

Continuation of Pay (COP)

OWCP – Supervisor Training

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COP - Definition

- Continuation of regular pay
- Up to 45 calendar days of wage loss
- Due to disability and/or medical treatment related to a *Traumatic Injury*
- Intended to avoid interruption of pay while claim is adjudicated

COP - Eligibility

- Suffer a Traumatic Injury
- Report Injury within 30 days
- First becomes disabled within 45 days of injury



COP - 9 Reasons for Controverting

Agency may controvert (not pay) COP if – and only if – one of the following applies:

1. Disability is the result of occupational disease or illness
2. Employee comes within the exclusions of 5 USC 8101 (1) (B) or (E) (volunteers)
3. Employee is neither a citizen nor resident of US or Canada
4. Injury occurred off agency's premises and employee was not engaged in official "off premise" duties
5. Employee's willful misconduct, intentional harm or death, or proximate intoxication

COP – 9 Reasons for Controverting (continued)

- Injury not reported within 30 days of injury
- Work stoppage first occurred more than 45 days after injury
- Employee reported injury after employment was terminated
- Employee is enrolled in Civil Air Patrol, Peace Corps, or other group covered by special legislation



COP - Termination

- “Prima facie” medical not submitted within 10 calendar days
- Employee is no longer disabled for ‘regular work’
- Employee refuses suitable light duty assignment
- OWCP notifies agency COP should be terminated
- Employee returns to work with no loss of pay
- Employee’s period of employment expires
- COP has been paid for 45 days

COP Management (Tracking)

- Requires timely reporting and filing
- Support agency Light Duty Policy
- Ensure COP is supported by physician's statement (10-day rule)
- Discourage COP abuse
- Properly code time records:
 - Date of Injury: LU Coded on Time Card
 - Every full or partial day lost thereafter due to injury or treatment: LT Coded on Time Card
 - If one hour of COP is used, it counts as a whole day
 - If leave is taken in conjunction, code both separately
 - Injury number is the month and day of injury (MMDD)

COP – Leave Usage

- Technicians may use sick or annual leave to cover all or part of an absence due to an injury
 - Each full/partial day of leave taken is counted towards against the 45 days of entitlement if employee changes leave to COP
 - Entitlement to COP is not extended beyond 45 calendar days of combined absences
- Retroactive requests for COP:
 - Must be made within one year from date of leave usage or written acceptance of claim (whichever is later)
 - Must be supported by 'prima facie' medical for period in question

The End

Questions?

