COURSE INFORMATION FORM

DISCIPLINE          EHSS
COURSE TITLE        Workers Compensation Legislation for EHS

CR.HR   3     LECT HR.   3     LAB HR.    CLIN/INTERN HR.  CLOCK HR.  

CATALOG DESCRIPTION
This course provides strategies for tracking, monitoring, managing, and avoiding Workers' Compensation incidents. This course reviews which employees are covered, when they are covered, the requirements for benefits and compensation, and the recordkeeping requirements.

PREREQUISITES
EHSS 200

EXPECTED STUDENT OUTCOMES IN THE COURSE (ESO)
Upon completion of this course, the student will be able to:
1. Discuss strategies for tracking, monitoring, managing, and avoiding incidents.
2. Identify examples of what type of employees and the type of injuries are covered by Workers’ Compensation.
3. Identify the employer's rights and responsibilities for Workers' Compensation.
4. Discuss how to manage a claim form injury to resolution.
5. Describe how other laws (ADA and FMLA) interaction/overlap have on Workers' Compensation claims.
6. Discuss the financial impact of workers compensation on the company’s finances.
7. Discuss the signs of Workers’ Compensation fraud.
GENERAL EDUCATION OUTCOMES (ESO)
Specify which general education outcomes, if any, are substantially addressed by the course. Numbers in parentheses identify the Expected Student Outcomes linked to the specific General Education Outcome.

<table>
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<tr>
<th>Outcomes</th>
<th>ESO</th>
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PROGRAM-LEVEL OUTCOMES

CAREER AND TECHNICAL EDUCATION PROGRAM OUTCOMES
Specify which Career and Technical program outcomes, if any, are substantially addressed by the course by completing the “Career and Technical Education template” to show the relationship between course and program outcomes to assessment measures.

1. Students will demonstrate the ability to apply foundational skill in an industrial setting, safely and to industry guidelines.
2. Students will think critically and apply problem-solving skills.
3. The program will graduate individuals who exhibit competence in the entry-level skills of technical profession environmental health and safety technology.
4. The program will graduate individual who can interact and communicate with managerial, supervisory, labor and external public using a combination of skills for a clear exchange of ideas and information.

CLASS-LEVEL ASSESSMENT MEASURES
Student accomplishment of expected student outcomes may be assessed using the following measures. (Identify which measures are used to assess which outcomes.)

1. Assignments, (1, 4, 7)
2. Written examinations, (2, 3, 5, 7)
3. Student participation and in-class discussions, (1-7)
Individual instructors may order this outline as fits the needs of their individual courses. In addition, they may place more emphasis on some areas than on others. What is assured is that this particular list is covered in the course. Other topics may be added to a course as the instructor sees fit, and as time and interest allow. An *asterisk can be used to mark an item as optional.

I. Introduction and History
II. Employees Covered
III. Incidents
IV. Requirements For Compensability
V. Benefits and Compensation
   A. Medical Benefits
   B. Monetary benefits
   C. Disability
   D. Vocational Rehabilitation
   E. Right to reinstatement/rehiring in some states (state specific)
   F. Death and survivor benefits
VI. Workers' Comp Insurance Coverage
   A. Types
   B. Defenses To Coverage
VII. Communication and Recordkeeping
    A. Recommended Policies & Documents
    B. Designing & Communicating Prevention Programs
VIII. Managing Workers' Compensation Claims
    A. How Claims Are Adjudicated
    B. Preventing Fraud
    C. Discipline/Termination Of A Workers' Compensation Claimant
    D. Overlap With Other Laws
IX. Getting An Injured Worker Back To Work