

# Oregon Return-to-Work Programs

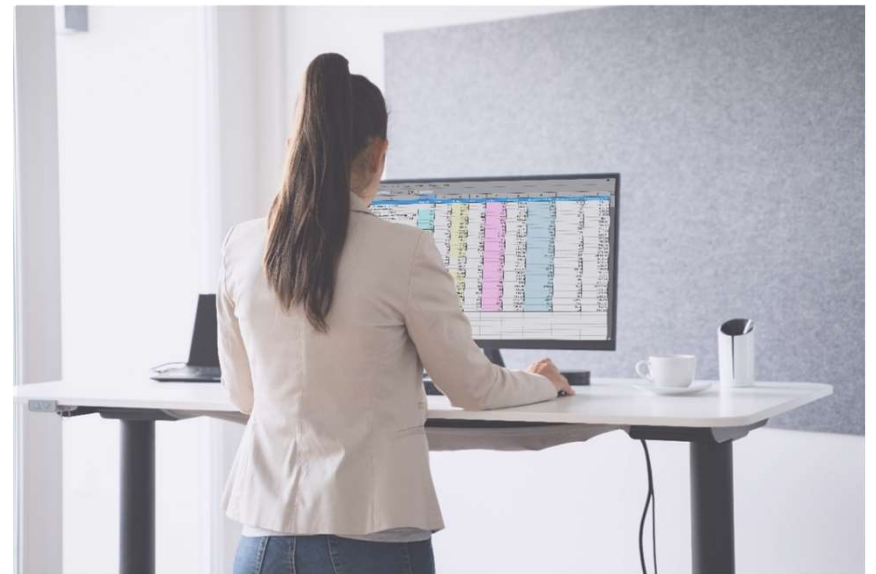
Presenters: Charity Steffen, Employment Services Team Manager, 971-718-7256



Department of Consumer  
and Business Services

# Return-to-Work Programs ORS 656.622

- Employer-at-Injury Program (EAIP) OAR 436-105
- Preferred Worker Program (PWP) OAR 436-110



# Objective

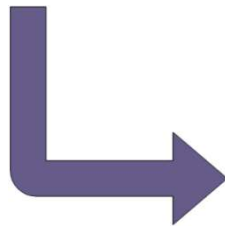
Encourage **safe and suitable employment** for **Oregon workers** whose **on-the-job injury** has resulted in **work restrictions** by offering assistance to eligible workers and the businesses that employ them.



# Funding



Worker  
1.1¢ / hour worked



## The Workers' Benefit Fund (WBF)

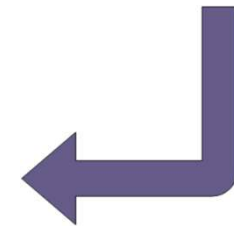
OAR 436-105-0006

A payroll assessment calculated on the basis of hours worked by all paid workers, owners, and officers covered by workers' compensation insurance in Oregon, and by all workers subject to Oregon's workers' compensation laws.

2.2¢ / hour worked into the WBF



Employer  
1.1¢ / hour worked



<https://www.oregon.gov/dcbs/Pages/wbf-program.aspx>

# EAIP Goals

- Encourage early return-to-work for injured workers
- Reduce employers' early return-to-work costs
- Reduce claim costs



# EAIP Initiation



- EAIP is initiated by the employer and administered by the insurer
- Worker receives a medical release stating their current or projected restrictions are due to the claim or compensable injury

# Worker Eligibility OAR 436-105-0511

- The worker must have an Oregon workers' compensation injury or occupational disease claim
- The worker must be released from work with restrictions that prevent them from returning to regular, full-duty work.



# Employer Eligibility OAR 436-105-0510

- Must maintain Oregon workers' compensation insurance coverage
- Must be the employer-at-injury or the employer at the time of aggravation
- Must employ an eligible worker





# EAIP Insurer Responsibilities OAR 436-105-0500



Assist employers with the following:

- Obtaining medical releases
- Identifying transitional work
- Processing wage subsidy requests
- Making EAIP purchases
- Requesting reimbursement from the Oregon Workers' Compensation Division (WCD)

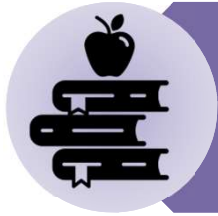
## EAIP Benefits OAR 436-105-0520(4)



Clothing, up to \$400



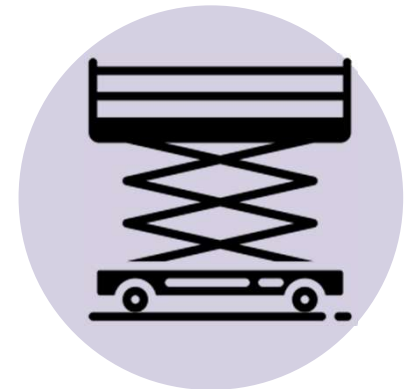
Tools & equipment combined with worksite modification, up to \$5,000



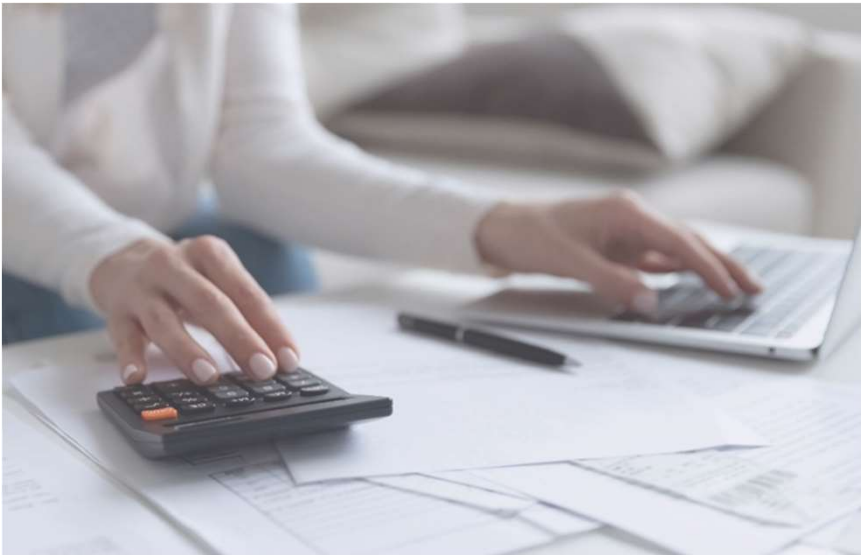
Tuition, books, and fees, up to \$1,000

# EAIP Worksite Modifications OAR 436-105-0520(3)

- Up to **\$5,000** (combined with the tool and equipment category) for altering a worksite
  - Includes rent, purchase, modify, or supplement
- Must be ordered during the open EAIP period
- Reimbursable if the employer purchased items in good faith



# EAIP Worksite Modifications



- Purchases become the property of the employer
- The insurer determines appropriate worksite modifications for the worker
- Must link the modifications to the restrictions
- The insurer documents the reason for approval

# EAIP End of Eligibility OAR 436-105-0512

- The worker's claim is denied or closed
- The insurer ends the EAIP while the claim is open
- Two years after the original date of acceptance or a nondisabling claim
- When benefits under the Preferred Worker Program (PWP) begin



# PWP Goals

- Facilitate return-to-work for injured workers
- Reduce employers' return-to-work costs
- Provide benefits to worker and employer



# PWP Eligibility OAR 436-110-0310



A person is designated a preferred worker because they have **permanent work restrictions** due to an accepted disabling Oregon workers' compensation claim that **prevents return to their job at injury.**

# PWP Benefits OAR 436-110-0345



## Clothing

A clothing benefit is available to ensure that a worker will have the necessary work clothes.

**(\$500, \$1,000)**

**Tools and equipment**  
This benefit provides the tools and equipment that an employer requires their workers to have.  
**(\$2,500, \$5,000)**



## Training

Funding for training and certifications is available to give the worker the skills to get the job done.

**(\$1,000, \$2,000)**

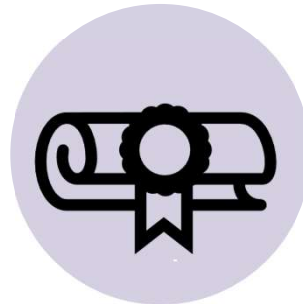
All categories can be used as often as necessary until the lifetime maximum is reached!



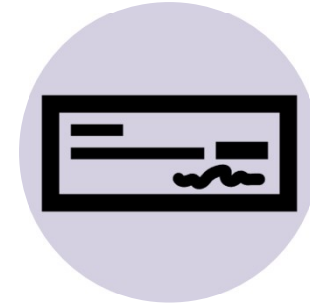
# Other Possible Assistance OAR 436-110-0345



Moving



Occupational  
certifications  
(\$500, \$1,000)



Union dues  
(\$1000)



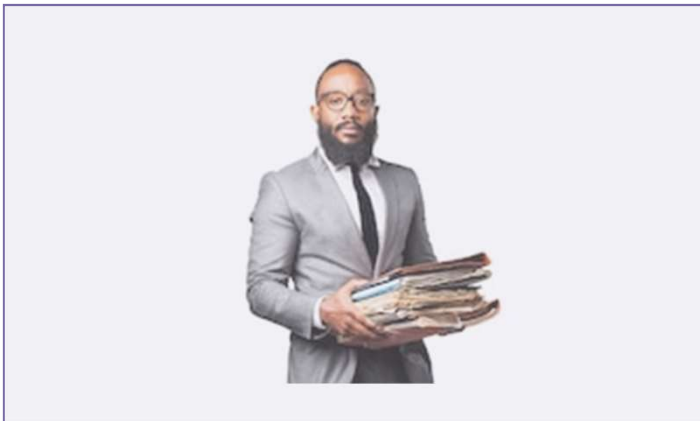
Miscellaneous  
(\$2,500)



Transportation  
(\$1,000)

All categories can be used as often as necessary until the lifetime maximum is reached!

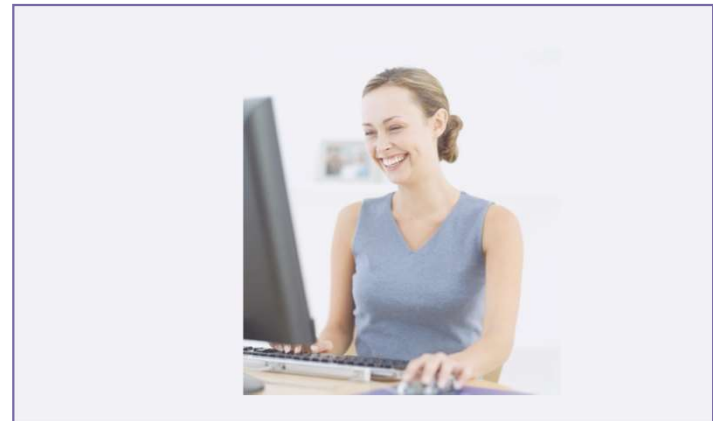
# Employer Benefits



## Premium exemption

**OAR 436-110-0325**

An employer does not pay workers' compensation premiums or premium assessments on a preferred worker for **three years**.



## Claims cost reimbursement

**OAR 436-110-0330**

Protects the employer from the costs of a new claim if the preferred worker has a new injury during the **three year** exemption period.

## **Wage Subsidy OAR 436-110-0335**

**\$40,000** lifetime maximum  
to provide up to **50%** of their gross wages  
reimbursed for up to **6 months**.

# Worksite Creation OAR 436-110-0345(2)(i)



If a worker is hired into a new position with an eligible employer, we can help create the worksite.  
**(\$5,000, \$10,000)**

# Worksite Modification OAR 436-110-0350

Worksite modification will enable a worker to perform their job within their permanent restrictions caused by a compensable injury or occupational disease.  
**(\$35,000, \$50,000)**



# PWP Success Story



[Preferred Workers' Stories - YouTube](#)

For more information

Thank you for your time

For PWP: 800-445-3948

PWP.Oregon@DCBS.Oregon.gov

[www.OregonPWP.com](http://www.OregonPWP.com)

For EAIP: [eaip.oregon@state.or.us](mailto:eaip.oregon@state.or.us)