

## Transitional Duty and L&I's Stay at Work Program

Offering transitional duty to your injured workers helps keep your L&I rates down and your retro refunds high, so it is a no brainer. L&I also recognizes the importance of keeping injured workers at work, so they offer employers reimbursements on the costs of keeping their injured workers at work on transitional duty. Employers can be reimbursed for wages paid for the transitional work performed, and training, tools, or clothing needed to perform the transitional duty work.

To be eligible for L&I's Stay at Work Program reimbursements, you must be the employer at the time of the injury, or an employer charged on an occupational disease claim. Additionally, you must:

1. Provide the health care provider with a description of the transitional duty work available, and document any necessary training, tools, or clothing required to perform the transitional duty work.
2. Receive written approval for the transitional duty work from the health care provider, and documented need for any necessary training, tools, or clothing required to perform the transitional duty work.
3. Continue any health care benefits the worker had unless the benefits are inconsistent with the employer's current benefit program.
4. Provide the transitional duty work and purchase the necessary training, tools or clothing to perform the light duty work.
5. Apply within 1 year of incurring the eligible expenses.

There are two types of Stay at Work reimbursements:

1. Wage reimbursement – 50% of the worker's base wages for the light duty work
  - a. For up to 66 days in which work was performed.
  - b. Within a consecutive 24-month period.
  - c. Up to \$10,000 per claim.
2. Expense reimbursement – If because of the worker's unique needs, the employer must make a purchase so the worker can perform transitional duty work.
  - a. Training fees or materials up to \$1,000 per claim.  
Example: Tuition, books, or supplies
  - b. Tools up to \$2,500 per claim.  
Example: Special wrench or keyboard tray.
  - c. Clothing up to \$400 per claim.  
Example: Steel-toed boots.

\*\*These costs cannot be a cost the employer incurs when hiring other workers to do the same job.

Your assigned claims consultant at CRM/Risk Finance can complete the required application for reimbursement on your behalf. We will need:

1. A copy of the approved transitional duty job description.
2. Pay stubs for the period requested.
3. Timecards for the period requested.

If you are not already taking advantage of L&I's Stay at Work Program reimbursements, please reach out to your assigned claims consultant today to get more information.