

Employer-at-Injury Program

Oregon's Employer-at-Injury Program (EAIP) was created to encourage employers to help their injured workers return to transitional work within their restrictions prior to claim closure. The program offers financial incentives to employers with the opportunity to modify and create productive work for injured workers.

The program is funded by the Workers' Benefit Fund. Using the program does not negatively affect premium or claim costs. It is voluntarily activated by the employer. The insurer responsible for the claim administers the program.

Types of assistance

Wage subsidy — If the wage subsidy period begins on or after Jan. 1, 2020, employers may be reimbursed 50% of a worker's gross wages for transitional work performed for a maximum reimbursement of 66 workdays within a 24-consecutive-month period.

Note: If the wage subsidy period start date is Dec. 31, 2019, or earlier, the reimbursement amount will be 45% of the worker's gross wages.

Worksite modification alters a worksite by renting, purchasing, modifying, or supplementing equipment to enable a worker to perform the transitional work within the worker's limitations or to prevent a worsening of the worker's conditions. The insurer determines the appropriate worksite modification(s) for the worker.

Tools and equipment — Items which are required for the worker to perform transitional work, including consumables; "Consumables" are purchases required to support the functioning of tools or equipment used during transitional work.

Worksite modification and purchases of tools and equipment are limited to a combined maximum of \$5,000.

Tuition, books, fees, and materials — (\$1,000 maximum) A class or course of instruction required for the transitional work or skills building. When skills building is the transitional work, an agreement in writing signed by the worker is required.

Clothing — Clothing that is required for the job and not normally provided by the employer; Clothing becomes the worker's property (\$400 maximum).

Eligibility requirements

The employer

- Must maintain Oregon workers' compensation insurance coverage
- Must be the employer-at-injury; employer-at-injury means the organization that employed the worker when the worker sustained the injury or occupational disease, or made the claim for aggravation, or requested an Own Motion opening
- Must be employing an eligible worker

The worker

- Must have an Oregon workers' compensation injury or occupational disease claim at the time of the EAIP

Learn more

Visit saif.com/eaip to find out more about EAIP and the incentives available to employers and injured workers.

When EAIP begins

When there is an EAIP-valid medical release and all of the above eligibility requirements have been met. There are two types of medical releases that qualify under these rules:

- A medical release that states the worker's specific current or projected restrictions; or
- A statement by the medical service provider that indicates the worker is not released to regular employment accompanied by an approval of a job description, which includes the job duties and physical demands required for the transitional work

When EAIP ends

These are some of the most common reasons EAIP ends. If there are multiple reasons, EAIP ends when the first one occurs:

- The claim is closed or denied
- The injured worker quits or is terminated
- A lapse in workers' comp coverage exists
- The insurer may end the Employer-at-Injury Program at any time while the worker's claim is open
- Two years after the original date of acceptance of a nondisabling claim
- When benefits under the Preferred Worker Program begin

Note: EAIP and PWP may not be used to provide concurrent benefits. Please contact SAIF or Workers' Compensation Division if you have claim specific questions.

Eligible requests for reimbursement must meet a minimum of \$100.00. Benefits may be combined to meet this requirement.

The worker must work within the physical and hourly restrictions set by a doctor. It is the employer's responsibility to inform the worker about the need to comply with the work restrictions. SAIF and the Oregon Workers' Compensation Division have the discretion to deny any reimbursement they determine is not reasonable, practical, or feasible or consider an abuse of the program.

Contact your SAIF EAIP specialist prior to making purchases for assistance in determining eligibility.

How and when to apply

All requests must be completed on SAIF's reimbursement request forms (F-3312 for Wage Subsidy Request or F-3311 for Purchase Justification Request) and received by SAIF within one year from the date the program ends.

These forms can be found by going to saif.com and selecting "Find a form" or by calling 800.285.8525 ext. 8652.