

Special Edition of the
Personnel Employee Bulletin

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Federal Employee's Compensation Act (FECA) Death Gratuity

The FECA Death Gratuity created a new benefit for beneficiaries of federal employees. The provision authorizes the Department of Labor's Office of Workers' Compensation Programs (OWCP) to pay up to \$100,000 to the survivors of "an employee who dies of injuries incurred in connection with the employee's service with an Armed Force in a contingency operation."

Public Law 110-181, Section 1105, dated January 28, 2008, authorizes a death gratuity payment of up to \$100,000 for civilian employees who die of injuries incurred in connection with the employee's service with an Armed Force in a contingency operation (including Iraq, Afghanistan, and Pakistan). This gratuity is payable by the U.S. Department of Labor, Office of Workers' Compensation Programs (OWCP), as a death benefit under the Federal Employees' Compensation Act (FECA).

The OWCP has updated their web site to include three forms to be used as part of this new benefit and can be found at: <http://www.dol.gov/owcp/dfec/regs/compliance/forms.htm> The new forms are:

CA-40 – Designation of a Recipient of the Federal Employees' Compensation Act Death Gratuity Payment under Section 1105 of Public Law 110-181 (Section 8102a)

CA 41 – Claim for Survivor Benefits under the Federal Employees' Compensation Act Section 8102a Death Gratuity

CA 42 – Official Notice of Employees' Death for Purposes of FECA Section 8102a Death Gratuity

During pre-deployment counseling, employees will be provided form CA-40, to be used in designating a recipient of the FECA death gratuity payment. The form must be signed by the employee and by a representative of the agency before it will be recognized as valid. The designation will be maintained in the employee's Official Personnel Folder (OPF).

FECA death benefits also include payment up to \$800 for funeral and burial expenses, as well as the costs of transporting the body from the place of death to the place of burial. This amount will be deducted from the \$100,000 death gratuity payment.

Please contact your servicing DHRC Specialist should you have any questions or concerns.

For additional information, please contact your servicing DLA Human Resources Center, <http://www.hr.dla.mil/cntctus.htm>. The Personnel Employee Bulletin is published on the first Wednesday of each month.