

The Employer-at-Injury Program

Helping employers return injured workers to work



What is the Employer-at-Injury Program (EAIP)?

All parties benefit when a worker returns to work as quickly as possible after an on-the-job injury. EAIP encourages the early return to work of injured workers by helping reduce an employer's return-to-work costs and reducing claim costs. This program is funded by worker and employer contributions to the Workers' Benefit Fund and is administered by the insurer responsible for the claim. The insurer helps the employer develop the early return-to-work job (transitional work) and requests reimbursement from the Oregon Workers' Compensation Division (WCD).

Use of EAIP is optional for the employer, but if the employer chooses to participate in the program the insurer is required to administer the program.

What makes an employer eligible?

The employer must be the employer at the time of a new injury or aggravation of an old injury. The employer must maintain Oregon workers' compensation insurance coverage and follow all Oregon workers' compensation laws.



WORKER PROTECTION



Department of Consumer
and Business Services



What makes a worker eligible?

A worker is eligible once they have a claim for an Oregon workers' compensation claim or occupational disease and their doctor has provided them with a release from returning to regular duty and regular hours.

What is transitional work?

For purposes of EAIP, transitional work is temporary work with the employer at injury that is not the worker's regular full-duty work. The transitional work is assigned because the worker has restrictions that keep the worker from returning to regular full-duty work. Transitional work must be within the worker's specific injury-caused restrictions. An employer can modify the worker's regular work, reduce the worker's job duties, or assign the worker to a different job to create transitional work. Transitional work can also be created through a worksite modification. The transitional work may also be a skills building class or course of instruction.

Who initiates use of EAIP?

Use of EAIP is optional for the employer. To use it, the employer requests help from its workers' compensation insurer or the insurer may suggest using the program. The insurer gets medical reports from the worker's medical provider and helps the employer identify transitional work that the worker can do within the worker's restrictions.

What are the insurer's responsibilities?

If the employer requests EAIP benefits, the insurer is required to assist the employer. The insurer's responsibilities include: obtaining medical releases, identifying transitional work, processing wage subsidy requests, requesting reimbursement from WCD.

The insurer may make reimbursement requests on [Form 2360](#) for all costs of the program, including a one-time administrative fee of \$180. For more information, call 800-445-3948 (toll-free) or email eaip.oregon@dcbs.oregon.gov.

What are the benefits of EAIP?

Wage subsidy repays the employer for 50 percent of the early return-to-work gross wages for up to 66 work days within a consecutive 24-month period.

Worksite modification and purchases of tools and equipment are limited to a combined maximum of \$5,000. The employer can rent, purchase, or modify equipment so the worker can do early return-to-work job duties within the injury-related restrictions.

Early return-to-work purchases provide the employer with reimbursement for a variety of purchases:

- Tuition, books, and fees for a class or course of instruction to update existing skills or develop new skills that meet the requirements of transitional work. The maximum benefit is \$1,000.
- Clothing required for transitional work, except clothing the worker already possesses or the employer normally provides. The clothing becomes the property of the worker. The maximum benefit is \$400.

For more information, call

800-445-3948 (toll-free)

or visit our website:

wcd.oregon.gov/rtw/Pages/eaip.aspx

Workers' Compensation Division

Employer-at-Injury Program

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