

NONDISCRIMINATION POLICY

- **DISCRIMINATING AGAINST AN EMPLOYEE DUE TO A WORKERS' COMPENSATION CLAIM CAUSES AN INCREASE IN BENEFITS THAT ARE NOT COVERED BY CFSA** ●

Labor Code Section 132(a)(Nondiscrimination Policy) states that any employer who discharges, or threatens to discharge, or in any manner discriminates against any employee because he or she has filed or made known his or her intention to file a claim for workers' compensation with his or her employer or an application for adjudication, or because the employee has received a rating, award, or settlement, is guilty of a misdemeanor and the employee's compensation shall be increased by one-half, but in no event more than ten thousand dollars (\$10,000), together with costs and expenses not in excess of two hundred fifty dollars (\$250.00). Any such employee shall also be entitled to reinstatement and reimbursement for lost wages and work benefits caused by the acts of the employer.

As stated under section III (B) of the CFSA Memorandum of Coverages for Workers' Compensation, if a petition under Section 132(a) is filed, CFSA will provide your defense. Although any regular benefits payable for Workers' Compensation would be payable by California Fair Services Authority on your behalf, any increase in benefits under Section 132(a) are NOT covered by the Memorandum of Coverages for Workers' Compensation.

**PLEASE CALL THE CLAIMS DEPARTMENT AT (916) 263-6172
IF YOU HAVE ANY QUESTIONS**