

Workers Compensation June 9, 2022



Workers Compensation Rates

Fund	Average Rate/Hour beginning Jan. 2022
Accident	\$ 0.323
Medical Aid	\$ 0.172
Stay-at-Work	\$ 0.005
Supplemental Pension	\$ 0.156
Combined	\$ 0.657

Class Rates are developed each year using the claim and hours data for each class from the previous five fiscal years.

Employers pay all the Accident Fund premiums and half the Medical Aid, Stay at Work, and Supplemental Pension Fund premiums.

Employees pay the rest

Workers' Compensation Premiums

Class Rates are developed each Summer and communicated to employers in December to be used for the subsequent calendar year.

Experience factors are based on the employers' claims and hours data from the previous three fiscal years.

In FY 2021 the total premium paid by employers for all cabinet agencies was more than \$110 Million

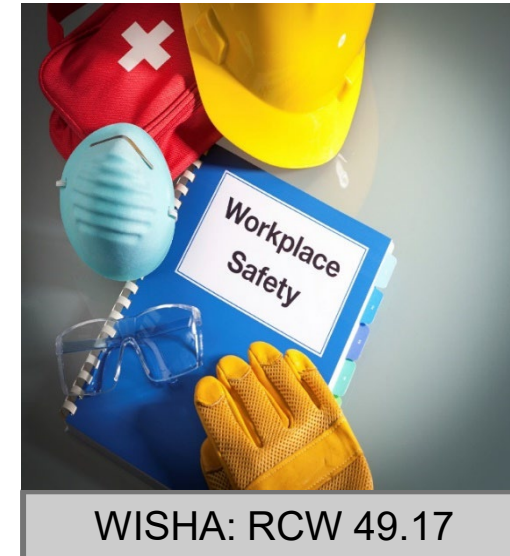
$$\text{Premium} = \text{Experience Factor} \times \text{sum} (\text{Hours}_{\text{Class}} \times \text{Rate}_{\text{Class}}) \\ + \text{SPF Rate} \times \text{sum} (\text{Hours}_{\text{Class}})$$

How You Can Lower Your WC Costs

- Injury prevention: Safety Culture
- If injury does occur, prompt healing, Stay at Work, Preferred Worker, Return to Work, and Vocational Rehabilitation Programs help reduce workers compensation costs.
- Experience rating lowers FUTURE premiums for better than average past experience, while Retrospective Rating shares savings from better than expected PAST experience.
- State Agencies' under-represented in the stay-at-work and retro programs.

Primary Employer Responsibilities per WISHA

- Provide a safe and healthy workplace while complying with safety and health standards
- Have an accident-prevention program
- Post a notice of employer responsibility and employee rights
 - WISHA poster (F416-081-909)
- Provide job related safety & health training
- Keep records of all job-related incidents



DOSH Consultations

A variety of consultation services are available to help employers understand and comply with workplace safety and health rules, protect their employees, and lower workers' comp costs

Free and confidential consultation services available to employers:

1. Safety
2. Industrial Hygiene
3. Ergonomics
4. Risk Management



**Proactive is more
than just the basics**



Positive Safety Culture Management and Employees Involvement

- Building positive relationships and trust.
 - Front line employees.
 - Supervisors, managers, and executive leaders.
 - Provide employees with the knowledge and tools to be safe at work.
- Management and employees build an Safety Action Plan or Safety Achievement plan.
- A functional safety program remains vital to the success and effectiveness of any organization.

Why?
**Because Injury Prevention is a
WIN for Everyone**

**Request a Safety and Health
Consultation**

DOSHconsultation@lni.wa.gov

L&I Return-to-Work Incentive Programs

Stay at Work Program

- 40 State Agencies participated
- \$15.4 million reimbursed

Preferred Worker Program

- 4 State Agencies participated
- \$120,400 reimbursed

Why don't more agencies take advantage of these programs?

- a. We don't have any claims with restrictions.
- b. It sounds too good to be true.
- c. We just don't have the time or resources.
- d. We didn't know about L&I incentive programs.

L&I Return-to-Work Incentive Programs

Stay at Work Program

Temporary light duty

- **Wage reimbursement**
50% of wages for up to 66 light-duty working days per claim
- **Expense reimbursement**
Equipment, training & clothing required to perform the light duty job

Preferred Worker Program

Permanent medical restrictions

- Premium discount
- Claim protection
- Wage & expense reimbursements
- Continuous employment incentive

We can help you get started! Email us at StayAtWork@Lni.wa.gov.

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

Question	Job Modification www.Lni.wa.gov/JobModification Per Job/Work Site	Stay at Work www.Lni.wa.gov/StayAtWork Per Claim	Preferred Worker www.Lni.wa.gov/PreferredWorker Per Certification Period
Benefit overview	\$5,000 for tools, equipment, training, and alterations to worksite.	<ul style="list-style-type: none"> ■ \$2,500 for tools and equipment. ■ \$1,000 for tuition, books, training materials. ■ \$400 for special clothing. ■ Up to \$10,000 for up to 66 days within one consecutive 24-month period. 	<ul style="list-style-type: none"> ■ \$2,500 for tools and equipment. ■ \$400 for special clothing. ■ Up to \$10,000 for up to 66 days within one consecutive 24-month period. ■ 10 percent of wages or \$10,000 after 12 months continuous employment, whichever is less. ■ Reduced worker premiums.
What types of jobs qualify?	Job of injury, modified-duty/transitional job, new job, employer of injury, new employer, self-employment.	Transitional or modified-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, using the <i>Job Modification Assistance Application</i> (F245-346-000): www.Lni.wa.gov/go/F245-346-000 .	No – Equipment must be purchased after the approved job is offered to the worker.	Yes – For the job. No – Equipment must be purchased after the approved job is offered to worker.
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"> ■ Request is related to the accepted condition(s) on the claim. ■ Items needed are specific to the worker's restrictions. 		
Is the worker required to be off work to qualify?	Yes. The worker, at some point in the claim, is off work with time-loss and/or loss of earning power benefits paid or eligible to be off work 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

Publication F243-280-000

Resources

- Stay at Work Program: www.Lni.wa.gov/StayAtWork
- Preferred Worker Program: www.Lni.wa.gov/PreferredWorker
- Claim and Account Center: www.Lni.wa.gov/CAC
- Sign up for a webinar: www.Lni.wa.gov/Training
- Risk or Safety Consultation: www.Lni.wa.gov/Safety

Questions?

