

WHEN TO FILE A WORKERS' COMPENSATION CLAIM
COVID-19
March 20, 2020

The current COVID-19 pandemic has created some uncertainties for our employees and staff as we treat and care for patients who have been exposed to the virus. The Public Employee Claims Division administers claims filed by UAMS employees for work-related injuries or illness. The workers' compensation statutes provide for coverage of contagious or infectious disease when contracted in the course of employment in or immediate connection with a hospital or sanatorium in which persons suffering from that disease are cared for or treated.

Workers' compensation benefits may be available for employees who test positive for COVID-19 after treating patients who test positive. Employees can file a workers' compensation claim if they test positive for COVID-19. The employee must call the Company Nurse Hotline at 1-855-339-1893.

Work missed due to self-quarantine is **not covered** by workers' compensation. Proof of exposure must be documented, and missed time will be covered as of the date of the positive test result. Proof of exposure may be difficult for employees exposed to the virus during business travel.

- An Employee/Student Injury and Incident Report (I&I) **MUST** be completed in instances when an employee has an injury or illness as a result of their job duties. This form is accessible online at <http://www.uams.edu/campusop/depts/ohs/forms/accident.aspx>
- Please **DO NOT** call the Company Nurse, **IF** you are self-quarantined for 14 days. **ONLY** call the Company Nurse **IF** you are referred to a facility for treatment.
- Employees should call UAMS Health Now at 1-800-632-4502, 24/7 or access via the website at www.uamshealth.com/healthnow/ for a free COVID 19 screening. This is an alternative to contacting the Arkansas Department of Health.

If an employee is self-quarantined, their department will work with the employee on available work-at-home assignments, when the job supports working from home. If not, employees will have to take leave accrual (to include available sick and vacation leave) before possibly going on leave-without-pay status for an extended absence from work. UAMS is part of the University of Arkansas system and cannot pay employees for time not worked. This usage of leave accrual is our policy and established process for exposure cases.

If you are on an attendance-based point system, you will not receive a point for missed work due to being self-quarantined, when you provide documentation of quarantine requirements.