Syllabus – Spring 2019

Syllabus information may be subject to change. The most up-to-date syllabus is located within the course in HuskyCT.

Program Information

This is a three-credit undergraduate level course. It is a required course in the Allied Health Sciences Occupational and Environmental Health and Safety Concentration (OEHS), and it is an elective course in the Allied Health Sciences Post-baccalaureate Occupational Safety and Health (OSH) Certificate Program.

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

Course and Instructor Information

Course Title: Workers’ Compensation Law and Related Issues  
Credits: 3  
Format: Online  
Prerequisites: Open only to Allied Health Sciences OEHS concentration majors, juniors or higher; and OSH Certificate students; others with consent.  
Professor: Nancy Brouillet  
Email: nancy.brouillet@uconn.edu (After the first day of classes, students registered in the course should send messages to the instructor via the Messages tool in HuskyCT).

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: Students requesting permission to register should contact paul.bureau@uconn.edu. Include your PeopleSoft ID number and reason for taking the course.

Course Materials Required Materials:

There is no required text; instead links to published case decisions and publications will be provided.

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

Course Description

Knowledge of state and federal workers’ compensation laws, and the interrelationship of these laws with other laws; laws governing workplace injuries and practical considerations for handling of workers’ compensation claims.

Course Objectives

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

• Recognize the various jurisdictions and laws that govern workplace injuries/illnesses 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/illnesses including prevention.

Course Outline

Module 1  Introduction to Workers’ Compensation
Module 2  Assault, Risk and Consequences
Module 3  Time and Place
Module 4  Activity Related to Work
Module 5  Accidents and Disease
Module 6  Mental and Nervous Injury, and Employment Status
Module 7  Exclusions/Exemptions, and Disability
Module 8  Employee Benefits and Misconduct
Module 9  Employer Misconduct and Procedure
Module 10 Insurance and Interrelationship of Laws

Course Requirements and Grading

Grading

Modules Exercises (10 equally weighted) 50%
Midterm 25%
Final Exam 25%
Optional Paper – may add up to 5 points to final grade

Requirements

Module Exercises (50%) 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.

Optional Paper (up to 5 points for final grade) If you choose to do this paper for extra credit, and it is totally optional, you may do a five (5) page paper 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.
Grading Scale:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Letter Grade</th>
<th>GPA</th>
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<tbody>
<tr>
<td>93-100</td>
<td>A</td>
<td>4.0</td>
</tr>
<tr>
<td>90-92</td>
<td>A-</td>
<td>3.7</td>
</tr>
<tr>
<td>87-89</td>
<td>B+</td>
<td>3.3</td>
</tr>
<tr>
<td>83-86</td>
<td>B</td>
<td>3.0</td>
</tr>
<tr>
<td>80-82</td>
<td>B-</td>
<td>2.7</td>
</tr>
<tr>
<td>77-79</td>
<td>C+</td>
<td>2.3</td>
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<tr>
<td>73-76</td>
<td>C</td>
<td>2.0</td>
</tr>
<tr>
<td>70-72</td>
<td>C-</td>
<td>1.7</td>
</tr>
<tr>
<td>67-69</td>
<td>D+</td>
<td>1.3</td>
</tr>
<tr>
<td>63-66</td>
<td>D</td>
<td>1.0</td>
</tr>
<tr>
<td>60-62</td>
<td>D-</td>
<td>0.7</td>
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<tr>
<td>&lt;60</td>
<td>F</td>
<td>0.0</td>
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Due Dates and Late Policy

All course due dates are identified in the Course Schedule. Deadlines are based on Eastern Standard Time; if you are in a different time zone, please adjust your submittal times accordingly. The instructor reserves the right to change dates accordingly as the semester progresses. All changes will be communicated in an appropriate manner.

Late Policy

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 according to the following schedule:

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within 24 hours after due date</td>
<td>10% penalty</td>
</tr>
<tr>
<td>Within 1-2 days after due date</td>
<td>25% penalty</td>
</tr>
<tr>
<td>Within 3-5 days after due date</td>
<td>50% penalty</td>
</tr>
<tr>
<td>&gt; 5 days after due date</td>
<td>Zero credit</td>
</tr>
</tbody>
</table>

Feedback and Grades

I will make every effort to provide feedback and grades within three days of assigned due dates. To keep track of your performance in the course, refer to MyGrades 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 Course Messages (Blackboard Learning Messages). Of course, I also offer constructive comments/suggestions and note work that exceeds my expectations.

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. Review these important standards, policies and resources, which include:
The Student Code
- Academic Integrity
- Resources on Avoiding Cheating and Plagiarism
- Copyrighted Materials
- Netiquette and Communication
- Adding or Dropping a Course
- Academic Calendar
- Policy Against Discrimination, Harassment and Inappropriate Romantic Relationships
- Sexual Assault Reporting Policy

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.)

Blackboard measures and evaluates accessibility using two sets of standards: the WCAG 2.0 standards issued by the World Wide Web Consortium (W3C) and Section 508 of the Rehabilitation Act issued in the United States federal government.” (Retrieved March 24, 2013 from Blackboard’s website)

Software Requirements

The technical requirements for this course include:

- Word processing software
- Adobe Acrobat Reader
- Reliable internet access
- PowerPoint or PowerPoint Viewer
- Video player such as Microsoft Media Player, RealMedia Player, etc.

Help

Technical and Academic Help provides a guide to technical and academic assistance.

This course is completely facilitated online using the learning management platform, HuskyCT. If you have difficulty accessing HuskyCT, you have access to the in person/live person support options available during regular business hours through the Help Center. You also have 24x7 Course Support including access to live chat, phone, and support documents.

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.

University students are expected to demonstrate competency in Computer Technology. Explore the Computer Technology Competencies page for more information.

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 and Effectiveness (OIRE).

Additional informal formative surveys may also be administered within the course as an optional evaluation tool.