

OAR 436-060-0025: Proposed changes in weekly wage calculation methods and projected impact to worker's benefits.

Type of Workers	Old Rule	New Rule	Projected Impact
Regularly employed workers	WEA at injury	WEA at Injury	No change
Union hall call board workers	WEA at injury @40 Hours	52 week average	Increase in good years, decrease in bad years. Slight increase overall.
Seasonal workers	52 week average	52 week average	No change
Hourly workers	52 week average	52 week average	No change
On call workers	52 week average	52 week average	No change
Piece rate workers	52 week average	52 week average	No change
Variable rate workers	52 week average	52 week average	No change
Temp and leased workers	52 week average	52 week average	No change
Workers with change in WEA			
Pay only	Hourly rate in WEA at injury @ 52 week average hours	52 week average	Slight decrease
Other than pay only	Weekly average under new WEA	Weekly Average under new WEA	No change
Workers employed <4 weeks	WEA at injury (Intent)	WEA at Injury (Intent)	No change
Salary plus considerations			
Considerations continue	Not included	Not included	No change
Considerations do not continue	Included	Included	No change
Reimbursed expenses	Not included	Not included	No change
Tips	Statutory amount included	Included	No change
Overtime	Only when regularly worked	Included	Slight increase
Bonus pay			
Included in WEA	Included	Included	No change
Not included in WEA	Not included	Included	Slight increase
Incentive pay	Only when regularly received	Included	Slight increase
Volunteers, inmates, etc.	Assumed wage	Assumed wage	No change
Owners & Officers	Assumed wage	Assumed wage	No change
Commissioned workers			
52 weeks of earnings	52 week average	52 week average	No change
< 52 weeks of earning	Assumed wage	52 week average	No change on average
Teachers	52 week average	52 week average	No change
Cyclic workers			
Regular	WEA at Injury, 7 day basis	WEA at Injury, 7 day basis	No change
Irregular	52 week average	52 week average	No change

WEA = Wage earning agreement