

- **Moving expenses** for a job in Oregon if the new worksite is more than 50 miles from the worker's primary residence.
- **Initiation fees, or back dues and one month's current dues**, required by a labor union.
- **Occupational certification, licenses, and related testing costs** (\$500 maximum expenditure).
- **Worksite creation** costs that occur with creating a new job for a preferred worker (\$5,000 maximum expenditure). All items purchased in this category belong to the employer.
- **Miscellaneous** purchases that don't fit in any other categories but are necessary for the preferred worker to find, accept, or retain employment in Oregon (\$2,500 maximum expenditure per claim opening).

You may request payment for purchases from each of the employment purchase categories once during a period of eligibility.

Complete an *Employment Purchase Agreement* (Form 2971) listing employment purchases the worker needs to perform the job. You can find this form on WCD's Web site, [www.wcd.oregon.gov](http://www.wcd.oregon.gov).

### Worksite modification

Worksite modification must be approved by WCD prior to any authorization for payment. You may use worksite modification for the job you provide for your injured worker and a second time if the worker moves to another job in your employ within allowable time frames.

There is a limit of \$25,000 for each claim that qualifies for assistance, unless the injured worker has an exceptional disability. Modifications may be provided for requests received within 180 days from the worker's claim closure date. Additional modifications may be allowed for requests made to the Preferred Worker Program within three years from the date the worker started on the job covered by the original *Worksite Modification Agreement*.

### Claim cost reimbursement

Insurers or self-insured employers may request claim cost reimbursement from the Preferred Worker Program for a claim filed by a preferred worker for injury or occupational disease while employed during premium exemption.

Reimbursements will be made for the life of the claim. Reimbursable claim costs include disability benefits, medical benefits, vocational costs, claim disposition agreements, disputed claim settlements, stipulations, attorney fees awarded to the worker or the worker's beneficiaries, and administrative costs. Reimbursable claim costs for denied claims include costs incurred up to the date of denial, but are limited to benefits the insurer is obligated by law to pay. It also includes diagnostic tests, including independent medical examinations necessary to determine compensability. Claim costs will not affect the employer's rates or dividends for claims filed during the three-year eligibility period.

*Note: The employees pictured in this brochure returned to work successfully using the Preferred Worker Program. Their images are used with permission. For more information, contact PWP at the number below.*

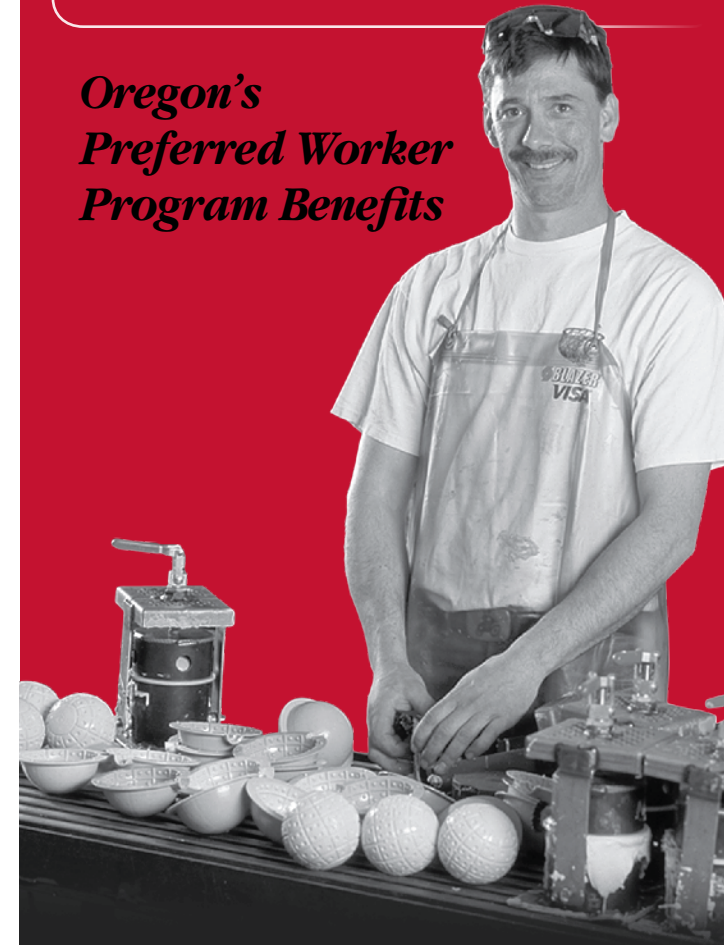


**Oregon Preferred Worker Program**  
**Toll-free: 800-445-3948**  
**Web: [www.oregonpwp.info](http://www.oregonpwp.info)**  
**E-mail: [pwp.oregon@state.or.us](mailto:pwp.oregon@state.or.us)**

440-2983 (10/08/COM)

# It PAYS to Re-employ Your Injured Workers

## Oregon's Preferred Worker Program Benefits



Workers' Compensation Division



## It pays to re-employ injured workers who have been hurt on the job

Oregon's Preferred Worker Program encourages the re-employment of eligible injured workers by offering benefits to employers. Returning injured workers to work as soon as possible pays many benefits for the injured workers and their employers. You have 180 days after claim closure to request Preferred Worker Program benefits for your injured workers.

Available benefits:

- 50 percent reimbursement of the worker's wages for 183 calendar days.
- Exemption from premiums for workers' compensation for three years for the qualified injured worker.
- Full claim cost reimbursements for new injury claims by the injured worker within a three-year period.
- Purchases for employment to help the injured worker get started and keep the job.
- Worksite modifications up to \$25,000.

## How employers at injury can use Preferred Worker Program benefits

First, offer employment to your injured worker. Next, request Preferred Worker Program assistance within 180 days of your injured worker's claim closure date.

You must provide a written job offer letter to your injured worker. The letter needs to include the following:

- Start date – if the job starts after modifications are made, include that information.
- Wage and hours.
- Job location.
- Job duties – you may attach a job description or job analysis.

The injured worker must accept the new or modified job in writing.

If worksite modification assistance is needed, wage subsidy benefits will not be available until the modifications are completed and verified by the Workers' Compensation Division.

Premium exemption and claim cost reimbursement benefits are effective from the date of hire or date of eligibility, whichever is later, even if worksite modification assistance is needed.

Mail a copy of the worker's card to your workers' compensation insurer and indicate the date of hire.



## Preferred worker benefits available

### Premium exemption

Premium exemption automatically begins when an eligible Oregon employer hires a preferred worker and is in effect for three years from the date of hire. You do not have to pay workers' compensation insurance premiums on a preferred worker for three years when premium exemption is effective.

If the worker covered under premium exemption incurs a new compensable injury or occupational disease during the premium exemption period, the Workers' Compensation Division will reimburse the cost of the claim and your experience rating will not change.

### Wage subsidy

Wage subsidy of 50 percent of the injured worker's wage is available for 183 calendar days, longer if the worker is exceptionally disabled. You, the employer, may use wage subsidy once during an eligibility period.

To request wage subsidy, submit a completed and signed *Wage Subsidy Agreement for Employers at Injury* (Form 2970). You can find this form on WCD's Web site, [www.wcd.oregon.gov](http://www.wcd.oregon.gov).

### Employment purchases

Assistance necessary for a worker to find, accept, or retain employment in Oregon:

- **Tuition, books, and fees**, for instruction to update existing skills or to meet the requirements of a job (\$1,000 maximum expenditure).
- **Temporary lodging, meals, and mileage** to attend instruction when overnight travel is required (\$500 maximum expenditure).
- **Tools and equipment** mandatory for employment (\$2,500 maximum expenditure).
- **Clothing** required for the job (\$400 maximum expenditure).

