treatment plan
- ☐ Keep medical appointments and avoid any activity which will further aggravate the injury or illness

#### Accident or Injury information

- ☐ During the day, the resident/fellow must go to the site's Employee Health Department whenever possible.
- ☐ Off-hours the resident/fellow should go to the Emergency Department of the working site.
  - If at Connecticut Children's Medical Center (Connecticut Children's), go to Hartford Hospital's Employee Health Department. If after hours, go to Hartford Hospital's Emergency Department.
- ☐ If there is a medical emergency and no emergency department at the site where the injury occurred, go to UConn's Employee Health or Emergency Department depending on the time of day. If necessary, go to the nearest hospital's emergency department.
- ☐ The incident must be reported by the resident/fellow to the CAHC within 24 hours of the injury. If off-hours, leave a message with the date, time, place, and nature of the injury and the resident's/fellow's contact number.

The site where the injury/illness occurred will be responsible for completing a Work-Related Injury/Illness form and sending it to the CAHC as soon as possible. This site will also maintain medical records related to the injury and perform necessary follow-up visits. If a resident/fellow wishes to go to

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any outside provider in the State of Connecticut, the Employee Health Department or CAHC can provide a form that will allow direct billing to CAHC for the services provided. If the worker's compensation carrier denies the claim as a work-related injury, the expenses may be covered through the group health plan if expenses are remitted within 90 days of the injury.

Taking any leave (especially when multiple leaves or absences occur in the same contract year) may negatively impact time necessary to complete the program requirements for graduation as well as for Board eligibility (see [Contract Extension Due to Leave Guidelines](#)). Any workers' compensation leave that goes beyond 12 weeks may result in the termination of the appointment with UConn SOM and the end of employment with CAHC. Residents/fellows are responsible for understanding their Residency Review Committee/program requirements for program completion as well as their Board requirements regarding Board eligibility, specifically as it relates to time away from their program.

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