

# Working Solutions



## Washington Economic Development Association



# Working Solutions



**February 3, 2014**

## *Winter Conference*

*William R Smith MS MBA CRC*

*Manager Washington Stay at Work Program*

*Department of Labor & Industry*



# Working Solutions



**“WEDA needs you in order to help Washington State be a place where jobs can be created by great companies, large and small.”**

**WSAW: Keeping employees and companies connected**





## Washington Stay at Work – Partnering for Success

### Agenda

- It is all about the worker
- Legislatively mandated
- WSAW: What's It All About
- WSAW @ Two Years
- We need to work together





# It's All About the Worker





## Health effects of “worklessness”:

- 2-3 times the risk of poor health
- 2-3 times the risk of mental illness
- Significant increased risk of depression
- Significant increase in overall mortality rate

Long term “worklessness” carries more risk to health than many “killer diseases” and more risk than most dangerous jobs. (e.g. construction, working on an oil rig)

Source: Journal of Insurance Medicine

**SUICIDE  
CALL**



# Why Implement a Return-to-Work Program



## Workers' Compensation Statistics\*

	FY 2013	FY2012
Number of Claims Filed:	103,328	101,524
Number of Claims Accepted:	84,064	84,863
Number of New Time Loss:	19,740	20,205
Total Number of Days Lost from Work:	7,521,311	7,850,982
Total Benefits Paid: (medical treatment, partial wage replacement, disability and pension benefits, employer reimbursements and Stay at Work)	\$1,474,970,905	\$1,462,575,667

\*Department of Labor & Industries





## Demographics of Accepted Claims\* - FY2012

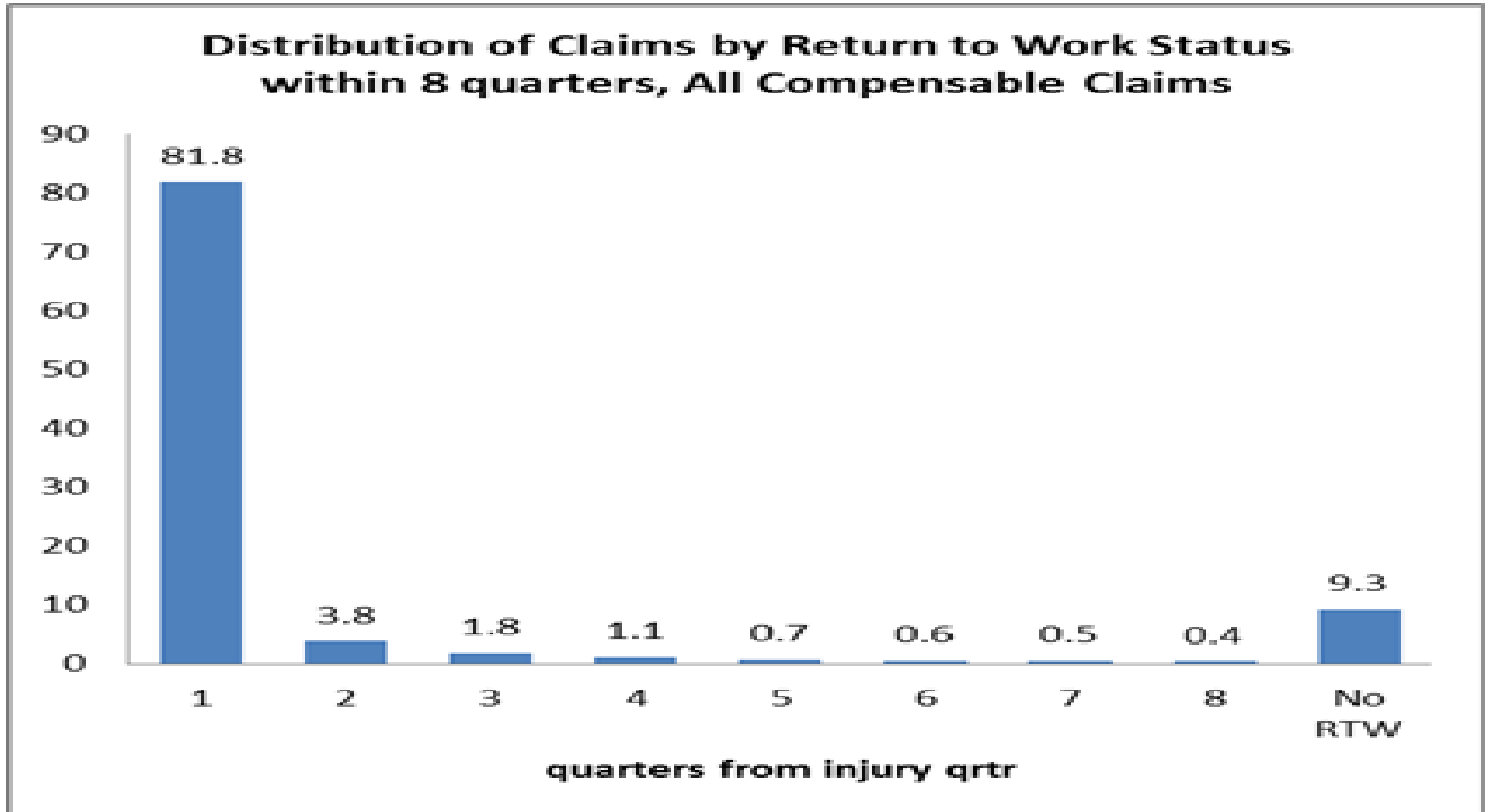


- Percent of Injured Workers Male: 67%
- Percent of Injured Workers Female: 33%
- Average Worker Age at Injury: 38
- Percent of Workers Under Age 30: 27%
- Percent of Workers Age 30-50: 46%
- Percent of Workers Age 51 and Over: 24%

\*Department of Labor & Industries



## Absence Makes the Claim Grow Longer





## Stay at Work Program

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



## Stay at Work Program



# Reimbursements are available for:

- Wages
- Training
- Tools/Equipment
- Clothing





## Key Elements

- Wage Reimbursement: 50% of base wages, up to \$10,000 or 66 days actually worked
- Training: \$1,000 if necessary
- Tools/Equipment: \$2,500 if necessary
- Clothing: \$400 if necessary



# 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

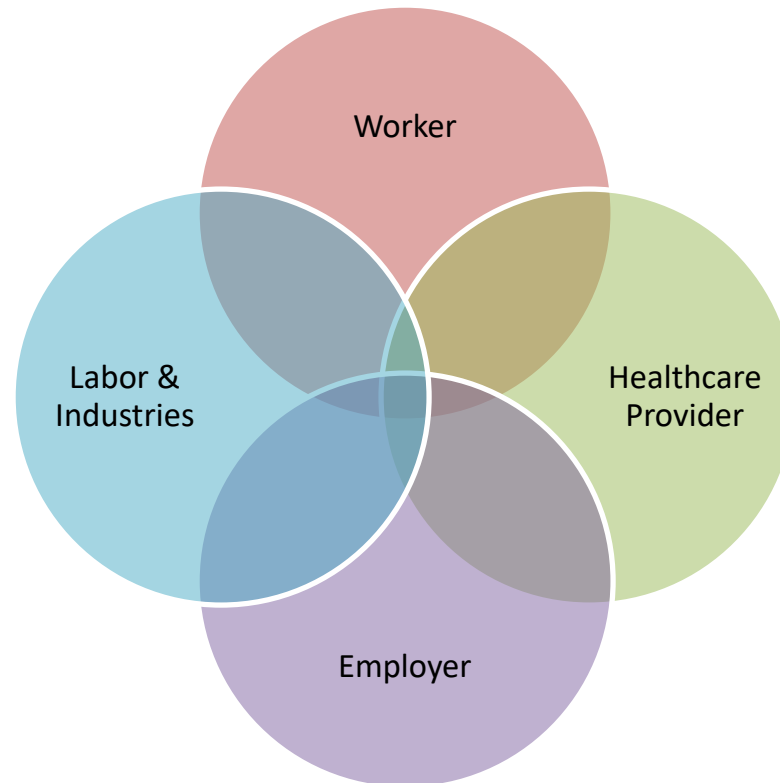
- **And**

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



## Return to Work Partnerships

# Return to Work Culture involves





## Why Implement a Return-to-Work Program

### Employee

- Improve recovery time
- Improve overall morale
- Retain regular salary
- Retain regular benefits / sick leave
- Reduce secondary complications (depression)
- Family/Social lifestyle maintained
- Reduce concern of job loss
- Avoid “Disability Syndrome”

### Employer

- Improve overall morale
- Foster better employee communication/relationships
- Retain trained & experienced worker/workforce
- Avoid replacement/training costs
- Maintain productivity
- Reduce potential for fraud/abuse
- Helps reduce cost
- Return-to-Work Culture





## Washington Farm Labor Association

- “Employers who use the program love it. Employers who don’t use the program wish they did.”





# Testimonial

Washington  
Business

SUMMER 2013  
NEWS WITH A COMPETITIVE EDGE

## Association of Washington Business:

*“With L&I’s new Stay at Work program for injured employees, everyone wins...*

*...surprisingly easy paperwork.”*

Brian Mittge



# Jan 2012 – December 2013

## Washington Stay at Work January 2012 – December 2013

### REIMBURSEMENT REQUEST AND CLAIM INFORMATION

REIMBURSEMENT REQUESTS SCANNED

14,567

PAID

WAGE: \$ 18,465,330.93

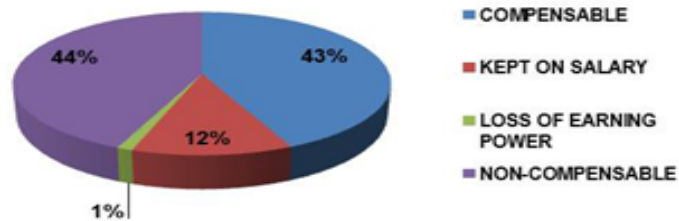
EXPENSE: \$ 137,630.43

TOTAL: \$ 18,602,961.36

TOTAL DAYS REIMBURSED

262,755

### Claims by Status



Total 9,425 claims

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

85%

### EMPLOYER INFORMATION

EMPLOYERS WHO HAVE PARTICIPATED

2,605

EMPLOYERS PARTICIPATING SIZE\*

LARGE: 50.0%

MEDIUM: 19.5%

SMALL: 30.5%

RETRO VS. NON-RETRO CLAIMS

69% vs. 31%

### Claims by Industry



\* Employer size 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 employer size is computed as: 0-25 FTEs = Small, 26-50 FTEs = Medium, 51+ FTEs = Large.



## Total Reimbursements to date:

- As of 01/24/14, **2,392** employers have received **\$19,461,421.34** to keep **8,276** workers on light duty and receiving wages.





Convoy Supply Ltd.

Shawn Lynch, Health Safety Environmental Manager for  
**Convoy Supply**: Canadian Firm

“As a safety professional, *I find the program amongst the best in North America. These incentives drive down cost, recovery time, and get injured workers back in the work force faster than national averages.*



## Eagle Transport – Spokane , WA

- Shelly Martin – Human Resources

“I’ve worked with a lot of State Agencies across the United States. This is by far, the best program I have ever been involved with”.



# 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



# Thank you for your interest!

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# Return to Work Partnerships

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## Washington Stay at Work

- TOGETHER
- EACH
- ACHIEVES
- MORE
- SUCCESS

