

**Common Course Outline**  
**PALG 208**  
**Workers' Compensation for Paralegals**  
**3 Semester Hours**

**The Community College of Baltimore County**

**Description**

**PALG 208 – 3 credits - Workers' Compensation for Paralegals** introduces students to the statutory and practical workings of the Maryland Workers' Compensation Commission through course readings and case briefings.

**Prerequisite: PALG 103**

**Overall Course Objectives**

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

1. explain the jurisdiction of the Maryland Workers' Compensation Commission;
2. distinguish between employees and independent contractors;
3. distinguish between compensable injuries and occupational injuries;
4. analyze the benefits provided by the Workers' Compensation Act;
5. illustrate the claims procedure in a worker's compensation case;
6. apply the concepts of subrogation rights and third party cases to client situations;
7. distinguish between the Subsequent Injury Fund and the Uninsured Employers' Fund;
8. outline the hearing procedures in a worker's compensation case;
9. analyze appellate practice and procedure in a worker's compensation case; and
10. draft a final compromise and settlement of a worker's compensation case.

**Major Topics**

- I. The Employment Relationship
- II. Jurisdiction and Compensability
- III. Accidental Injury – Employment
- IV. Benefits
- V. Occupational Disease
- VI. Claiming Benefits
- VII. Using Workers' Compensation Forms and Documents
- VIII. Processing Claims
- IX. Appeals and Third Party Cases
- X. Uninsured Employers' Fund
- XI. Federal Workers' Compensation

## **Course Requirements**

Grading procedures will be determined by the individual faculty member and specific assignments and procedures for evaluating student performance will be described in the individual class syllabus, but will include the following:

Grading/exams: A minimum of one exam: a mid-term and/or a final (the final does not have to be cumulative) AND one major written project combining objective and analytical/critical thinking components such as researching and analyzing a fictional client's case and a preparing a written memorandum detailing the law on point and the student's application and analysis of the law to the client's situation; or preparing a fictional worker's compensation complaint.

Writing: A minimum of two written assignments to allow for both objective and analytical review of primary legal sources, such as case briefs or a written comparison/analysis of cases and/or statutes.

## **Other Course Information**

This course is a Paralegal Studies elective. It is taught in the classroom using a variety of instructional techniques, which are intended to meet the varied learning styles of our diverse population.