

L&I's Stay at Work Program (SAW)

A financial incentive program that encourages employers to find modified-duty or transitional jobs for workers recovering from on-the-job injuries.

The Department of Labor & Industries (L&I), through its Stay at Work Program, can directly reimburse employers for a portion of what they pay in modified-duty wages and related expenses.

Qualification Requirements

To qualify for the reimbursement, the injured worker must be restricted by his/her attending physician from returning to their regular job during the period you are seeking reimbursement. The attending physician also has to release the injured worker to the modified work that their employer has available. All this information must be in writing.

SAW Reimbursements

SAW reimbursement covers:

1. 50% of the injured worker's base wages for the modified-duty or transitional work:
For up to **66 days** in which worked was actually performed—per claim
(Fewer than eight hours still counts as one day.)
Within a consecutive **24-month period**.
Up to **\$10,000** per claim.
2. Some additional expenses:
If, because of the injured worker's unique needs, the employer must make a purchase so the worker can perform the modified-duty or transitional work, SAW may pay. In addition to reimbursement for wages, SAW program may also reimburse:
Training fees or materials, up to \$1000 per claim. Example: *Tuition, books or supplies.*
Clothing up to \$400 per claim. Example: *Steel-toed boots.*
Tools up to \$2500 per claim. Example: *Special wrench or keyboard tray.*

A Cost-Effective Strategy

Paying an injured worker his/her full wages while in a modified-duty/transitional work position is a simple cost-effective way of controlling the premiums you pay to L&I. Controlling your claims cost can also mean a higher retro refund from R.O.I.I.® Select. In the past, small- and medium-sized companies may have struggled with paying full or even partial wages while an employee was on modified-duty work. Now ALL companies, regardless of size, can take advantage of this cost-effective strategy and receive a partial reimbursement for wages paid.

How To Get Started

Apply at www.StayAtWork.Ini.wa.gov. Use the application to get reimbursed for wages and expenses.

Documentation Requirements

You must create and keep on file the following information:

- Documentation:** You must keep documentation from the injured worker's health care provider showing that they are unable to return to their regular job at the time of injury; they have been released for modified-duty/transitional work (the written description of the job duties must be sent to the health care provide **BEFORE** the first date for which you are requesting reimbursement); the injured worker's health care provider has approved the modified-duty/transitional work; and this work is within his/her current restrictions. This must all be in writing!
- Modified-duty/transitional work job offer:** You must communicate the modified-duty/transitional job offer in writing to your injured worker and the worker must accept the modified-duty/transitional work.
- Payroll records:** You must keep detailed time and payroll records that establish the hours your injured worker performed the modified-duty work and how much they earned for this work.
- Receipts:** To get reimbursed for any tools, clothing and/or training fees/materials purchased, you must keep receipts.

Questions?

For more information visit [L&I's SAW program](#). You can also contact your [BIAW Claim Representative](#) or R.O.I.I.® Select Loss Control and Claims & Safety Supervisor Kristeen Johnson at 360-352-7800, ext. 119 or krisj@biaw.com.