

CFM CAREER MANAGEMENT: CM.4 WORKPLACE REGULATIONS

Responding to Job Loss or a Work-Related Injury

Detailed practice, calculation, decision-making, and assessment

GRADES 9-12	TIME 2 x 42 min	GROUPING I / pairs / whole	PRODUCT Plan
YOUR CHALLENGE Distinguish worker-protection systems, document a fictional event, choose official sources, and create a safe response plan.			

New York CFM Connections: Employee Rights, Collective Bargaining, and Worker Protection Systems

Workers' compensation, disability benefits, and unemployment insurance address different situations and have different eligibility rules. A work-related injury is not the same as an off-the-job illness, and losing a job does not automatically guarantee unemployment benefits. Students should report promptly, preserve factual records, follow medical and employer directions, and use official New York sources.

Term	Student-friendly meaning
Workers' compensation	A system for qualifying work-related injury or illness.
Disability benefits	Partial wage-replacement benefits for qualifying off-the-job illness or injury under stated rules.
Unemployment insurance	Temporary benefits for eligible workers who lose employment under qualifying circumstances.
Claim	A formal request for benefits under a program.
Eligibility	Conditions that must be met for a benefit or process.
Incident report	A factual workplace record of an injury, illness, or event.
CLASSROOM USE All people, employers, figures, brackets, and documents in this packet are fictional. Never place a real Social Security number, employer ID, bank number, or tax document in classroom work.	

Part 1 - Match Situations to a Starting System

Classify work injury, off-job illness, layoff, reduced hours, resignation, and workplace safety hazard.

Situation	Possible starting system	Why	Missing eligibility facts
Work injury			
Off-job illness			
Layoff			
Reduced hours			
Resignation			
Hazard/no injury			

Classification is a starting point, not an eligibility decision.

Part 2 - Create a Work-Injury Response Sequence

A stockroom employee strains a wrist lifting a box and cannot continue safely.

Step	Safe action	Record/source	Why
1			
2			
3			
4			
5			
6			

Emergency severity and workplace procedure affect order.

Part 3 - Create a Job-Loss Documentation Checklist

A fictional employer ends a seasonal job earlier than expected.

Record	Why needed	Where obtained	Privacy safeguard
Employer notice			
Dates/hours			
Pay records			
Reason given			
Job-search record			
Agency messages			

Do not alter records or share them publicly.

Part 4 - Distinguish Official Sources

Compare employer, NYS Workers’ Compensation Board, NYSDOL unemployment, medical provider, and legal/advocacy support.

Question	Best starting source	What it can confirm	What it cannot guarantee
Immediate injury			
Claim process			
Off-job disability			
Job-loss eligibility			
Return to work			
Dispute			

Use current official instructions and deadlines.

Part 5 - Write a Worker-Protection Action Plan

Write 150–200 words for either injury or job loss.

Plan element	Action/evidence
Immediate safety	
Notification	
Documentation	
Official source	
Deadline question	
Income plan	
Privacy	
Follow-up	

Do not calculate or promise a benefit amount.