



CONNECTICUT WORKERS' COMP UPDATE

The law firm of **Strunk Dodge Aiken Zovas (SDAZ)** provides you with our **SPRING 2025 WORKERS' COMPENSATION LAW UPDATE**. Please feel free to share this update with your colleagues. If someone inadvertently has been left off our email list and would like to receive future updates, they can contact **Jason Dodge** at jdodge@ctworkcomp.com or 860-785-4503.

See below our review and comments in the Legislative News section regarding new legislation, Public Act 25-12, which was designed to reduce the impact of a recent Connecticut Supreme Court case which expanded benefits for temporary partial.

STRUNK DODGE AIKEN ZOVAS NEWS

SDAZ has hired two new, experienced attorneys, **Katherine E. Dudack** and **Maribeth M. McGloin**. Both **Attorney Dudack** and **Attorney McGloin** are Board Certified Workers' compensation Specialists and have extensive experience defending workers' compensation claims in Connecticut.



Attorney Katherine E. Dudack

Attorney Katherine E. Dudack received her Juris Doctorate from the University of Connecticut School of Law in 2005 and Bachelor of Arts degree in Political Science with a minor in Criminal Justice, summa cum laude, from the University of Connecticut in 2001 (member, Phi Beta Kappa). Attorney Dudack has practiced in the area of Workers' Compensation since 2013. Prior to that time she practiced civil litigation defense. Attorney Dudack is a member of the Workers' Compensation Certification Examining Committee, the Board of Directors of the Hartford County Bar Foundation and an Associate Editor of Compensation Quarterly. Attorney Dudack is also currently a member of the Workers' Compensation Section Executive Committee of the Connecticut Bar Association.



Attorney Maribeth M. McGloin

Attorney Maribeth M. McGloin received a Bachelor of Arts degree in Political Science from Johns Hopkins University in 2000 and went on to receive her Juris Doctorate from the University of Connecticut Law School in 2003. She then served for a year as an Appellate Court Law Clerk for Judge Joseph P. Flynn and for a second year for Chief Judge William J. Lavery. Since 2005, Attorney McGloin has devoted her practice to workers' compensation related litigation and appeals. She represents employers, insurance companies and third-party administrators in workers' compensation and associated subrogation claims. Attorney McGloin has spoken on workers' compensation issues at various seminars. She was chosen as a member of the 2014 class for the Connecticut Law Tribune's *New Leaders in the Law* and has been named over multiple years to the peer nominated Connecticut Super Lawyers in the practice area of workers' compensation. Attorney McGloin serves on the Executive and Continuing Legal Education Committees of the Workers' Compensation Section, and she has been the

Secretary of the section for the 2022-2026 bar years. Attorney McGloin is also a member of the Board of Editors for *Compensation Quarterly*.



ATTORNEY ANNE ZOVAS

Our Senior Partner, **Anne Zovas**, was recently featured in an article with the title: **Anne Kelly Zovas: Blazing Trails in Workers' Compensation Law. Please follow the link below to read this wonderful article.**

<https://www.workerscompensation.com/daily-headlines/anne-kelly-zovas-blazing-trails-in-workers-compensation-law/>

The annual Joseph Cassidy Memorial 5k Road Race, Kids' Run & Family Walk to benefit the Hartford County Bar Foundation was held on Saturday, April 26, 2025. **Attorneys Anne Zovas** and **Katie Dudack of SDAZ** were the event co-chairs for the Hartford County Bar Foundation and **Attorney Phil Markuszka** as board member of the Hartford County Bar Association also helped to organize the race that was held at the MDC Reservoir in West Hartford. Attorney Zovas reported that despite ominous skies the rain held off that morning and the race was a success. Alicia Palmer, daughter of Maria Palmer, SDAZ's Financial Manager, had an impressive first place finish for the Women's division with a time of 22:55. Attorney Dudack and Attorney Markuszka each finished in third place for the women's and men's divisions respectively to further help earn the Firm Team Trophy for SDAZ this year!



Katie Dudack, Maribeth McGloin, Anne Zovas, and Phil Markuszka at the road race



Alicia Palmer and Phil Markuszka

Attorneys Zovas, Aiken, Dodge, Strunk, Buccini, Dudak and McGloin of SDAZ traveled to St. Augustine, Florida on May 18-20 to attend the Connecticut Bar Association 2025 Workers' Compensation Retreat. Administrative Law Judges Michael Anderson and Daniel Dilzer spoke at the seminar. Topics for the seminar included Settlements, Penalties, recent Medicare changes, teacher workers' compensation claims/benefits and an Ethics review. Attorney Jeremy Brown organized the seminar.

On May 9, 2025 The Hartford County Bar Association held its annual Law Day. This year's theme was "The Constitution's Promise: Out of Many, One." **Attorneys Zovas and Markuszka of SDAZ** serve as co-chairs of the Scholarship Committee. Each year scholarships are awarded to stand-out-college-bound students in the Hartford School System. This year two scholarships were awarded to two very deserving and inspiring individuals. On behalf of the Hartford County Bar Association and SDAZ, we congratulate both recipients and are confident that they will have tremendous success in their future studies and endeavors.

Courtney Stabnick of SDAZ was named **2024 "Lawyer of the Year"** by Best Lawyers for litigation-insurance in the Hartford region.

Attorneys Anne Zovas, Lucas Strunk, Richard Aiken, Heather Porto, Philip Markuszka, Courtney Stabnick, Jason Dodge and Richard Stabnick of SDAZ have been selected by their peers for recognition of their professional excellence in Workers' Compensation- Employers in the 31st edition of *The Best Lawyers in America*.

Strunk Dodge Aiken Zovas has been named by Best Lawyers as a 2024 Tier 1 "Best Law Firm." Best Lawyers is the oldest and most respected lawyer ranking service in the world. The U.S. News – Best Lawyers® "Best Law Firms" rankings are based on a rigorous evaluation process that includes the collection of client and lawyer evaluations, peer review from leading attorneys in the field, and review of additional information provided by law firms as part of the formal submission process.

Attorney Christopher Buccini of SDAZ is Chairman of the Workers' Compensation Section of the Connecticut Bar Association. **Attorney Maribeth M. McGloin** is Secretary of the Section.

Attorneys Richard Aiken, Jason Dodge, Lucas Strunk and Anne Zovas were named Super Lawyers for 2024 in the field of workers' compensation law. **Attorneys Christopher D'Angelo, Ariel MacPherson Philip Markuszka and Matthew Sacco of SDAZ** were named "Rising Stars" in workers' compensation law.

Attorneys Anne Zovas, Richard Aiken, Lucas Strunk, Jason Dodge and Richard Stabnick of SDAZ have received an AV rating by Martindale-Hubbell. Martindale-Hubbell states that the AV rating is "The highest peer rating standard. This is given to attorneys who are ranked at the highest level of professional excellence for their legal expertise, communication skills, and ethical standards by their peers."

Strunk Dodge Aiken Zovas has been named the Connecticut representative of the National Workers' Compensation Defense Network. The NWCDN is a nationwide network of workers' compensation defense law firms that partner with other attorneys to provide clients with expertise, education, and guidance in the field of workers' compensation. Only one firm per state is selected for this prestigious organization. If representation is needed in a state outside of Connecticut, the NWCDN network provides a vetted list of law firms that can provide excellent legal assistance to clients of **SDAZ**.

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You can now follow us on Facebook at <https://www.facebook.com/Strunk-Dodge-Aiken-Zovas-709895565750751/>

SDAZ can provide your company with seminars regarding Connecticut Workers' Compensation issues. Please contact us about tailoring a seminar to address your needs.

We do appreciate referrals for workers' compensation defense legal work. When referring new files to SDAZ for workers' compensation defense please send them to one of the attorneys' email: azovas@ctworkcomp.com, raiken@ctworkcomp.com, lstrunk@ctworkcomp.com, jdodge@ctworkcomp.com, HPorto@ctworkcomp.com, nberdon@ctworkcomp.com, cstabnick@ctworkcomp.com, cbuccini@ctworkcomp.com, pmarkuszka@ctworkcomp.com, cdangelo@ctworkcomp.com, amacpherson@ctworkcomp.com, rstabnick@ctworkcomp.com, mmcgloin@ctworkcomp.com or by regular mail. We will respond acknowledging receipt of the file and provide you with our recommendations for defense strategy.

Please contact us if you would like a copy of our laminated "Connecticut Workers' Compensation at a glance" that gives a good summary of Connecticut Workers' Compensation law to keep at your desk.

LEGISLATIVE UPDATE

The legislature in the 2025 session attempted a “fix” of what many viewed as an incorrect decision from the Connecticut Supreme Court, *Gardner v. Department of Mental Health and Addiction Services*, 351 Conn. 488 (March 18, 2025) (see below review of that decision). As a result of *Gardner*, the Administrative Law Judges were given discretion to award ongoing temporary partial benefits notwithstanding that the claimant may have achieved maximum medical improvement. This was viewed as a significant expansion of employers’ exposure for workers’ compensation benefits.

The 2025 legislation (Public Act 25-12) is designed to resolve the expansion of benefits brought by the *Gardner* decision and involved some give-and-take between those legislators who believed that certain benefits should be increased and those that did not want the *Gardner* decision to be applied. The legislation made the following changes:

- For all claims from July 1, 1993 forward, a Judge shall be required to establish maximum medical improvement and place the claimant on permanency benefits if the claimant is receiving temporary partial benefits. If the claimant is totally disabled, he/she will be entitled to ongoing benefits for total disability notwithstanding the fact that he/she may have been placed at maximum medical improvement.
- For claims on and after July 1, 2025, C.G.S. § 31-308(b) will be expanded to allow for permanency of the esophagus (180 weeks) and the intestinal tract (347 weeks). Additionally, the permanency benefits for the cervical spine shall be increased from 117 weeks to 208 weeks.
- For any death claim where there is no presumptive dependent or dependent in fact, the parents of the decedent employee shall be entitled to receive benefits for 312 weeks.
- C.G.S. § 31-308a was amended to allow for a supplemental 60 weeks of post-specific benefits, inclusive of any benefits awarded pursuant to § 31-308a(a). To qualify for benefits under this provision, the claimant must be unable to perform his/her usual work and either be actively engaged in a vocational rehabilitation service or equivalent program, or have completed this service or program.
- A working group will be established “to study rehabilitation services available” to employees with work injuries. The working group will review whether rehabilitation services are adequately funded and will consider incentives, including stipends, to encourage the utilization of rehabilitation services.

The only retroactive application of the statute deals with the *Gardner* decision and essentially states that for all claims from July 1, 1993 to the present time a Judge must award permanent partial disability benefits if maximum medical improvement has been reached and the claimant is capable of work. We have some question as to whether this retroactive legislation will stand up to judicial review. In Connecticut, normally the “date of injury” rule will apply, which means that the version of the statute in effect as of the

date of injury controls what the rights and liabilities of the parties are. This retroactive legislation is counter to that rule. Moreover, there is question as to whether the retroactive application of this substantive change to the statute will pass constitutional muster under both the state and federal constitutions.

The permanency for the esophagus and intestinal track probably will not affect many claims. On the other hand, the increase of permanency for the neck will provide enhanced benefits to many injured employees. The increase in permanency for the neck seems to make sense when compared to the number of weeks that are allowed for permanency to the lumbar spine (374 weeks).

The expansion of death benefits to parents of a deceased employee was brought about by the recent death of a young State of Connecticut employee who was struck by a drunk driver while he was working on a road crew. No workers' compensation benefits were paid since the young worker was not married. Many found this result to be unfair and therefore sought this legislative change.

The increase of § 31-308a benefits to 60 weeks may provide a substantial increase to injured workers who are not able to return to their normal jobs and/or who have been assessed low permanency ratings. It will also likely increase the number of individuals who will be willing to participate in the state's vocational retraining program. The legislation as passed is vague as to whether there are 60 weeks of benefits for each body part that is injured or whether 60 is the total number of supplemental weeks regardless of the number of body parts involved. We expect claimants' counsel will attempt to seek supplemental awards of 60 weeks for each body part that is injured.

We interpret the statutory changes to § 31-308a to allow the employer to take credit for any prior § 31-308a benefits previously paid. For example, if the claimant had been paid a permanency award of 10% of the lumbar spine and received 37.4 weeks of § 31-308a benefits then the net additional benefits that could be claimed amount to 22.6 weeks (60 supplemental weeks minus the 37.4 weeks previously paid). If this interpretation is correct then the claimants who have received a lower number of weeks of § 31-308a previously will benefit more from this new legislation; for example, a claimant who received a 5% of the leg and equivalent § 31-308a benefits for 7.75 weeks might be able to receive an additional 52.25 weeks.

Should you have any questions regarding this new legislation, please do not hesitate to contact us.

CONNECTICUT WORKERS' COMPENSATION COMMISSION NEWS

ADMINISTRATIVE LAW JUDGE NEWS

Administrative Law Judges Colette Griffin, Christine Conley and Michael Anderson have all been sworn in and have begun presiding over cases.

Former Administrative Law Judge Scott Barton has started a mediation company called **ComProMise Mediation Services**. You can reach him for mediation services at 203-910-5137 or email at compromisems@gmail.com

MEMORANDUM 2024-07

Memorandum 2024-07 has been issued by Chief Administrative Law Judge Morelli regarding maximum compensation rates. The Chairman has ordered that the maximum total disability rate for injuries occurring after October 1, 2024 is **\$1,654.00** (based on the estimated average weekly wage of all employees in Connecticut). The maximum temporary partial/permanent partial disability rate for accidents after October 1, 2024 is **\$1,191.00** (based on the average weekly earnings of production and related workers in manufacturing in Connecticut).

BURIAL EXPENSES

As of January 1, 2025, the burial fee for deaths covered under the Workers' Compensation Act is \$14,371.23 based on the overall 2024 CPI-W increase for the northeast of 3.5%. Connecticut General Statutes Section 31-306 was amended in 2021 to reflect that the compensation for burial benefits will be adjusted by the percentage increase in the consumer price index for urban wage earners and clerical workers in the Northeast as defined in the United States Department of Labor's Bureau of Labor Statistics.

MILEAGE REIMBURSEMENT

As of January 1, 2025 the mileage reimbursement rate is 70 cents per mile.

Previously on January 1, 2024, the mileage reimbursement rate was 67 cents per mile, on January 1, 2023 the mileage rate had been 65.5 cents per mile and as of July 1, 2002 the rate had been at 62.5 cents per mile.

MEMORANDUM 2024-05

The Chairman has issued the following new memo which stated that physicians can charge for causation or permanency opinions in a denied case:

Effective July 1, 2024, a treating physician who is asked to provide a causation opinion or a Permanent Partial Disability (PPD) rating on a **denied** claim may charge up to \$400 for this report. The report must be affirmatively requested by the patient or their

representative, and the patient would be responsible for payment. As with standard special report fees, if a physician feels that an additional fee is warranted, they may seek permission to charge that higher rate from an administrative law judge. However, physicians considering requesting additional fees should keep in mind that the patient bears the responsibility for payment and should proceed accordingly.

The Professional Guide for Attorneys, Physicians, and Other Health Care Practitioners and the Payor and Medical Provider Guidelines to Improve the Coordination of Medical Services will be updated to reflect this change.

MEMORANDUM 2024-04

Effective June 14, 2024, the following changes have been made to WCC forms:

- Form 30C has been updated with “Check, if Firefighter Cancer Claim pursuant to C.G.S. Chapter 568” and “Check, if Firefighter Cancer Claim pursuant to C.G.S. Section 7-313p” to help WCC better track Firefighter Cancer claims pursuant to [Public Act No. 22-139](#). Language on Post Traumatic Stress Injuries has also been updated to reflect such injuries are pursuant to C.G.S. Section 31-294k.
- Form 30D has been updated with “Check, if Firefighter Cancer Claim pursuant to C.G.S. Chapter 568” and “Check, if Firefighter Cancer Claim pursuant to C.G.S. Section 7-313p” to help WCC better track Firefighter Cancer claims pursuant to [Public Act No. 22-139](#).
- The Hearing Request Form has been updated to allow the option for an email address to be added under the Injured Worker section.
- Voluntary Agreement Form has been updated with “Check, if C.G.S. Sec. 5-142” to help WCC better identify wage calculations which are pursuant to C.G.S. [Sec. 5-142](#).
- WCR-1: Rehabilitation Request Form has been updated with options to either fax or email the form to Rehabilitation Services in addition to mailing or submitting the form in-person. An optional line has also been added for applicants to add their email address.

Effective June 14, 2024, the following form is now available:

- Indemnity Only Stipulation and What it Means.

MEMORANDUM 2024-03

Effective July 1, 2024, wage statements should be attached to all Voluntary Agreements. If the claimant is concurrently employed, wage statements from all employers should be included with

the submission. Failure to attach a wage statement(s) will result in the rejection of the Voluntary Agreement.

WORKERS' COMPENSATION PORTAL

The Commission does have a website where you can look up such information as to whether a hearing is assigned, list of all claims for an employee, status of a Form 36, and interested parties. This is quite a useful site and is a different website than the Commission's main site. It can be found at:

<http://stg-pars.wcc.ct.gov/Default.aspx>

NEW COMPENSATION REVIEW BOARD PANEL

The new CRB panel beginning January 1, 2025 will be Administrative law Judges Peter C. Mlynarczyk and Daniel E. Dilzer along with Chief Administrative Law Judge Morelli.

CASE LAW

QUINN v. PIERCE BUILDERS, INC., 6539 CRB-1-24-4 (APRIL 25, 2025)

The claimant in this case, who detailed vehicles and equipment for a living, alleged that on the date of injury he was an employee of the respondent, a construction company, and sustained a left ankle/foot injury in the course and scope of his employment. The respondents contested the claim arguing that the claimant was an independent contractor and there was no employee-employer relationship and also that the injury occurred on a different date at the claimant's home while he was cleaning his front yard from a tropical storm. During the formal hearings, the claimant sought to introduce a recording of a partial phone call he had made without the knowledge and consent of the other party on the call. The respondents objected pursuant to C.G.S. sections 52-570d and 52-184a, but the administrative law judge entered the recording into evidence. The judge issued an April 2, 2024 Finding and Award concluding that the claimant was an employee, was not an independent contractor, and that he sustained his left ankle injury during the course and scope of his employment on August 4, 2020. The respondents filed a Motion to Correct, which was denied, and appealed the decision to the Compensation Review Board. On appeal, the respondents argued that the weight of the evidence can only support a finding that the claimant was an independent

contractor, that the objective evidence showed that the claimant's injury occurred on a different date at his home performing a non-work related task, and that the judge improperly allowed into evidence an illegally recorded audio recording. In its decision, the CRB stated that they were not persuaded that the judge applied the appropriate test to determine whether an employer-employee relationship existed consistent with *Hanson v. Transportation General, Inc.*, 245 Conn. 613 (1998), which requires the judge to consider the totality of the evidence and factors when using the "right to control" test. The CRB took issue with the fact that the Judge made no reference in his decision to the evidence and documentation submitted by the respondents, including 1099s, business invoices, expense business invoices, tax returns filed as a self-employed sole proprietor, and information that the claimant hired an employee to assist him, and questioned whether that evidence was included in the judge's analysis. The CRB found that the lack of analysis rose to a level to find the trier failed to consider relevant factors and remanded the case for a new trial before a new judge, as the prior judge is no longer a workers' compensation administrative law judge. The CRB also found that the recording of the partial phone call should not have been allowed into evidence given the statutes that bar use of such evidence and ordered that it be stricken from the record.

Attorney Maribeth McGloin of SDAZ is defending this case.

DODGE v. STATE OF CONNECTICUT/DEPARTMENT OF MOTOR VEHICLES, 6538 CRB-8-24-4 (May 2, 2025)

The claimant died due to diagnosis of mesothelioma which resulted from asbestos exposure in his employment. The Administrative Law Judge found the case compensable. The widow was determined to be entitled to dependency benefits under Section 31-306 but the Judge allowed a credit/moratorium as a result of third party recoveries. The widow argued that the moratorium should be based solely on recoveries due to occupational exposure to asbestos and not non-occupational exposures. The Judge and CRB disagreed and awarded the respondents the full moratorium for third party recoveries due to asbestos exposure regardless if the exposure was occupational or non-occupational.

SHAWNA ZITO-HANNAN, SURVIVING SPOUSE OF MICHAEL HANNAN V. ELECTRIC BOAT, 6537 CRB-2-24-3 (May 20, 2025)

This claim for death benefits was dismissed by the trial Judge and the dismissal was affirmed on appeal by the CRB. The claimant widow alleged that her husband's cardiac event that led to his death at home was due to physical and emotional stress on the job. The decedent was a design technician for the employer and would travel frequently to Cape Canaveral, Florida to work. While in Florida he would work six days per week; he would travel to Florida for two weeks and then come back to Connecticut for one week.

After a trip to Florida he returned to Connecticut and the following day he died in his sleep at home. The cause of death was listed as hypertensive heart disease, hyperlipidemia, tobacco use and thoracic aortic aneurysm. There were conflicting expert opinions regarding the cause of death. The trial Judge concluded that work-induced stress was not a substantial factor in leading to the heart disease and death. The Board found that the ALJ had applied the law correctly and they would not disturb his factual findings dismissing the case.

FIORAVANTI V. NCR CORPORATION, 6545 CRB-5-24-6 (May 27, 2025)

The injured employee hurt his knee at work on February 7, 2005. He was paid a permanency award of 7.5% with a mmi date in 2013. Subsequently, in March 2019 the claimant had an authorized total knee replacement. The employee was scheduled to be seen by the treating surgeon for the knee in March 2020 but the exam was cancelled because of the Covid pandemic. Instead, the patient completed an online survey regarding the surgery and his recovery. The treator at that time did not establish mmi and gave no rating. The employee died in October 2020 unexpectedly and for unrelated causes. In February 2021 the treating surgeon completed a Form 42 and listed the impairment of the leg at 40%; he did not provide a date of mmi on the Form 42. At a later deposition the treating doctor agreed that the rating was speculative because it was based on the limited records before death and not an actual physical examination. The Administrative law Judge dismissed the claim because he found mmi had not been established before the death and the rating was speculative. No motion to correct was filed but an appeal was taken to the CRB. The Board affirmed the dismissal finding that there was sufficient evidence in the record to support the dismissal of the claim for the posthumous permanency award.

GARDNER V. DEPARTMENT OF MENTAL HEALTH AND ADDICTION SERVICES, Conn. (March 18, 2025)

The claimant sustained a compensable left hand injury on April 19, 2016. She underwent two surgeries to the hand. Dr. Ashmead, the treating physician, rendered an opinion on March 11, 2020 that the claimant had attained maximum medical improvement within an 8 percent rating for the left wrist. Also, Dr. Ashmead indicated the claimant continued to have work limitations and could not lift greater than 20 pounds. The respondents, based on Dr. Ashmead's report filed a Form 36 seeking to establish maximum medical improvement and begin permanency payments. Claimant's counsel, however, objected to the Form 36 contending that the claimant was entitled to ongoing temporary partial benefits and that the trial judge could, in his discretion, order temporary partial benefits under the provisions of General Statutes Section 31-308(b). The trial judge noted the claim was "novel" but concluded that the claimant had achieved maximum improvement and that the Form 36 should be approved for permanency benefits. On appeal, the compensation review board affirmed the ruling of the trial Judge that permanency benefits

were owed and not ongoing temporary partial benefits. The Appellate Court affirmed the CRB decision, however, the Connecticut Supreme Court reversed that and concluded that a Judge has “the discretion to award a claimant, after he or she reaches maximum medical improvement, ongoing temporary partial benefits under Section 31-308(a) in lieu of permanent partial disability benefits under Section 31-308(b), up to the statutory maximum of 520 weeks.”

In our opinion, this is a significant decision which increases possible exposures for temporary partial benefits and, in general, increases the settlement value of many cases where the claimant cannot return to work in their usual position. The legislature has attempted to modify this decision with new legislation in the recent legislative session (see above discussion).

ACRONYMS USED IN CONNECTICUT WORKERS' COMPENSATION:

ACRONYMS/ABBREVIATIONS	MEANING OR USE
ALJ	Administrative Law Judge.
AOE	Arising from employment.
App Ct	Appellate Court.
AWW	Average weekly wage. Generally, the average wage we use based on the gross earnings from 52 weeks of wages before work accident.
AX	Abbreviation of accident in medical or adjuster notes.
CHIRO	Abbreviation for chiropractor.
CME	Commission Medical Exam. An exam scheduled by the Judge to address issues re diagnosis, work capacity, mmi and causation. Usually scheduled after conflicting doctor opinions are produced by the parties.
CMS	Centers for Medicare and Medicaid Services. Amongst other things, CMS reviews Medicare set aside accounts (MSA's) to determine if they properly protect Medicare's interest in settlement of workers' compensation claims.
COE	Course of employment.

CR	Compensation Rate. The actual rate on weekly basis paid to an injured worker. Calculated based on the injured worker's tax filing status and applying that to the average weekly wage.
CRB	Compensation Review Board. Three-member board that reviews on appeal workers' compensation decisions from Judges.
DEPO	An oral statement under oath where attorneys on both sides are allowed to pose questions to the deponent.
DJD	Degenerative joint disease.
DOI	Date of injury.
EE	Employee
ER	Employer
ESI	Epidural Steroid Injection. Used by pain management specialists to treat spine injuries.
FCE	FUNCTIONAL CAPACITY EVALUATION: Generally, an examination performed by a physical therapist to determine what restrictions an injured worker has regarding work capacity.
FD	Full duty.
FROI	First report of injury.
HX	Abbreviation for history in medical notes.
IND	Indemnity: the weekly wage loss payment made to an injured employee.

LD	Light duty.
MBB	Medial Branch Block. Injection to spine by pain management specialist. Usually, a precursor to RFA procedure.
MCP	Medical Care Plan. A list of doctors that have been approved by the Chairman office for an employer; injured workers for an approved MCP must treat with only the doctors in the MCP. In general, most employers do not have an approved MCP.
MMI	Maximum medical improvement. The point where functionally there is likely not going to be improvement in the future. It is our goal to get the employee to this point as early as possible.
MSA	Medicare Set-aside account. The amount of money set aside for future medical treatment at the time of settlement of a work injury. Often, the MSA is reviewed and approved by CMS.
NCM	Nurse case manager. A nurse assigned by an insurance carrier to assist the injured worker in scheduling tests, exams, PT and surgery.
NOA	Notice of appearance: generally filed by counsel with commission and all parties when they enter the case.
OH	Occupational health.
OTC	Over the counter, generally refers to non-prescription medications
OTC	Occupational therapy.
PA	Physician Assistant
PPD	Permanent partial disability. The level of ratable impairment to a particular body part; usually only given at mmi.

PT	Physical Therapy
RFA	Radiofrequency Ablation. Surgical procedure using radiofrequency waves to create heat and kill tissues. Can be used for spine pain.
RME	Respondent medical examination (used to be called Independent medical Examination: IME). An examination scheduled by the respondents/employers/carriers to address work capacity, causation, permanency, maximum medical improvement etc.
RPI/Rep Trauma	Repetitive trauma injury such as carpal tunnel or hearing loss claim.
SED	Sedentary duty.
SOL	Statute of Limitations, generally referring to the time period within which a civil claim in superior court can be filed.
SSDI	Social Security Disability (not regular retirement benefits). A federal program for disabled individuals. Generally, people receiving this benefit are on Medicare and receive monthly indemnity payments.
STIP	Abbreviation for stipulation: generally, refers to full and final settlement document approved by the Administrative Law Judge.
Sup Ct	Supreme Court
SX	Abbreviation for surgery.
TKR	Total knee replacement.
TP	Temporary partial disability. Paid to injured employee when they are capable of light or sedentary work and not their regular job.

TT	Temporary Total disability. Paid when an injured employee cannot perform any work.
WCC	Workers' Compensation Commission