

## **STAY AT WORK INCENTIVE PROGRAM AT UW**

Good news! From a law generated in the 2011 Legislative session, L&I has established incentives for employers who return injured workers with medical restrictions to their job by making temporary accommodations for them. Here is what you need to know to start getting money coming in to your department!

### **What is the “Stay at Work” program?**

It comes from a bill passed by the Legislature in June of 2011 as a way to reduce L&I’s workers’ compensation costs by keeping injured workers performing their duties during their recovery period. It provides the following incentives for employers:

- Wage Reimbursement – pays 50% of the wage for up to 66 days actually worked in light duty or transitional work in a 24 month period, with a cap of \$10,000 per claim.
- Training Reimbursement – pays up to \$1,000 per claim for training necessary for light duty or transitional work (tuition, fees, books, other training materials).
- Clothing/Tools/Equipment Reimbursement – pays up to \$400 per claim for clothing and up to \$2,500 for tools and equipment necessary for light duty or transitional work.

### **How does the University apply for reimbursement?**

The Claims Specialist will complete L&I’s forms and send the required documentation to L&I for reimbursement.

### **How will the reimbursement requests and actual reimbursements be tracked?**

Risk Management will use its claims systems to track individual reimbursement requests. Risk Management will also keep records of actual reimbursements and reimbursements outstanding.

### **Will departments get the reimbursement check?**

Yes! All checks will be made payable to the University of Washington and will be sent to Risk Management. Risk Management will record receipt of the payment and then forward the check to the employing department. Departments may apply reimbursement checks to non-gift and non-discretionary budgets; typically they will choose the budget that is used to pay the injured worker’s salary.

### **How do we maximize reimbursements to the University?**

By consistently and quickly finding temporary light duty accommodations for injured workers so that they can stay at work! Using creative thinking about light duty work possibilities is critical. Research supports that injured workers who return to the workplace quickly have better recoveries, keep their

connection to their work, and minimize the impact to employers of lost productivity and insurance costs. A high percentage of workers who are out more than six months never return to work.

**Where does the incentive money come from?**

The Legislature gave L&I authority to charge all Washington employers for the “Stay at Work Program” via the annual premium charged for workers’ compensation insurance coverage.

The University’s cost for this program in 2013 was \$49,221. Because of your hard work providing temporary light duty accommodations the University received reimbursement of \$295,701!

**Additional Questions?**

Consult Risk Management at 543-0183 or send an email to [claims@u.washington.edu](mailto:claims@u.washington.edu).

Info on Risk Management’s Website: <http://f2.washington.edu/treasury/riskmgmt/wc>

Info on L&I’s Website: <http://www.lni.wa.gov/main/stayatwork/>