

Customer Workers Compensation Jurisdictional Resource - Connecticut

Issue	Mandatory	What & How	Impact	State Forms
Timely Reporting of Claims	Yes	If at least three days of lost time exists, the employer must notify their worker's compensation carrier. They can report to Traveler's online at www.travelers.com .	Encourages prompt reporting.	Connecticut Form - First Report of Occupational Injury (FROI)
Drug Free Workplace	Yes	Personal injury does not include an accident or injury, disability or death due to the use of alcohol or narcotic drugs. Section 31-275(1)(c) of the Connecticut Code Intoxication as a defense must be the sole proximate cause.	Encourages drug and alcohol free workplace.	N/A
Managed Care Law	No	There is no requirement for managed care in Connecticut. But it is an option and Travelers does have its own PPO, which is offered to insured's.	Permits greater control over medical care costs and utilization of medical resources, while maximizing outcomes.	N/A

Directing Medical Treatment	Yes	An employer can direct the injured worker to the initial provider. But, the employee has a choice of provider after that first visit. However, if there is an approved PPO they must choose doctors in-network or pay out-of-pocket. <u>Section 31-279 of the Connecticut Code</u>	Permits greater control over medical care costs.	N/A
Timely Reporting of Out of Work Status	Yes	Employees must notify their employer as soon as practical when they are unable to return to work due to their work-related injury. Treating physicians are also obligated to keep the insurer advised of work status.	Allows for prompt payments.	N/A
Timely Reporting of Employee Returning to Work	No	Employer must notify insurer as soon as possible so that TT/TP benefits may be terminated at the appropriate time.	N/A	N/A
Bona Fide Job Offers	Yes	Employers are mandated to transfer employees to suitable work if such work is available. <u>Section 31-313 of the Connecticut Code</u>	Mitigates the employer's exposure for indemnity benefits if they can accommodate an injured worker's restrictions.	N/A

Wrongful Discharge	Yes	An employer may not discharge any employee because the employee has filed a claim for Worker's Compensation benefits. Section 31-290a of the Connecticut Code	Allows employees to freely file worker's compensation claims without fear of retaliation.	N/A
Wage Statements	Yes	Travelers sends this form to the employer for all lost claims. There is not time for completion and return.	Help both parties assess the correct average weekly wage and basic compensation rate. (Travelers provides this form).	N/A
Forms	Yes	Certain forms are mandatory.	N/A	Connecticut Forms
Posting Notices	Yes	Notice must be posted in a conspicuous place in type not less than 10-pt. bold face. Section 31-279(b) of the Connecticut Code	Employees are more likely to report claims more quickly which allows for a timely investigation.	Connecticut Workers Compensation Poster

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