



Worker's Compensation Eligibility

by UW Madison Worker's Compensation



Tax Compliance and Reporting



Provided below is OHR HRS Employee Benefit Eligibility Table. The table is not a finite source of information with regard to WC, however it can be used to determine if an employee might be eligible for WC.

For a short comprehensive write-up that outlines ‘**who is and who is not an employee**’, please view Business Services Accounting website: <https://businessservices.wisc.edu/accounting/tax-compliance-and-reporting/processing-payments-to-employees/>

Who is an employee?

Employees are considered to be a person that performs a service and receives any compensation that is reportable on the [IRS W-2 \(Wage and Tax Statement\)](#) at the end of the calendar year. For further reference, please see [UW System Administrative Policy 235 \(Personal Services Payments\) \(formerly F31\)](#).

Who is not an employee?

The following classifications of people on the Human Resource System (HRS)/Payroll are not considered employees since they do not receive an IRS [W-2 \(Wage and Tax Statement\)](#) at the end of the calendar year:

- Post-Doctoral Fellow (X10NN)
- Post-Doctoral Trainee (X30NN)
- Graduate Intern/Trainee (X75NN)
- Fellow (Y21NN)
- Scholar (Y22NN)
- Trainee (Y23NN)
- Advanced Opportunity Fellow (Y26NN)
- Any Zero Dollar appointment

Note: If a person has one of the above classifications that are not considered employees and also has an employee appointment classification, then the employee classification makes them an employee of the UW.



Worker's Compensation



Eligibility for Worker's Compensation benefits is defined by WI Statute Chapter 102.07(4)(a). At the time of injury, there must be an Employer-Employee relationship, as defined by Statute, in order for benefits to be provided to the injured person.

Persons who hold "[Service Appointments](#)" at UW-Madison are eligible for Worker's Compensation benefits, as they earn wage compensation and are deemed to be employees of the University.

Positions Eligible, but are not limited to:

- University Staff
- Academic Staff
- Faculty
- TEs
- Student Employees

Persons Not Eligible Include, but are not limited to:

- Fellows
- Scholars
- Postdoctoral Fellows
- Postdoctoral Trainees
- Student Interns/Trainees
- Residents

For more information on eligible Service Appointments, please see [OHR's Policy on the subject](#).

If you encounter a question on whether or not a person is eligible for WC benefits, please contact the Office of Risk Management Worker's Compensation Coordinator or your HR Representative

