



Supervisors

Workers' Compensation and COVID-19

Effective April 8, 2020, the Minnesota Legislature passed a law that:

- emergency first responders,
- health care workers and nurses, and
- child-care workers required by government order to provide service to emergency first responders and health care workers

are **presumed*** to have contracted COVID-19 through the course and scope of their work.

As a result, COVID-19 is considered eligible for medical treatment expenses and indemnity under Minnesota Workers Compensation statute.

Minnesota Workers' Compensation benefits for COVID 19 are triggered by disease **contraction** as defined in the law; no benefits are mandated for simple exposure.

*The presumption is rebuttable; it is the employer's responsibility to prove the infection did not occur through work.



Procedure:

If an employee in any of the **THREE SPECIFIC CLASSES** listed above has contracted COVID-19—regardless of whether they are alleging the infection arose from their employment—report the event to the University's third-party administrator,

who will investigate and pay all benefits due.

A link to the University of Minnesota **Reporting and Managing a Workers' Compensation Claim** is available at:

<https://policy.umn.edu/hr/workerscomp-proc01>



If an employee is NOT in any of the THREE SPECIFIC CLASSES:

If **ANY** employee alleges they have contracted **ANY** illness through the course and scope of their employment, report the event to the University's Third Party Administrator, who will investigate and pay all benefits due.

If **ANY** employee alleges they have been exposed to **ANY** illness causing agent or environment through the course and scope of their employment, but have not manifested or contracted any illness, the employee has the right to report the event to the University's Third Party Administrator, who will permanently document the event.



**When in doubt,
report it!**

Learn More:

Read the new law here:

<https://www.house.leg.state.mn.us/dfl/pdf/a7308a83-b58d-4578-93b1-1ac3f8475906.pdf>

FAQ on the new law from the MN Department of Labor and Industry:

https://www.dli.mn.gov/sites/default/files/pdf/COVID-19_work_comp_presumption_faqs.pdf

