

WORKERS' COMPENSATION

ELIGIBILITY:

- all employees (including teachers-on-call).

COVERAGE:

- any injury or occupational disease resulting during the course of employment whether in the school, on the school grounds, or off the school grounds (e.g. while supervising a school activity).
- Some illnesses resulting from contact during employment is covered. Recognized diseases include chicken pox, hepatitis, meningitis, mumps, ringworm, rubella, and scabies.

ESTABLISHING A WCB CLAIM:

1. File a "Worker's Report of Injury or Occupational Disease to Employer" (WCB Form 6A) available at www.worksafebc.com. The employer is required to file a "Form 7" within three days of receiving the report from the member.
2. As soon as the Form 6A has been completed and medical attention sought, call Teleclaim at 1-888-WORKERS. A representative of WorkSafeBC will ask appropriate questions. Calling Teleclaim expedites the process.
 - If you use the Teleclaim service, ask for a copy of your report.
 - If Teleclaim is not available, complete an "Application for Compensation and Report of Injury or Occupational Disease." This is WCB Form 6 and is also available online. This must be mailed to WorkSafeBC and does slow the process of getting a quick decision.
3. Always copy "Form 6A" to the local Teachers' Association office.
4. Inform an administrative officer as soon as possible of the injury or disease that you feel is work related. Make sure the information is documented. The employer fills out and files WCB Form 7.
5. Make sure the first aid log at the work site has been filled in by the appropriate person especially for minor injuries.
6. Get medical attention as soon as possible. Don't wait in the hope that recovery will occur rapidly. Always report your injury or occupational disease to your doctor and request that the doctor file a "Physicians First Report" (Form 8) to WCB.
7. A WorkSafeBC claims officer should contact the worker after they have received the Form 6, or received a report from the Teleclaim Officer.

8. Contact the BCTF WCB Advocate for assistance:
Gail Montgomery—phone: 604-871-1890 or toll free 1-800-663-9163, ext. 1890
fax: 604-871-2285, e-mail: gmontgomery@bctf.ca
Effective March 1, 2009, the WCB Advocate will be Patti McLaughlin.
Her contact information will be:
phone: 604-871-1890 or toll free 1-800-663-9163, ext. 1890; fax: 604-871-2285,
e-mail: pmclaughlin@bctf.ca
9. Keep a copy of all forms completed. Log dates and subject of appointments and conversations with the employer, WCB, and all medical practitioners.

BENEFITS:

- replacement of lost wages (90% of net, to a set maximum, non-taxable)
- provision or replacement of medical aides such as eyeglasses, hearing aids, dentures
- physiotherapy and other rehabilitative services
- partial or full disability pensions, paid until age 65
- death benefit.

APPEALS:

- decisions by claim adjudicators etc. may be appealed
- appeal must be made in writing within 90 days of the date of the adjudicator's decision letter
- as soon as a member receives the decision letter, whether the claim is accepted or not, fax a copy to the BCTF WCB Advocate.

APPEAL PROCESS:

The BCTF WCB Advocate will act as the representative for the injured teacher throughout the appeal process.

Request for a review to the Review Division

- a. The request for a review must be made within 90 days of the WCB decision letter.
- b. After the request for review has been received by the Review Division, the Review Division has 150 days to make a decision.

Workers' Compensation Appeal Tribunal (WCAT)

- a. The appeal must be submitted within 30 days of the Review Division decision.
- b. WCAT has 180 days after the appeal is registered to make a decision on the appeal.
- c. WCAT is an independent body separate from the Workers' Compensation Board and is the final level of appeal.