Syllabus - Spring 2015
AH 3278 / OSH 3278 - Worker’s Compensation Law

Excluding textbooks, the information on this syllabus is subject to change. For the most up-to-date syllabus, check this site on the first day of classes.

Program Information
This is a three-credit undergraduate level course. The AH section of this course is one in a series of undergraduate courses in the Allied Health Sciences Occupational Safety and Health concentration.

The OSH section of the course may be taken as an elective by students in the Occupational Safety and Health concentration within the Bachelor of Professional Studies degree (BPS) program. The OSH section is also open to students in the Bachelor of General Studies degree (BGS) program as well as non-degree students.

The developer of this course is Nancy A. Brouillet, J.D., M.S.

Course Information

Course Title: Worker's Compensation Law (OSH 3278)
Credits: 3
Format: Online via Blackboard Learning

Instructor: Nancy A. Brouillet, J.D., M.S.
I: nancy.brouillet@uconn.edu

(After the first day of classes, students registered in the course should send messages to the instructor via Blackboard Learning Messages.)

**Availability:** Unless otherwise noted, I will check into the course at least three days a week to monitor discussions and respond to Blackboard Learning Messages. If I expect to be away due to illness, travel or family obligations, I will make every attempt to notify you in advance. If you have an emergency, or wish to speak to me, please email me at nancy.brouillet@uconn.edu and we can arrange a time to speak or meet.

**Permission Requests:** Allied Health students should register for the AH section of the course.

BPS, BGS, and non-degree students should register for the OSH section of the course.

Other students requesting permission to register for either the OSH or AH section should contact paul.bureau@uconn.edu. Include your Peoplesoft ID number and reason for taking the course.

**Course Description**
Three Credits. No Prerequisites. No Instructor Consent. This course provides a comprehensive overview of state and Federal workers' compensation laws, and the interrelationship of these laws with other laws. It is designed for the student without a legal background, but an interest in learning about the laws governing workplace injuries and practical considerations for handling of these claims.

**Course Materials**
Students must have all required course materials before the first day of class.

This text is available through a local or online bookstore. Please visit our page on buying textbooks for more information.
Required Text: Larson, A. & Larson, K. (2008). *Workers’ compensation law* (4th ed.) Matthew Bender Lexis Nexis. ISBN 978-1-4224-2259-5 (This is available in both hard copy and in loose leaf version directly from the publisher or you may find it online. It is not available from the Co-op at this time).

Additional course readings and media are available within Blackboard Learning, through either an Internet link or Library Resources (Electronic Course Reserve/ECR).

Course Requirements and Grading

Grading
Modules Exercises (ten) 40%
Midterm 25%
Final Exam 25%
Paper 10%

Module Exercises (40%) Each module consists of one of more exercises where you will be asked to apply information from the course readings to scenarios, problems, or cases. These exercises will be facilitated via Blackboard Learning’s Discussion Board. In addition to your response to each exercise, you are asked to make substantive comment(s) on your fellow students' postings. *Comments on your peers’ postings should be detailed; simply agreeing with another posting will not count as a significant response. Timely postings are required for full credit.*

Midterm and Final Exams (50%) There will be a midterm and a final exam in the course. Each exam will account for 25% of the final course grade. The exams will consist of scenario based questions where you will be asked to respond in essay format. You will be allotted two hours for each examination.

Paper (10%) There will be a five (5) page paper due by the eleventh week of the course. The paper will provide you with a scenario based upon a hypothetical workplace situation. You will need to respond to specific questions and
discuss a safety/injury prevention program for this employer. The paper will be done independently, not shared with other students.

The final course grading scale is as follows:

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<th>Grade</th>
<th>Letter Grade</th>
<th>GPA</th>
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<td>90-92</td>
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<td>87-89</td>
<td>B+</td>
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<td>83-86</td>
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<td>80-82</td>
<td>B-</td>
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Due Dates  The Course Schedule in Blackboard Learning lists all due dates for the course. All course deadlines are based on Eastern Standard Time; if you are in a different time zone, please adjust your submittal times accordingly. Each assignment has a due date posted in the Course Schedule. Unexcused failure to complete assignments in a timely manner will reduce your grade for that module.

Feedback and Grades  I will make every effort to provide feedback and grades in a timely manner. To keep track of your performance in the course, refer to My Grades in Blackboard Learning. If you are having a problem or are concerned about your performance, send me a message rather than posting a comment for all students to view. It is very important that we address any performance or expectations concerns as early as possible. If students fall behind or do not complete an assignment, I will remind you of this through the course messages (Blackboard Learning Messages). Of course, I also offer constructive comments/suggestions and note work that exceeds my expectations.

Course Objectives

Upon successful completion of this course, the student will be able to:

• Recognize the various jurisdictions and laws that govern workplace injuries and the contrasting approaches taken by different jurisdictions.

• Describe the roles of the injured worker, employer, insurer, health care provider, union official, and attorney in workers' compensation claims.

• Describe the issues of concern to employers in workers' compensation claims.

• Evaluate the issues raised in a workers' compensation claim from the perspective of the injured worker, employer, and insurer, and health care provider including benefits that may be payable and any defenses to payment of
benefits.

• Identify areas of concern in workplace injuries including prevention.

Course Outline

I. Overview of Workers' Compensation Law

A. Historical Perspectives   B. Who is covered

   1. Employee
   2. Independent contractor
   3. Casual employee
   C. What is covered?


D. Different Jurisdictions and Programs

   1. State Commissions and Industrial Accident Boards   2. Federal programs

      a. LSHWA   b. Black Lung   c. Jones' Act (Merchant Marine)   d. Federal Employees

   3. Native American Commissions

   II. Administration
A. Elements of a Workers' Compensation Claim
1. Injury causally connected to work  2. Burdens of proof

B. Types of Benefits
   a. Limitations on providers  b. Reasonable or necessary
   4. Retraining or rehabilitation

III. Injury
A. Impairment  B. Disability
1. Total  2. Partial  3. Permanent

D. Physical Injuries
1. Repetitive trauma  2. Specific incident  3. Occupational disease

E. Mental Injuries
1. Mental - mental  2. Mental-physical

IV. Interrelationship of Workers' Compensation Law To Other Laws
   A. Collective Bargaining Agreements  B. American with Disabilities Act  C. Family Medical Leave Act  D. Unemployment Compensation  E. Civil Actions for Negligence and Product Liability

V. Special Topics
A. Current Issues and Trends

1. Workplace Violence  2. Occupational Disease claims

a. Latex Allergy  b. Silicosis

B. Proactive Approaches to Reduction in Claims and Costs

Student Responsibilities and Resources

As a member of the University of Connecticut student community, you are held to certain standards and academic policies. In addition, there are numerous resources available to help you succeed in your academic work. This section provides a brief overview to important standards, policies and resources.

Student Code

You are responsible for acting in accordance with the [University of Connecticut's Student Code](http://www.community.uconn.edu/student_code.html), available at http://www.community.uconn.edu/student_code.html. Review and become familiar with these expectations. In particular, make sure you have read the section that applies to you on Academic Integrity:

- [Academic Integrity in Undergraduate Education and Research](http://www.community.uconn.edu/student_code.html)
- [Academic Integrity in Graduate Education and Research](http://www.community.uconn.edu/student_code.html)

Cheating and plagiarism are taken very seriously at the University of Connecticut. As a student, it is your responsibility to avoid plagiarism. If you need more information about the subject of plagiarism, use the following resources:

- [Plagiarism: How to Recognize it and How to Avoid It](http://www.community.uconn.edu/student_code.html)
- [Instructional Module about Plagiarism](http://www.community.uconn.edu/student_code.html)
- [University of Connecticut Libraries' Student Instruction](http://www.community.uconn.edu/student_code.html) (includes research, citing and writing resources)

Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships
The University is committed to maintaining an environment free of discrimination or discriminatory harassment directed toward any person or group within its community – students, employees, or visitors. Academic and professional excellence can flourish only when each member of our community is assured an atmosphere of mutual respect. All members of the University community are responsible for the maintenance of an academic and work environment in which people are free to learn and work without fear of discrimination or discriminatory harassment. In addition, inappropriate Romantic relationships can undermine the University's mission when those in positions of authority abuse or appear to abuse their authority. To that end, and in accordance with federal and state law, the University prohibits discrimination and discriminatory harassment, as well as inappropriate Romantic relationships, and such behavior will be met with appropriate disciplinary action, up to and including dismissal from the University.

More information is available at http://policy.uconn.edu/?p=2884.

**Sexual Assault Reporting Policy**

To protect the campus community, all non-confidential University employees (including faculty) are required to report assaults they witness or are told about to the Office of Diversity & Equity under the Sexual Assault Response Policy. The University takes all reports with the utmost seriousness. Please be aware that while the information you provide will remain private, it will not be confidential and will be shared with University officials who can help.

More information is available at [http://sexualviolence.uconn.edu/](http://sexualviolence.uconn.edu/).

**Netiquette and Communication**

At all times, course communication with fellow students and the instructor are to be professional and courteous. It is expected that you proof read all your written communication, including discussion posts, assignment submissions, and mail messages. If you are new to online learning or need a netiquette refresher, please look at this guide titled, [The Core Rules of Netiquette](http://sexualviolence.uconn.edu/).

**Adding or Dropping a Course**

If you should decide to add or drop a course, there are official procedures to follow:
• Matriculated students should add or drop a course through Peoplesoft.
• Non-degree students should complete the Add/drop form.
You must officially drop a course to avoid receiving an "F" on your permanent transcript. Simply discontinuing class or informing the instructor you want to drop does not constitute an official drop of the course. For more information, refer to the:
  • Undergraduate Catalog
  • Graduate Catalog

**Academic Calendar**

The University’s [Academic Calendar](#) contains important semester dates.

**Students with Disabilities**

Students needing special accommodations should work with the University's [Center for Students with Disabilities (CSD)](#). You may contact CSD by calling (860) 486-2020 or by emailing csd@uconn.edu. If your request for accommodation is approved, CSD will send an accommodation letter directly to your instructor(s) so that special arrangements can be made. (Note: Student requests for accommodation must be filed each semester.)

The University of Connecticut's online course management system, Blackboard Learning, is a product of Blackboard, Inc. "Blackboard measures and evaluates accessibility levels using two sets of standards; Section 508 of the Rehabilitation Act issued from the United States federal government and the Web Accessibility Initiative (WAI) issued by the World Wide Web Consortium (W3C)." (Retrieved December 1, 2008 from [http://www.blackboard.com/company/accessibility.aspx](http://www.blackboard.com/company/accessibility.aspx)).

**Software and Platform Requirements**

• Word processing software
• Adobe Acrobat Reader
• Internet access
• PowerPoint or PowerPoint viewer (provided on course media disk)
• Video player such as Microsoft Media Player, RealMedia Player, etc.)
This course is completely facilitated online using the learning management platform, Blackboard Learning. If you have difficulty accessing Blackboard Learning, call the Digital Learning Center (DLC) at (860) 486-1187, or contact them online (including instant chat) at http://dlc.uconn.edu/contact.html.

Minimum Technical Skills

To be successful in this course, you will need the following technical skills:

• Use electronic mail with attachments.
• Save files in commonly used word processing program formats.
• Copy and paste text, graphics or hyperlinks.
• Work within two or more browser windows simultaneously.
• Open and access PDF files.

Evaluation of the Course

Students will be provided an opportunity to evaluate instruction in this course using the University’s standard procedures, which are administered by the Office of Institutional Research.