

# Oregon Workers' Compensation

## Topic of Interest

### Return-to-Work assistance Options and initiation of services \_\_\_\_\_

#### Reemployment assistance:

**Employer-at-Injury Program** - Provides incentives to employers who return their injured workers with open disabling or non-disabling claims to temporary transitional work. Incentives include three-month wage subsidies, worksite modifications up to \$2,500, and certain purchases.

**Preferred Worker Program** - Provides incentives to Oregon employers to hire workers with injury-caused permanent disabilities. Incentives include exemption from paying workers' compensation premiums on the Preferred Worker for up to three years, claim cost reimbursement for new on-the-job injuries within the premium exemption period, six-month wage subsidies, worksite modifications up to \$25,000, and obtained employment purchases.

#### Vocational assistance:

**Direct Employment Plan**- Assists a worker to find and obtain suitable new employment.

**Training plan**- Assists worker to obtain suitable new employment when a direct employment plan is not sufficient.

Note: Reemployment assistance may be combined with vocational assistance.

### Initiation of Services

#### Pre claim closure:

| Initiator  | Event   | *Service initiation  |
|--|---|--|
| Employer-at-Injury                                     | Wishes to return the worker to modified work                                      | Request <i>Employer-at-Injury Program</i> (EAIP) help from insurer   |
| Worker, Employer, Insurer                              | Reports to WCD that worker has available immediate employment                     | WCD issues a <i>Preferred Worker</i> identification card to eligible workers. The card identifies incentives and procedures to employers.  |
| Worker or Worker's Representative, Employer, Physician | Requests or sends report to the insurer indicating need for vocational assistance | Insurer determines eligibility for <i>Vocational Assistance</i> which may result in a <i>Direct Employment Plan</i> or a <i>Training Plan</i> . The insurer and eligible worker agree on a vocational assistance provider. |

#### At claim closure:

| Initiator | Event   | *Service initiation  |
|-----------|---|--|
| Insurer   | Reports employment status to Workers' Compensation Division   | WCD issues a <i>Preferred Worker</i> identification card to eligible workers. The card identifies incentives and procedures to employers.  |
| Insurer   | Determines eligibility for vocational assistance if not previously determined and worker is not working | If provided, <i>Vocational Assistance</i> may result in a <i>Direct Employment Plan</i> or a <i>Training Plan</i> . The insurer and eligible worker agree on a vocational assistance provider. |

**Note:** A Claim Disposition Agreement or resolution of litigation may also obligate the insurer to report employment status information to WCD, which may trigger the issuance of a **Preferred Worker** card.

\*Refer to other Topic of Interest sheets for eligibility criteria and further information.

#### For more information contact:

Return to work programs: 503-947-7588

Vocational Assistance programs: 503-947-7816