



# GOLDEN GATE BRANCH 214

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## **KNOW YOUR RIGHTS WHEN YOU ARE INJURED AT WORK**

***If injured on the job, report the injury to your immediate supervisor and ask for the appropriate forms.***

1. You will be continued on your regular salary for up to 45 days. This is called "Continuation of Pay" or "C.O.P.". **YOU SHOULD CHECK THE BOX THAT SAYS COP** on the CA-1 form your supervisor gives you. It is against the law for your supervisor to induce you in any way or compel you not to check COP. (Report all such violations to the union office immediately.) If you check the COP box on the CA-1 within two (2) days of the injury, **the USPS cannot interrupt your pay** (unless you were intoxicated or willfully injured yourself).
2. **YOU HAVE THE RIGHT BY LAW TO CHOOSE YOUR DOCTOR FOR TREATMENT.** The USPS does not choose the doctor. You don't have to go where you have your medical plan (i.e. Kaiser, etc.) since the USPS pays the whole bill. Even if you have a Kaiser plan, it may not be advisable to go to Kaiser for on-the-job injuries. Once you pick a doctor, it is difficult to change - so pick wisely. Note that if you are treated for an emergency in a postal or other facility not of your choosing, you should choose another doctor for the next treatment and future follow-up treatment. The first doctor that treats you twice consecutively becomes the doctor of record for that work injury.
3. You have a right to **immediate** medical treatment in an emergency. Dog bites, eye injuries, broken bones, substantial bleeding, severe back pains can all be emergencies. You can get immediate medical attention without prior authorization. If necessary, You don't have to fill out a CA-1 immediately, though it is best not to delay filling for too long. You don't have to go to the USPS doctor or Injury Compensation Office before getting emergency medical attention.
4. **YOUR DOCTOR, NOT THE USPS, DETERMINES IF AND WHEN YOU GO BACK TO WORK** and what, **if any**, light/limited duty assignment you do. Your supervisor may not interfere in any way with your medical treatment nor substitute his judgement for your physician's in terms of light/limited duty assignment. Warn your doctor that he may be bullied by a supervisor into giving you a light/limited duty assignment instead of bed rest.
5. **TALK TO YOUR STEWARD.** The compensation law is complex and there are pitfalls and loopholes. Let us know what is happening right away so we can help.
6. For industrial illnesses (long-term effects of the job), recurrences of injuries or injuries that keep you off the job more than 45 days, contact the union office for advice. Also, please report all violation of the above.