

Common Course Outline

LGST 208

Workers' Compensation

3 Credits

Community College of Baltimore County

Description

LGST 208 – Workers' Compensation introduces students to the statutory and practical workings of the Maryland Workers' Compensation Commission through course readings and case briefings. Students examine the coverage and scope of the Workers' Compensation Act. Students study the hearing procedures and appellate procedure in a worker's compensation case, including the claims procedure, subrogation and third party cases that impact a worker's right to recovery.

3 Credits

Prerequisite: ACLT 052 or ACLT 053 or (ESOL 052 and ESOL 054)

Overall Course Objectives

Upon 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; and
9. analyze appellate practice and procedure in 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. Subsequent Injury Fund

Course Requirements

Grading procedures will be determined by the individual faculty member but will include the following:

Grading/exams

- A minimum of one oral presentation or collaborative learning project conducted in groups, such as a group debate or discussion
- A minimum of two exams: a mid-term and a final
- A minimum of two written assignments to allow for both objective and analytical review of primary legal sources

Written Assignments: Students are required to use appropriate academic resources.

Other Course Information

This course is a Legal Studies elective for certificate and degree students.

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