



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON FORT HAMILTON
113 SCHUM AVE
BROOKLYN, NY 11252-5300

GARRISON POLICY
DHR-03

IMHA-HR

23 July 2014

MEMORANDUM FOR All Members of the USAG Fort Hamilton Community

SUBJECT: Worker's Compensation

1. The Federal Employee Compensation Act (FECA) provides for compensation and medical care of civilian employees who are disabled due to injury or occupational disease sustained in the performance of their assigned duties. If the injury or disease causes an employee's death, FECA may provide for payment of funeral and burial expenses and compensation for dependents.
2. An employee, who sustains a disabling, job-related traumatic injury, is entitled to continuation of pay (paid by the Command) for a period not to exceed 45 calendar days. However, employment of temporary or term employees whose appointments were about to expire, will not be continued beyond the date it would have been terminated had the employee not been injured.
3. Fort Hamilton organizations will maintain a return-to-work program that provides appropriate alternate work (light duty) for all employees who have been cleared to perform the work by their physician. Where there is no suitable alternate (light duty work), the employee can return to a graduated part-time schedule or an intermittent return-to-work schedule will be considered. In situations where reemployment in the pre-injury occupation is not feasible because of the employee's disabilities, the installation will try to retrain the employee. An employee who has fully recovered within 1 year after the date compensation begins (or from the time compensable disability recurs, if the recurrence begins after the employee resumes regular full-time employment with the Federal Government) is entitled to return to his/her former or equivalent position. The organization is required to restore the employee unless he/she was separated because of reduction in force, for cause, or for other reasons unrelated to the injury. When injury or disability is overcome more than 1 year after an employee begins receiving compensation, the last employing organizations is to make all reasonable efforts to place and accord priority in placing the employee in his/her former position or the equivalent.
4. This policy requires a cooperative effort between the Command organizations, the Medical Facility, the Safety Office, The Civilian Personnel Advisory Center, employees, and management at all levels to prevent accidents, administer compensation claims, and return employees to work as soon as medically feasible.
5. The Civilian Personnel Officer, FECA Program Administrator, and managers/supervisor will perform the responsibilities and adhere to the requirements delineated in Civilian Personnel Advisory Center's FECA Program Policy Letter (enclosed).

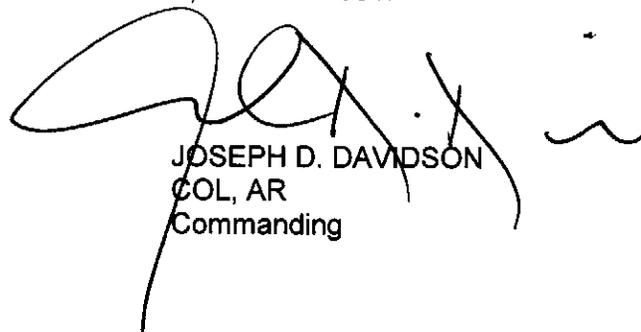
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6. FECA Working Group will be composed of the following individuals and will meet quarterly.

- a. The installation Commander;
- b. Commanders of tenant organizations, if any;
- c. Injury Compensation Specialist (CPAC)
- d. Installation Safety Officer
- e. Physician or representative from the Ainsworth Clinic
- f. An attorney from the installation Office of the Staff Judge Advocate;
- g. Three representatives of management to be appointed by the installation Commander
- h. Other members as maybe deemed necessary by the installation Commander, such as an Administrative Officer.
- i. Any first-line supervisor who had an accident or illness will attend the FECA Group meeting on a one-time basis to discuss the incident.

7. POC for this policy is the Civilian Personnel Office, 718-630-4031.



JOSEPH D. DAVIDSON
COL, AR
Commanding