

# Working Solutions



## Return to Work Incentives and Supports

May 2, 2014



## Return to Work Incentives and Supports

### Benefit Overview

- Stay at Work
- Job Modification/Pre-job Accommodation
- Preferred Worker



## What is “Stay at Work?”

A legislatively mandated (EHB 2123) program providing financial incentives for ***State Fund Employers*** providing light duty or transitional work to employees recovering from on-the-job injuries.

RCW: 51.32.090

WAC: 296-16A



# What reimbursements are available for employers?\*

- Wages
- Training
- Tools/Equipment
- Clothing



\*per claim



# Wage Reimbursement

- **Pays**

- 50% of base wage
- Excluding tips, commissions, bonuses, board, housing, fuel, health care, dental care, vision care, per diem, reimbursement for work-related expenses or any other payments.

- **For**

- Up to **66** *days actually worked* (not necessarily consecutive)
- Up to **\$10,000** *per claim* (whichever comes first.)
- 24-month period per claim

- **And**

- Employer has 1 year to apply from first day of light duty or transitional work



# Training Reimbursement

- **\$1,000** training necessary for the light duty or transitional work
  - Tuition
  - Books
  - Fees
  - Other necessary materials





# Clothing Reimbursement

- **Clothing**
  - **\$400**
  - Becomes property of the worker

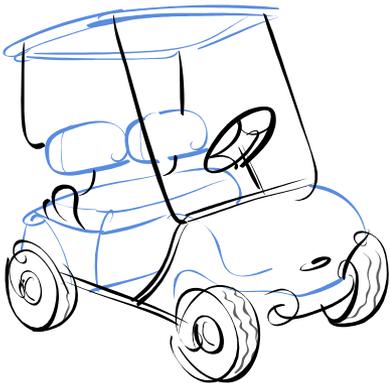




# Tools / Equipment Reimbursement

- **Tools/Equipment**

- **\$2,500** per claim
- Tools and equipment become the property of the employer





# Stay at Work - Dashboard

## Washington Stay at Work January 2012 – February 2014

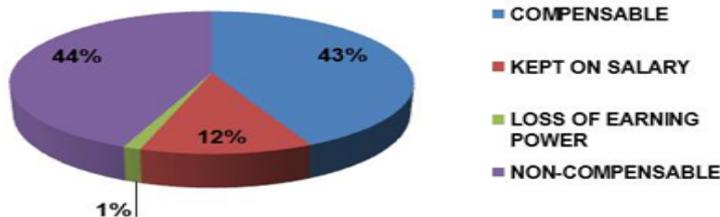
### REIMBURSEMENT REQUEST AND CLAIM INFORMATION

REIMBURSEMENT REQUESTS SCANNED  
15,759

PAID  
WAGE: \$ 20,599,837.82  
EXPENSE: \$ 160,536.06  
TOTAL: \$ 20,760,373.88

TOTAL DAYS REIMBURSED  
292,917

### Claims by Status



Total 10,322 claims

STAY AT WORK CLAIMS WITH NO TIME-LOSS PAID  
AFTER REIMBURSEMENT END DATE

85%

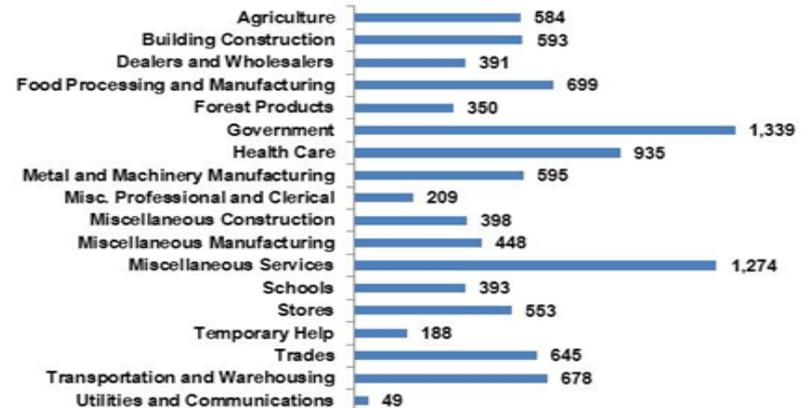
### EMPLOYER INFORMATION

EMPLOYERS WHO HAVE PARTICIPATED  
2,777

EMPLOYERS PARTICIPATING SIZE\*  
LARGE: 48.8%  
MEDIUM: 19.5%  
SMALL: 31.7%

RETRO VS. NON-RETRO CLAIMS  
69% vs. 31%

### Claims by Industry



\* Employersize is based on payroll hours submitted at the account level for 4 quarters. 1,920 annual hours are used to determine the number of FTEs for each account. The employersize is computed as: 0-25 FTEs = Small, 26-50 FTEs = Medium, 51+ FTEs = Large.



# Where to find more information about the Stay at Work Program?

- Our website at:  
[www.stayatwork.lni.wa.gov](http://www.stayatwork.lni.wa.gov)
- E-mail the Stay at Work Unit at:  
[stayatwork@lni.wa.gov](mailto:stayatwork@lni.wa.gov)
- Call the Stay at Work Unit at: 1-866-406-2482 or 360-902-4411



## Job Modification and Pre-job Accommodation



### Who Qualifies?

Job Modification	Pre-Job Accommodation
Compensable Claim	AP indicates medically necessary
Work Restrictions	Accommodates Restrictions
Employer/Job	No Employer/Job
Necessary to return to work	Perform essential functions and +LMS /Retraining plan



## Job Modification and Pre-job Accommodation

# Know how to pursue these benefits

- Submit an Assistance Application with supporting documentation
- Locate an L&I vendor to supply the equipment

A screenshot of the Washington State Department of Labor &amp; Industries website header. The header is dark green with white text. It includes the department's logo and name, a search bar with the text "Search L&amp;I" and a "SEARCH" button, and navigation links for "Home", "en Español", and "Contact". Below the search bar are links for "A-Z Index", "Help", and "My Secure L&amp;I". At the bottom of the header are four menu items: "Safety &amp; Health", "Claims &amp; Insurance", "Workplace Rights", and "Trades &amp; Licensing", each with a dropdown arrow.

### Vendor Services Lookup

Use this look up tool to find any active providers by city and state in the following categories: Approved Training services, Lodging, Transportation (taxi, bus), Day care, Job/vehicle/home modifications, other miscellaneous services which may include bookstores and tools. Comments or questions about this tool may be sent to the [Voc Rehab Program](#) mailbox.

State: WA City: = Show All = Service:

There were no matches found based on your search criteria.



## Job Modification and Pre-job Accommodation

# Available Resources

- L&I
  - [Job Modification/Pre-job Accommodation](#)
  - [Ideas Bank](#)
  - [Vendor Services Lookup](#)
- Worksite Modification Publication- Oregon
- Job Accommodation Network





## Job Modification and Pre-job Accommodation

# Recognize opportunities to use benefits

- Consider whenever there is a gap between job duties and work restrictions
- Recent Successes





## Stay and Work and Job Modification

### Similarities

- Allowed and open claim
- Related to the accepted condition(s) on the claim
- Items specific to the worker's restrictions
- Will allow the worker to perform a light duty job with the employer of injury





## Stay at Work and Job Modification

### Differences

	<b>Job Modification</b>	<b>Stay at Work</b>
<b>Pre-approval required?</b>	Yes	No
<b>Private consultation covered?</b>	Yes	No
<b>Maximum benefit</b>	\$5,000 per job/work site	<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></ul>



## Stay at Work and Job Modification

### Differences

	<b>Job Modification</b>	<b>Stay at Work</b>
<b>Types of Jobs</b>	<ul style="list-style-type: none"> <li>• JOI</li> <li>• Light duty job</li> <li>• EOI</li> <li>• New employer</li> </ul>	<ul style="list-style-type: none"> <li>• Transitional or light duty job only</li> <li>• EOI</li> </ul>
<b>Is the worker required to be off work to qualify?</b>	Yes, off work at some point in the claim	No
<b>Funding Source</b>	Second Injury Fund	Stay at Work Fund



## Preferred Worker Program

### Brief Overview

- What's the benefit?
- Who qualifies?
- When is the best time to coach the worker about the benefit?
- What are the most commonly asked questions?





## Preferred Worker Program

# Helping workers heal and return to work



- How is the program benefitting employers?
- What are the numbers?
- What is the Department currently doing to increase utilization?



## Preferred Worker Program

# Where to find more information?

[www.PreferredWorker.Lni.wa.gov](http://www.PreferredWorker.Lni.wa.gov)

- Preferred Worker Brochures (F280-021-000)
- Intent to Hire Applications (F280-010-000)
- PW Certification Application (280-023-000)

### Preferred Worker Program



- Financial incentives for participating employers
- New job opportunities for injured workers who qualify for "preferred worker" status





# Thank you for your interest!

## Call or E-mail:

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