



## **COVID-19 Telework Workers' Compensation Program Coverage**

Under the Consolidated Workers' Compensation Program, employees required to telework due to Covid-19 are covered for workers' compensation insurance as long as the injury causing the claim arises out of and in the course of employment.

The employee must have a designated workspace while teleworking. The employee shall maintain this workspace in a safe condition, free from hazards and other dangers to the employee and equipment used by the employee for teleworking.

Employees that are teleworking should have designated lunch breaks, or let the supervisor know when they are beginning and ending their lunch break.

Minor detours from the designated worker place would be considered normal as long as they would be detours that would occur in a traditional office setting. Detours such as getting up from a workstation to get a drink of water or a cup of coffee, or going to the restroom would be considered covered. However, getting up from the workstation to start a load of laundry or to fix lunch for a dependent would not be a detour that would occur in a traditional office setting.

While each claim will need to be examined on an individual basis, the CWCP should apply to employees that are injured while teleworking during work hours and while performing work functions in the designated work area of the home.