

## Comparison of Job Modification, Stay at Work, and Preferred Worker Benefits July 2016

Question	Job Modification Per Job/Work Site	Stay at Work Per Claim	Preferred Worker Per Certification Period
Benefit Overview	\$5,000 for tools, equipment, training, alterations to worksite	<ul style="list-style-type: none"> <li>• \$2,500 for tools and equipment</li> <li>• \$1,000 for tuition, books, training materials</li> <li>• \$400 for special clothing</li> <li>• Up to \$10,000 for up to 66 days within one consecutive 24-month period</li> </ul>	<ul style="list-style-type: none"> <li>• \$2,500 for tools and equipment</li> <li>• \$400 for special clothing</li> <li>• Up to \$10,000 for up to 66 days within one consecutive 24-month period</li> <li>• Lesser of 10% of wages or \$10,000 after 12 months continuous employment</li> <li>• 3 year premium waiver for worker</li> </ul>
What types of jobs qualify?	Job of Injury, Light Duty/Transitional Job, New Job, Employer of Injury, New Employer, Self-Employment	Transitional or light duty job and only with the Employer of Injury	Job with lasting employment that is significantly different than the job of injury. Self-employment not eligible.
Is Pre-Approval required?	Yes	No – Equipment must be purchased <b>after the approved job is offered to the worker.</b>	Yes – For the job No – Equipment must be purchased <b>after the approved job is offered to worker.</b>
Is the cost of a private consultation covered?	Yes, for State Fund claims	No	No
How are the eligibility criteria similar?	<ul style="list-style-type: none"> <li>• Request is related to the accepted condition(s) on the claim</li> <li>• Items needed are specific to the worker’s restrictions</li> </ul>		
Is the worker required to be off work to qualify?	Yes, The worker is off work with time loss and/or loss of earning power paid or eligible to be off work at some point in the claim and was kept on salary by employer.	No. Worker must be medically certified as unable to do the job of injury even if they have not actually missed any work.	No. Worker must be medically certified as unable to do the job of injury even if they have not actually missed any work.
Funding Source?	Second Injury Fund	Stay at Work Fund	Second Injury Fund
Available to self-insured claims?	Yes, as a reimbursement	No	No
Are competitive bids required?	Yes. One bid is needed. If the cost of a single item is over \$2,500, 2 bids are necessary.	No	No
How are tools and equipment purchased?	Purchased from a company with an L&I provider number. Worker or employer may seek reimbursement.	Purchased by the employer. Employer seeks reimbursement.	Purchased by the employer. Employer seeks reimbursement.
Is an ownership agreement form required?	Yes. The worker and employer agree who will be the owner of the equipment upon successful return to work.	No. The employer will own the equipment, tools, and training material. The worker owns the clothing.	No. The employer will own the equipment and tools. The worker owns the clothing.
Can all three benefits be accessed?	Yes		