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JUSTICE

California Workers' Compensation EAMS System (PART-A INJURED WORKERS ANALYSIS) March 1, 2026

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CALIFORNIA WORKERS' COMPENSATION, THE EAMS SYSTEM, AND YOUR RIGHTS AS AN IMMIGRANT WORKER

This guide explains how California's workers' compensation system works, how to use the Electronic Adjudication Management System (EAMS) to file your claim, and-most importantly-why your immigration status does not prevent you from receiving benefits if you are hurt on the job. California law protects every worker, regardless of documentation status.

Part 1: Your Right to Workers' Compensation Regardless of Immigration Status

This section explains the laws that protect you and guarantee your right to workers' compensation benefits, no matter your immigration status.

The Core Rule: All Workers Are Protected

If you are injured at work in California, you have the right to receive workers' compensation benefits. Workers' compensation is a type of insurance your employer must carry. It pays for your medical treatment and replaces some of your lost wages when you are hurt on the job. You do not need to prove your employer did anything wrong-this is called a no-fault system. The most important law for immigrant workers is California Labor Code § 1171.5 (<https://www.dir.ca.gov/california-worker/>). This law states clearly that you are entitled to all protections available under California law, regardless of your immigration status. This means undocumented workers have the same legal rights as documented workers when it comes to workers' compensation. The California Department of Industrial Relations has confirmed this protection (<https://www.dir.ca.gov/california-worker/>) and continues to enforce it.

Important: You do NOT need to show a visa, green card, Social Security card, or any immigration document to file a workers' compensation claim or receive benefits. The claim form does not ask about your immigration status.

Laws That Protect You from Employer Retaliation

Retaliation means your employer punishes you for exercising your legal rights. California has several laws that make retaliation illegal:

California Labor Code § 132a (<https://www.dir.ca.gov/dwc/iwguides/IWGuide07.pdf>) - Your employer cannot fire you, threaten you, or treat you differently because you filed or plan to file a workers' compensation claim.

California Labor Code § 244 (<https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm>) - Your employer cannot report or threaten to report your immigration status because you exercised your rights under labor law.

California Labor Code § 1019 (<https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm>) - Your employer cannot use unfair immigration-related practices against you. This includes requesting more documents than federal law requires, misusing E-Verify, or threatening to call immigration authorities.

California Labor Code § 1019.1 (<https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm>) - Employers who violate Section 1019 face civil penalties of up to \$10,000 per violation.

On June 9, 2025, the California Labor Commissioner issued guidance reminding all employers (<https://www.dir.ca.gov/DIRNews/2025/2025-52.html>) that California labor laws protect every worker regardless of immigration status and that violations carry penalties of up to \$10,000 per violation.

Critical: If your employer threatens to call ICE or report you to immigration because you filed a workers' compensation claim, that threat is illegal. It may also be criminal extortion under California Penal Code § 519. Report this to the California Labor Commissioner (<https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm>) immediately.

Who Counts as an "Employee"

Under California Labor Code § 3351 (<https://law.justia.com/codes/california/2005/lab/3200-3219.html>), an employee is any person who works for another person under a contract of hire-whether that agreement is written, spoken, formal, or informal. The law looks at the actual work you do and how much control your employer has over your work, not your documents or visa status. Your employer cannot claim you were an independent contractor (someone who works for themselves) just to avoid paying workers' compensation. Courts look at the real nature of your work relationship, not what your employer calls it.

Your Privacy Is Protected

California Labor Code § 138.7 (https://www.dir.ca.gov/dwc/eams/EAMS_PublicInformationSearch.htm) protects your personal information in the workers' compensation system. Your home address and Social Security number are confidential and will not be shared publicly. The DWC does not share case records with federal immigration authorities. Workers' compensation cases are civil matters completely separate from immigration enforcement.

Part 2: Workers' Compensation Benefits You Can Receive

This section describes the types of benefits available to you if you are injured on the job.

Medical Care

Medical care is one of the main benefits you receive through workers' compensation. Your employer's insurance must pay for all medical treatment that is reasonably necessary to treat your work injury. This includes doctor visits, hospital stays, medications, physical therapy, tests, and medical equipment. You pay nothing for this treatment-it is fully covered by the employer's insurance (<https://www.dir.ca.gov/dwc/injuredworkerguidebook/injuredworkerguidebook.pdf>). Your employer's insurance must authorize up to \$10,000 in medical treatment within one working day of receiving your claim form, as explained by the DWC FAQs for Employees (<https://www.dir.ca.gov/dwc/wcfaqiw.html>). Treatment follows the Medical Treatment Utilization Schedule (MTUS), which is a set of medical guidelines based on scientific evidence. These guidelines are found in 8 C.F.R. §§ 9792.20-9792.27.23

(<https://www.dir.ca.gov/dwc/mtus/mtus.html>) and help doctors decide the right treatment for work injuries.

Important: You cannot be required to show immigration documents to receive medical treatment for a work injury.

Temporary Disability Benefits

Temporary disability (TD) benefits replace part of your wages while you are unable to work because of your injury. There are two types:

Temporary Total Disability (TTD) - Paid when you cannot work at all. You receive two-thirds of your average weekly wages at the time of injury, subject to minimum and maximum amounts set by law. For 2024 injuries, the minimum is \$242.86 per week and the maximum is \$1,619.15 per week.

Temporary Partial Disability (TPD) - Paid when you can do some work but earn less because of your injury. You receive two-thirds of the difference between your normal wages and what you actually earn.

TD benefits begin when your doctor says you cannot do your usual work for more than three days, or if you are hospitalized overnight. Benefits are paid every two weeks and continue until you return to work, are released by your doctor, or reach maximum medical improvement (MMI)-the point where your condition is stable and unlikely to improve further. For most injuries after January 1, 2008, TD benefits last up to 104 weeks within five years of the injury date. For certain serious injuries like severe burns, benefits can last up to 240 weeks. See DWC Temporary Disability Fact Sheet (https://www.dir.ca.gov/dwc/factsheets/factsheet_c.pdf).

Permanent Disability Benefits

If you do not fully recover from your work injury and have lasting limitations, you may receive permanent disability (PD) benefits. PD is compensation for the permanent effects of your injury and the reduction in your ability to earn money in the future.

A doctor examines you and assigns a percentage rating reflecting how your injury affects your ability to work.

This rating uses a formula that considers your impairment level, age, and occupation, as described by the DWC Permanent Disability page (<https://www.dir.ca.gov/dwc/permanentdisability.htm>).

Ratings from 1% to 99% (permanent partial disability) are paid as a lump sum or in installments.

A 100% rating (permanent total disability) means you receive weekly payments for life.

As of 2026, the minimum PD rate is \$160 per week and the maximum is \$290 per week. See DWC Workers' Compensation Benefits (<https://www.dir.ca.gov/dwc/workerscompensationbenefits.htm>).

Supplemental Job Displacement Benefits

If you receive a permanent partial disability rating and your employer does not offer you modified or alternative work within 30 days, you may be eligible for a supplemental job displacement benefit (SJDB). This comes as a \$6,000 voucher you can use for education, retraining, or skill-building at an accredited school. You have two years from the date the voucher is issued, or five years from the injury date (whichever is later), to use it. See DWC FAQs for Employees (<https://www.dir.ca.gov/dwc/wcfaqiw.html>).

Death Benefits

If a worker dies from a job-related injury or illness, death benefits are paid to the worker's spouse, children, or other dependents. The amount depends on the deceased worker's average weekly earnings and is established by California Labor Code (<https://www.dir.ca.gov/dwc/workerscompensationbenefits.htm>).

Part 3: The EAMS System - How California Manages Workers' Compensation Cases

This section explains the electronic system used to file and track workers' compensation cases in California.

What Is EAMS?

The Electronic Adjudication Management System (EAMS) is California's computer system for managing workers' compensation cases. It is operated by the Division of Workers' Compensation (DWC) and the Workers' Compensation Appeals Board (WCAB). EAMS was launched on August 25, 2008, and replaced the old paper-based system. Today, more than 400 locations use EAMS to file documents electronically. The system accepts 251 different document types (https://www.dir.ca.gov/dwc/eams/EAMS_ACloserLook.htm) and processes new submissions approximately every two hours starting at 8:00 a.m.

Three Ways to File Documents in EAMS

You can file documents in EAMS using one of three methods:

E-Forms - Electronic web forms you fill out and submit one at a time over the internet. You log into EAMS, complete the form, and attach documents in PDF, Word, TIFF, or Excel format. E-form filers can choose hearing dates, access case documents, and use a dedicated help desk during business hours.

See EAMS E-Forms FAQs (https://www.dir.ca.gov/dwc/eams/EAMS_E-Forms-FAQs.htm).

JET File - A bulk electronic filing service designed for people or organizations that file large volumes of documents. JET File uses a secure file transfer service and sends data directly to state servers. See DWC Electronic Filing (https://www.dir.ca.gov/dwc/EAMS/JetFiling/EAMS_eTeam.html).

OCR Paper Forms - Paper forms you download from the DWC website (<https://www.dir.ca.gov/dwc/eams/EAMSOCRfilers.html>), fill out on a computer, print, and mail or handdeliver. OCR stands for optical character recognition, which is the technology the system uses to scan paper documents into the computer. If you are new to paper filing, read the OCR handbook (<https://www.dir.ca.gov/dwc/eams/EAMSOCRfilers.html>) before you begin.

Note: Electronic filing (e-forms or JET File) is the fastest way to submit documents and gives you immediate feedback if there are errors. Paper filing is slower but is available if you cannot file electronically.

Searching for Case Information in EAMS

EAMS has a public information search function (<https://eams.dwc.ca.gov/WebEnhancement/>) that allows anyone to look up basic workers' compensation case information, including the case number, date of injury, assigned judge, names of the injured worker and employer, hearing dates, and body parts injured.

However, your home address and Social Security number are kept confidential under California Labor Code § 138.7 (https://www.dir.ca.gov/dwc/eams/EAMS_PublicInformationSearch.htm). Anyone who searches the system must identify themselves, state why they are searching, and agree not to misuse the information. The DWC keeps records of search requests for one year.

EAMS Rules and Regulations

EAMS operates under rules set by the DWC Administrative Director and the WCAB. The procedural rules are found in 8 Cal. Code Regs. § 10400 et seq. (<https://www.dir.ca.gov/t8/10742.html>) These rules govern how cases are filed, how hearings are scheduled, and how documents are managed within the system.

Part 4: Step-by-Step - How to File a Workers' Compensation Claim

This section walks you through the process from reporting your injury to receiving your benefits.

Step 1: Report Your Injury (Within 30 Days)

Tell your employer about your work injury as soon as possible, and no later than 30 days after the injury happens. This is required by law as stated in the DWC FAQs for Employees (<https://www.dir.ca.gov/dwc/wcfaqiw.html>). Your employer must then give you a workers' compensation claim form (DWC-1) within one working day. Fill out the "Employee" section of the form with your name, address, date of birth, occupation, a description of the injury, and the date it happened. Keep a copy for yourself. The employer must return a signed copy to you within one working day. See DWC Guide: How to File an Application for Adjudication (<https://www.dir.ca.gov/dwc/iwguides/IWGuide04.pdf>).

Important: The DWC-1 claim form does NOT ask for your visa status, immigration status, or work authorization. If your employer or insurance company asks for this information as a condition of accepting your claim, that is illegal under Labor Code §§ 1019 and 1019.1 (<https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm>).

Step 2: Employer Reports to Insurance (Within 1 Day)

Your employer must forward the completed claim form to their workers' compensation insurance company (called the claims administrator) within one working day.

Step 3: Insurance Company Responds (Within 14 Days)

Within 14 days of receiving the claim form, the claims administrator must send you a letter stating whether your claim is accepted, denied, or under investigation. If you do not receive an acceptance or denial within 90 days, your claim is automatically presumed accepted and you are entitled to benefits. See DWC FAQs for Employees (<https://www.dir.ca.gov/dwc/wcfaqiw.html>). Once your claim is accepted, the insurance company must authorize up to \$10,000 in medical treatment within one working day.

Step 4: Get Medical Treatment

You are entitled to medical treatment at no cost to you. If your employer has a Medical Provider Network (MPN)-a group of approved doctors-you must start treatment with a doctor in that network. You can later switch to a different doctor within the network. If your employer does not have an MPN, you may choose your own doctor. See DWC Medical Provider Networks (<https://www.dir.ca.gov/dwc/mpn/dwcmpnmain.html>). If the insurance company denies or delays a treatment your doctor recommends, your doctor can request an independent medical review (IMR), or you can file for an expedited hearing with the WCAB. The rules for approving or denying treatment are found in 8 Cal. Code Regs. § 9792.9.1 (<https://www.dir.ca.gov/t8/979291.html>).

Step 5: File an Application for Adjudication (If There Is a Dispute)

If you disagree with the insurance company's decision about your benefits, medical treatment, or any other issue, you must file an Application for Adjudication of Claim (Form DWC/WCAB 1A) with the WCAB district office. This is available from the DWC (<https://www.dir.ca.gov/dwc/forms/EAMS%20Forms/ADJ/DWC1.pdf>) or from your local Information and Assistance office.

You can file the application electronically through EAMS (using e-forms or JET File) or on paper using OCR forms. Electronic filing is faster. You must file within one year of the date of injury. See DWC Guide: How to File an Application (<https://www.dir.ca.gov/dwc/iwguides/IWGuide04.pdf>).

Critical: If you do not file your claim within one year of the date of injury, you may permanently lose your right to benefits. This deadline is strict.

Step 6: File a Declaration of Readiness to Proceed

A hearing will not be scheduled until you (or the other party) file a Declaration of Readiness to Proceed (DOR). This form tells the WCAB that you have made a good-faith effort to resolve the dispute and are ready for a hearing. The DOR is governed by 8 Cal. Code Regs. § 10742 (<https://www.dir.ca.gov/t8/10742.html>). See the DWC Guide: How to File a DOR (<https://www.dir.ca.gov/dwc/iwguides/IWGuide05.pdf>).

Step 7: Attend the Mandatory Settlement Conference

After you file the DOR, the WCAB schedules a Mandatory Settlement Conference (MSC). At this hearing, both you and the insurance company try to reach an agreement to settle your case. If you reach an agreement, you can settle through a Compromise and Release (C&R), which is a one-time payment that ends the case completely, or a Stipulated Award, which provides ongoing payments and continues your right to medical treatment. See C&R vs. Stipulation Explained (<https://www.workcompsimplified.com/california-workers-compromise-and-release-cr-vs-stipulation/>).

Step 8: Trial Before a Workers' Compensation Judge

If you cannot settle, your case goes to trial before a workers' compensation administrative law judge (WCALJ). There is no jury. The judge reviews medical reports, hears testimony from you and other witnesses, and considers evidence from both sides. The judge has up to 90 days to issue a written decision. See Workers' Compensation Dispute Resolution (<https://dascaniolaw.com/workers-compensation-dispute-resolutionprocess-in-california/>).

Step 9: Appeals

If you disagree with the judge's decision, you may file a Petition for Reconsideration with the WCAB within 20 days (or 25 days if the decision was mailed to you). See DWC Guide: Petition for Reconsideration (<https://www.dir.ca.gov/dwc/iwguides/iwguide12.pdf>). The five grounds for reconsideration are:

The WCAB exceeded its authority

The decision was obtained through fraud

The evidence does not support the findings

New evidence was discovered that could not have been found earlier

The findings do not support the decision

Part 5: Special Situations for Immigrant Workers

This section addresses unique concerns that immigrant workers may face when filing workers' compensation claims.

Your Employer Does Not Have Insurance

California law requires every employer to carry workers' compensation insurance under California Labor Code § 3700 (<https://www.dir.ca.gov/smallbusiness/Workers-Compensation.htm>). If your employer does not have insurance (which is illegal), you can file a claim with the Uninsured Employers Benefits Trust Fund (UEBTF). This is a special state fund that pays benefits to workers whose employers broke the law by not carrying insurance. Your immigration status does not affect your eligibility for UEBTF benefits. See DWC Guide: Filing a UEBTF Claim (<https://www.dir.ca.gov/dwc/iwguides/iwguide16.pdf>).

Proving Your Wages Without Traditional Documents

If you were paid in cash or do not have traditional pay records, you can still prove your wages using:

Pay stubs or receipts from your employer

Bank deposit records

Tax returns filed with an ITIN (Individual Taxpayer Identification Number)

Testimony from coworkers who can confirm your wages and work schedule

Courts have ruled that employers cannot avoid paying workers' compensation by claiming that the worker used false documents. See Bentley Moore: Undocumented Workers and Construction Accident Claims (<https://www.bentleymore.com/undocumented-workers-construction-accident-claims/>).

If Your Employer Retaliates Against You

If your employer fires you, cuts your hours, demotes you, or threatens you with deportation because you filed a workers' compensation claim, you have legal options:

Labor Code § 132a claim - File a Petition for Increased Compensation with the WCAB within one year of the retaliatory act. If you win, you may receive reinstatement to your job, lost wages, a penalty of up to \$10,000 paid to you, and attorney's fees. See DWC Guide: Petition for Discrimination (<https://www.dir.ca.gov/dwc/iwguides/IWGuide07.pdf>).

Labor Code § 1019 claim - If your employer threatened to report your immigration status, you can recover a penalty of up to \$10,000 per violation, plus attorney's fees and costs. See NELP Fact Sheet on Worker Protections (<https://www.nelp.org/app/uploads/2015/03/ca-immigration-retaliationv3.pdf>).

Important: Document everything. Save text messages, emails, and notes about conversations.

Write down dates, times, and the names of any witnesses. This evidence is critical if you need to prove retaliation.

Your Credibility at Hearings

At trial, the judge will evaluate whether your testimony is believable. To strengthen your credibility:

Be consistent. Make sure what you tell the judge matches what you told your doctor and the insurance company.

Use a qualified interpreter. You have a legal right to an interpreter at all WCAB hearings. Do not rely on a family member-request a professional interpreter.

Be honest. If you used false documents to get the job, do not try to hide this. Courts have ruled that using false documents does not eliminate your right to workers' compensation benefits.

Medical Evidence Is Key

Your medical records are the most important evidence in your case. The WCAB relies heavily on written medical reports. Make sure your doctor clearly documents:

How the injury happened

Your symptoms and limitations

The connection between your injury and your work

Any work restrictions

If your doctor does not speak your language, use an interpreter during medical appointments to make sure your symptoms are accurately recorded. See *DWC Guidebook for Injured Workers* (<https://www.dir.ca.gov/dwc/injuredworkerguidebook/injuredworkerguidebook.pdf>).

Part 6: Northern California and San Francisco Resources

This section provides local information for workers in the San Francisco Bay Area.

San Francisco WCAB District Office

Workers' compensation cases in the Bay Area are handled by the San Francisco WCAB district office. This office accepts filings through EAMS (e-forms and JET File), paper OCR forms, and in-person delivery. Note that the WCAB is completely separate from immigration court-workers' compensation and immigration are different legal systems with no connection to each other.

Free Help: Information and Assistance (I&A) Unit

The DWC operates a free Information and Assistance (I&A) Unit throughout California, including in Northern California. I&A officers can:

Explain your rights as an injured worker

Help you fill out forms

Guide you through the claims and appeals process

Important: The I&A Unit does NOT ask about your immigration status. Your immigration status will NOT be reported to any government agency. Call the DWC Information Services Center at 1-800736-7401 for help.

Multilingual Resources

Guides for injured workers are available in multiple languages, including Spanish, Chinese, Hmong, Korean, Tagalog, and Vietnamese. These guides can be found on the DWC Fact Sheets and Guides page (<https://www.dir.ca.gov/dwc/iwguides.html>). Spanish-speaking representatives are available at the DWC Information Services Center.

ICE Enforcement Does Not Affect Your Claim

Immigration enforcement operations by ICE (Immigration and Customs Enforcement) do not affect your workers' compensation eligibility or the services you receive from the DWC. Workers' compensation claims are confidential civil matters. DWC records are not shared with federal immigration authorities, as protected by Labor Code § 138.7 (https://www.dir.ca.gov/dwc/eams/EAMS_PublicInformationSearch.htm).

Part 7: Important Deadlines and Warnings

This section summarizes critical deadlines and risks you should know about.

Key Deadlines

| Action | Deadline |

| :----- | :----- |

| Report injury to employer | Within 30 days of injury |

| Employer provides claim form (DWC-1) | Within 1 working day of injury report |

| Employer sends claim to insurance | Within 1 working day of receiving claim |

| Insurance responds to claim | Within 14 days of receiving claim |

| Claim presumed accepted if no response | After 90 days |

| File Application for Adjudication | Within 1 year of injury date |

| File Petition for Reconsideration | Within 20 days of decision (25 if mailed) |

| File § 132a retaliation claim | Within 1 year of retaliatory act |

Risks to Be Aware Of

Statute of limitations - You have only one year from the date of injury to file your claim. If you miss this deadline, you will likely lose your right to benefits permanently. See *Statute of Limitations Guide* (<https://www.rjylaw.com/a-brief-guide-to-the-statute-of-limitations-for-workers-compensation-claims-in-california/>).

Wage documentation - If you lack pay stubs or tax records, proving your wages may be more difficult, but it is still possible using alternative evidence.

Medical evidence - If your doctor's reports are vague or do not clearly connect your medical condition to your work injury, your case may be weaker.

Effect on other benefits - A workers' compensation settlement may affect other benefits you receive, such as state disability insurance (SDI), unemployment benefits, or SSI. Consult with an attorney before accepting a large settlement.

Public case information - While your address and Social Security number are confidential, basic case information (your name, date of injury, employer name) is available through the EAMS public search. If this concerns you, talk to an attorney about whether a protective order may be available.

Settlement Considerations

If you are offered a settlement, understand the difference:

A Compromise and Release (C&R) is a one-time lump sum payment that ends your case completely, including your right to future medical treatment for the injury.

A Stipulated Award provides periodic payments and preserves your right to medical treatment.

Note: Do not agree to settlement terms that require you to waive immigration-related claims or that prohibit you from cooperating with government agencies. Such provisions are void as against public policy.

Part 8: Key California Laws at a Glance

This section lists the most important laws that protect you.

Statutes Protecting Your Rights

Cal. Lab. Code § 1171.5 (<https://www.dir.ca.gov/california-worker/>) - All workers are entitled to state law protections regardless of immigration status.

Cal. Lab. Code § 132a (<https://www.dir.ca.gov/dwc/iwguides/IWGuide07.pdf>) - Employers cannot retaliate against you for filing a workers' compensation claim.

Cal. Lab. Code § 244 (<https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm>) - Employers cannot report or threaten to report your immigration status in retaliation.

Cal. Lab. Code § 1019 (<https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm>) - Unfair immigrationrelated practices are illegal.

Cal. Lab. Code § 1019.1 (<https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm>) - Penalty of up to \$10,000 per violation of § 1019.

Cal. Lab. Code § 3200 (<https://law.justia.com/codes/california/2005/lab/3200-3219.html>) - Employees with work injuries are entitled to workers' compensation benefits.

Cal. Lab. Code § 3700 (<https://www.dir.ca.gov/smallbusiness/Workers-Compensation.htm>) - Every employer must carry workers' compensation insurance.

Cal. Lab. Code § 138.7 (https://www.dir.ca.gov/dwc/eams/EAMS_PublicInformationSearch.htm) - Your address and Social Security number are confidential in the workers' compensation system.

Key Regulations

8 Cal. Code Regs. §§ 9792.20-9792.27.23 (<https://www.dir.ca.gov/dwc/mtus/mtus.html>) - Medical Treatment Utilization Schedule (MTUS) guidelines.

8 Cal. Code Regs. § 10400 et seq. (<https://www.dir.ca.gov/t8/10742.html>) - WCAB Rules of Practice and Procedure.

8 Cal. Code Regs. § 10742 (<https://www.dir.ca.gov/t8/10742.html>) - Declaration of Readiness to Proceed requirements.

8 Cal. Code Regs. § 9792.9.1 (<https://www.dir.ca.gov/t8/979291.html>) - Utilization review standards for medical treatment decisions.

Important Forms

DWC-1 - Claim form you fill out to report your work injury to your employer.

DWC/WCAB Form 1A - Application for Adjudication of Claim (<https://www.dir.ca.gov/dwc/forms/EAMS%20Forms/ADJ/DWC1.pdf>), filed with the WCAB to open a formal case.

DWC/WCAB Form 10250 - Declaration of Readiness to Proceed (<https://www.dir.ca.gov/dwc/iwguides/IWGuide05.pdf>), filed to request a hearing.

DWC/WCAB Form 10214(c) - Compromise and Release (<https://www.dir.ca.gov/dwc/FORMS/EAMS%20Forms/ADJ/DWCForm10214c.pdf>) settlement form.

DWC/WCAB Form 45 - Petition for Reconsideration (<https://www.dir.ca.gov/dwc/iwguides/iwguide12.pdf>), used to appeal a judge's decision.

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GPA Law, The Rights of Undocumented Workers in California - <https://gpaclaw.com/californiaworkers-compensation/the-rights-of-undocumented-workers-what-you-need-to-know-about-californiasworkers-compensation-benefits/> (<https://gpaclaw.com/california-workers-compensation/the-rights-ofundocumented-workers-what-you-need-to-know-about-californias-workers-compensation-benefits/>)

California Department of Industrial Relations, Labor Commissioner Reminds Employers of Legal Rights (June 9, 2025) - <https://www.dir.ca.gov/DIRNews/2025/2025-52.html> (<https://www.dir.ca.gov/DIRNews/2025/2025-52.html>)

California Department of Industrial Relations, In California, ALL Workers are Protected (May 2025) <https://www.dir.ca.gov/california-worker/> (<https://www.dir.ca.gov/california-worker/>)

California Division of Labor Standards Enforcement, Laws that Prohibit Retaliation and Discrimination <https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm> (<https://www.dir.ca.gov/dlse/howtofilelinkcodesections.htm>)

California Division of Workers' Compensation, EAMS E-Forms FAQs

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