

# Employer-at-Injury Program

[www.saif.com](http://www.saif.com)

## What is it?

The 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 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

Employers may be reimbursed 50 percent of a worker's gross wages while on transitional duty for a maximum reimbursement of 66 work days within a 24-consecutive-month period.

### Work-site modification

(\$2,500 maximum) A work-site modification alters a work site by renting, purchasing, modifying or supplementing equipment to enable a worker to perform the transitional work within the worker's limitations. The insurer determines the appropriate work-site modification(s) for the worker.

### EAIP purchases

Purchases can be for the creation of a worksite and/or position that is within the employer's course and scope of trade or profession, or for skills building requirements.

**Tools and equipment** — (\$2,500 maximum) Items which are required for the worker to perform transitional work.

**Tuition, books, fees, and materials** — (\$1,000 maximum) A class or course of instruction required for the transitional work or skills building.

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

## 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 re-employing an eligible worker while the worker's claim is open.

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## Eligibility requirements

### The worker

- Must have an accepted or deferred Oregon workers' compensation injury or occupational disease claim.

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## 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 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.

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## EAIP ends

When the first one of the following occurs:

- The worker's claim is closed.
- The worker or employer no longer meets the eligibility requirements. (i.e. injured worker quits or is terminated; lapse in workers' compensation coverage; date of claim denial)
- The insurer ends the Employer-at-Injury Program at any time while the worker's claim is open.
- Sanctions under OAR 436-105-0560 preclude eligibility.

An Employer-at-Injury Reimbursement Request must be a minimum of \$100 to be subject to reimbursement.

Contact your SAIF EAIP Specialist prior to making a worksite modification or EAIP purchase to ensure correct processing and to facilitate necessary documentation.

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## 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 Work-site Modification and Purchase Justification) and received by SAIF within one year from the date the program ends. These forms can be found by going to [www.saif.com](http://www.saif.com) and selecting "Find a form" or by calling 800.285.8525 ext. 8652.