



AmTrust North America  
An AmTrust Financial Company

# West Virginia Worker's Compensation Claim Kit



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# Workers' Compensation Claim Reporting Information

## 24/7 Toll Free Claim Reporting for All States



(888)239-3909



[WorkersCompClaimReport@AmTrustgroup.com](mailto:WorkersCompClaimReport@AmTrustgroup.com)



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

### Information Required for All Claims Reported



1. Name of the insured and policy number
2. Name, social security number and contact information of injured worker
3. Date, time and place of accident
4. Description of accident or incident
5. Name, phone, and/or email of person making the report
6. Any information on the injured workers lost time

Early claim reporting is essential to a better claim outcome. Don't delay reporting if you do not have all the details.

### How do I help my injured worker find a doctor?



- We offer an online physician search for all states, [www.talispoint.com/amtrust/external](http://www.talispoint.com/amtrust/external)
- For California, [www-lv.talispoint.com/amtrust/campn](http://www-lv.talispoint.com/amtrust/campn)
- For CO, GA, PA & TN, please refer to the panel provided by AmTrust via mail or email

### How does my injured employee receive prescription medications related to the accident/injury?



- Refer to the claims kit for your state at [www.talispoint.com/amtrust/external](http://www.talispoint.com/amtrust/external) for a First Fill card for your injured employee to use at the pharmacy to cover the cost of approved medication.

### Timely Reporting

When a work-related injury occurs, it is important to act immediately. Timely reporting of a new claim helps to provide a smooth and successful claim process for both you and your injured worker.



#### We're Here To Help

After your claim has been filed, we may be in touch to obtain additional information. Our goal is to offer a smooth and hassle-free experience – from your first contact to the claims conclusion. Feel free to also call us with any questions. We're here to help.



#### Relax And Stay Positive

You have the assurance of our knowledge, expertise, and understanding of the claim process. We're with you all the way.

877.528.7878 | [www.amtrustfinancial.com](http://www.amtrustfinancial.com)

This material is for informational purposes only and is not legal or business advice. Neither AmTrust Financial Services, Inc. nor any of its subsidiaries or affiliates represents or warrants that the information contained herein is appropriate or suitable for any specific business or legal purpose. Readers seeking resolution of specific questions should consult their business and/or legal advisors. Coverages may vary by location. Contact your local RSM for more information.



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## EASY ONLINE CLAIMS REPORTING INSTRUCTIONS

By logging into AmTrust's web portal, policyholders can access a wide variety of account information including the ability to report injuries online. The following instructions will help get you started.

### First Time Portal Access:

1. Go to [www.amtrustnorthamerica.com](http://www.amtrustnorthamerica.com)
2. In the upper right corner of the home page, click "LOGIN"
3. In the subsequent AmTrust *Online* drop-down box, click the word "**Register**"
4. On the following screen, enter your policy number, zip code and the security code that appears on that screen and click "**Enter**" at the bottom right of the screen
5. Enter your email address, user name and password to complete the registration process
6. After completing the registration process, go back to [www.amtrustnorthamerica.com](http://www.amtrustnorthamerica.com) and log in

### Reporting of New Injuries:

1. Go to [www.amtrustnorthamerica.com](http://www.amtrustnorthamerica.com)
2. Log in to "[AmTrust Online](#)"
3. Click the "**Claims**" icon in the upper middle of your screen to view the screen that lists your policies
4. Click "**View**" next to the policy for which you wish to enter a claim. This brings you to the policy detail screen
5. Click on "**First Reports**" in the upper left corner
6. On the next screen, click "**Add**" to view the "**New First Report of Injury**" screen
7. Click "**Use WebForm.**" This brings you to the screen where you will enter all of the detailed information about the injury/injured worker
8. When finished entering all of the data, click "**Submit**" and this report will channel into our intake center to be set up and assigned to a claims adjuster
9. Return to the "**First Reports**" screen and you will see the claim number for the report entered
10. When finished, click on "**Return to Listing**"

For ID/Password issues or if you receive error messages while using this application, please contact our help desk at [help.desk@amtrustgroup.com](mailto:help.desk@amtrustgroup.com) or call 866.427.6150. Please be sure to specify that you are an AmTrust policyholder and provide your AmTrust Online ID.



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**Helpful Hints:**

- **“Time Employee Began Work”** and **“Time of Occurrence”** must be entered in military time
- Enter the hours in the first box and the minutes in the second box
- All dates must be entered as two-digit day, two-digit month and four-digit year, i.e.: XX/XX/XXXX
- For PEOs, in the **“Location Address”** box, please include the PEO client name and address of the applicable PEO client location. If there is a location code/number, specify in the **“Location #”** box
- If during the entry of a claim you must exit the application, first click on **“Save as Draft”** and you may return to it later by going back into the **“First Reports”** screen and clicking on **“In Progress”**

For ID/Password issues or if you receive error messages while using this application, please contact our help desk at [help.desk@amtrustgroup.com](mailto:help.desk@amtrustgroup.com) or call 866.427.6150. Please be sure to specify that you are an AmTrust policyholder and provide your AmTrust Online ID.

Thank you for your attention to this matter.

Sincerely,

AmTrust North  
America Claims  
Department

# Workers' Compensation Posting Requirements

Thank you for placing your Workers' Compensation Coverage with AmTrust.



## West Virginia Required Posting Notices

Post at place of employment, in a sufficient number of places on the premises to assure that the notice will reasonably be seen by all employees at all business locations and work sites (Break Room, Lunch Room or Time Clock) Employees that may not reasonably be expected to see a posted notice must receive notice of the posting in writing.

✧ **Workers' Compensation Notice To Employees** - English & Spanish

### The following forms need to be completed and submitted to AmTrust when a work-related injury occurs:

- ✧ **Report of Job Injury - Form OIC-WC-2** As soon as you have been notified of a work-related injury, please immediately fill out this form and submit to AmTrust and also provide a copy to the injured employee. Please use this form to notify AmTrust of every work-related injury or disease suffered by an employee, regardless of the severity.
- ✧ **Optum First Fill Form.** Use of this form will enable quick authorization for your employee's initial medication and ensure that the initial prescription is provided at no cost to the injured employee. Immediately upon receiving notice of injury, fill in the information on this form and give this form to the employee. Your employee will need to provide this completed form along with the prescription for their work-related injury or occupational disease to the pharmacist.
- ✧ **Statement of Wages/Salary.** This form enables us to calculate the correct compensation that may be owed to an injured employee. Please complete this form and submit to AmTrust within five days after your knowledge of any accident that has caused your employee to be disabled for more than seven scheduled work calendar days



You may send an email to [clientservices@amtrustgroup.com](mailto:clientservices@amtrustgroup.com) with any Claims Kit related questions. Please make sure to include your policy number along with your request.



## I have a question about a claim or injured worker, who do I contact?

Customer Service can direct you to the appropriate person. Please contact them at 888-239-3909.

# NOTICE TO EMPLOYEES

## WORKERS' COMPENSATION

Employer Name: \_\_\_\_\_

The above named employer, an employer within the meaning of the Workers' Compensation Law of the State of West Virginia, hereby gives notice to employees that the employer has secured the payment of Compensation to its employees and their dependents in accordance with the provision of said law, by insuring with:

Insurance Company: \_\_\_\_\_

Policy Effective Dates: \_\_\_\_\_

Policy Number: \_\_\_\_\_

If you are injured on the job, or contract an occupational disease, notify your employer immediately.

Claims Administered By: AmTrust North America  
PO Box 89404  
Cleveland, OH 44101

Claims Representative: \_\_\_\_\_

Claims Telephone: 888-239-3909

Collecting Workers' Compensation benefits by intentionally misrepresenting, misstating, or failing to disclose any material fact is **fraud**. Fraudulent claims are subject to prosecution. All suspected violations will be investigated. Anyone may report a potentially fraudulent claim by contacting the Office of the Inspector General (OIG) Fraud Unit.

# AVISO A LOS EMPLEADOS

## COMPENSACIÓN LABORAL

Nombre del empleador: \_\_\_\_\_

El empleador antes mencionado, un empleador en el sentido del  
La Ley de Compensación de Trabajadores del West Virginia,  
Estado de por la presente notifica a los empleados que el empleador ha obtenido la  
pago de Compensación a sus empleados y sus dependientes en  
de conformidad con lo dispuesto en dicha ley, asegurándose con:

Compañía aseguradora: \_\_\_\_\_

Fechas de vigencia de la política: \_\_\_\_\_

Número de póliza: \_\_\_\_\_

Si se lesiona en el trabajo o contrae una enfermedad profesional, notifique a su empleador  
inmediatamente.

Reclamaciones administradas por: **AmTrust North America**  
**PO Box 89404**  
**Cleveland, OH 44101**

Representante de reclamaciones: \_\_\_\_\_

Teléfono de reclamaciones: **888-239-3909**

Cobrar beneficios de compensación laboral mediante tergiversación, declaración falsa o no divulgación  
intencional de algún hecho material es **fraude**. Las reclamaciones fraudulentas están sujetas a  
enjuiciamiento. Se investigarán todas las presuntas infracciones. Cualquier persona puede denunciar una  
reclamación potencialmente fraudulenta contactando a la Unidad de Fraude de la Oficina del Inspector  
General (OIG).



# West Virginia Workers' Compensation Employers' Report of Occupational Injury or Disease

PLEASE PRINT OR TYPE

Section I Employer Information				
Insurer:		Third-Party Administrator: AMTRUST NORTH AMERICA		
Employer's Name:		Nature of Business:		FEIN:
Address:				
City:	State:	Zip:	Telephone: (     )     -	
Section II Employee Information				
Name: (Last):		(First):	(M.I.):	Occupation/Job Title:
Address:				Telephone: (     )     -
City:	State:	Zip:	Social Security No.:     -     -	
Date of Birth: ____/____/____		6. Sex: <input type="checkbox"/> M <input type="checkbox"/> F		Marital Status:
Injured Employee is (check all that apply): <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Volunteer <input type="checkbox"/> Owner/Partner <input type="checkbox"/> Officer <input type="checkbox"/> Retired – Date Retired: ____/____/____				Employee's Occupation/Job Title:
Section III Information Regarding Injury or Disease				
Date of Injury or Last Exposure: ____/____/____			Time: <input type="checkbox"/> a.m. <input type="checkbox"/> p.m.	
Date Employer Notified of Injury or Disease: ____/____/____		Supervisor to whom Injury or Disease Reported:		
If Injury was Fatal, Indicate Date of Death: ____/____/____				
Did Injury Occur on Employer's Property? <input type="checkbox"/> Yes <input type="checkbox"/> No     Address or location where injury occurred:				
What was the Employee Doing when Injury Occurred (loading truck, walking down stairs, etc.):				
How did the Injury or Disease Occur (be specific; include time that employee began work on the date of injury, any equipment, tools, substances or objects connected to the injury; attach additional sheet if necessary):				
Nature of Injury or Disease (cut, bruise, strain, etc.):				
Body Part(s) Injured:				
Are You Aware of, or Do You Suspect, a Prior Injury to this Body Part? <input type="checkbox"/> Yes <input type="checkbox"/> No				
Do You Have Reason to Question this Injury? <input type="checkbox"/> Yes <input type="checkbox"/> No     (If "yes," attach a specific explanation to this form).				
Location of Initial Treatment:		Emergency Room? <input type="checkbox"/> Yes <input type="checkbox"/> No		Hospitalized? <input type="checkbox"/> Yes <input type="checkbox"/> No
Section IV Wage and Lost Time Information				
Date Hired: ____/____/____		Last Day Worked After Occupational Injury or Disease: ____/____/____		
Number of Work Days Lost:		Date of Return to Work: ____/____/____		Hours Worked per Week:
Is Light Duty Available? <input type="checkbox"/> Yes <input type="checkbox"/> No		Wage on Date of Injury: \$     per <input type="checkbox"/> hour <input type="checkbox"/> day <input type="checkbox"/> week <input type="checkbox"/> month		
Are Wages Being Paid to Injured Employee During Disability? <input type="checkbox"/> Yes <input type="checkbox"/> No		If Employee has Returned to Work, is it Alternative or Modified Work? <input type="checkbox"/> Yes <input type="checkbox"/> No If "yes," indicate current wage: \$     per <input type="checkbox"/> hour <input type="checkbox"/> day <input type="checkbox"/> week <input type="checkbox"/> month		
Daily rate of pay on the date of injury: \$     and best quarter wages of preceding four quarters \$				
I certify the statements and answers set forth in this section are true and correct to the best of my knowledge. I am aware the law, specifically West Virginia Code §61-3-24e, provides for severe penalties if I knowingly certify a false report or statement and/or withhold a material fact regarding any information requested. I acknowledge the provisions of the aforementioned code and the severe penalties for knowingly with fraudulent intent aiding or abetting anyone in securing or attempting to secure benefits to which he or she is not entitled.				
Print Name: _____		Title: _____		
Signature: _____		Date: ____/____/____		



**OPTUM®**



AmTrust North America  
An AmTrust Financial Company

Optum  
PO Box 152539  
Tampa, FL 33684-2539

## MAKING IT EASY... TO GET WORKERS' COMPENSATION PRESCRIPTIONS FILLED.

Optum has been chosen to manage your workers' compensation pharmacy benefits for your employer or their insurer. Below is your First Fill card that will allow you to receive your injury-related prescriptions at your local pharmacy. Please fill out the card based on the instructions below.

### Injured Employee:



If you need a prescription filled for a work-related injury or illness, go to an Optum Tmesys® network pharmacy. Give this temporary card to the pharmacist. The pharmacist will fill your prescription at low or no cost to you.



If your workers' compensation claim is accepted, you will receive a more permanent pharmacy card in the mail. Please use that card for other work-related injury or illness prescriptions.



Most pharmacies, including Walgreens, our preferred provider, and all major chains, are included in the network. To find a network pharmacy call 1-866-599-5426 or visit [tmesys.com](http://tmesys.com).

### Questions? Need Help?



**1-866-599-5426**

**WORKERS' COMPENSATION PRESCRIPTION DRUG PROGRAM**

CARRIER/TPA	EMPLOYER
INJURED WORKER NAME	
Please provide directly to Pharmacist	
SOCIAL SECURITY NUMBER	DATE OF INJURY (YYMMDD)

**Notice to Cardholder:** Present this card to the pharmacy to receive medication for your work-related injury. To locate a pharmacy: [tmesys.com](http://tmesys.com).

**Attention Pharmacists:** Enter RxBIN, RxPCN and GROUP. Member ID # format is the date of injury and SSN combined as follows: YYMMDD123456789.

Tmesys is the designated PBM for this patient.

**Tmesys Pharmacy Help Desk**  
**1-800-964-2531**

	NDC		Envoy
RxBIN	004261	or	002538
RxPCN	CAL	or	Envoy Acct. #
GROUP	FF		

**NOTE:** This First Fill card is only valid for your workers' compensation injury or illness.



### Employer:

Immediately upon receiving notice of injury, fill in the information above and give this form to the employee.

The following entities comprise the Optum Workers Compensation and Auto No Fault division: PMSI, LLC, dba Optum Workers Compensation Services of Florida; Progressive Medical, LLC, dba Optum Workers Compensation Services of Ohio; Cypress Care, Inc. dba Optum Workers Compensation Services of Georgia; Healthcare Solutions, Inc., dba Optum Healthcare Solutions of Georgia; Settlement Solutions, LLC, dba Optum Settlement Solutions; Procura Management, Inc., dba Optum Managed Care Services; Modern Medical, dba Optum Workers Compensation Medical Services, collectively and individually referred to as "Optum."

**tmesys®**

IMP14-1614-109-FFWG

## HACEMOS MÁS SENCILLO...

### EL ABASTECIMIENTO DE LAS RECETAS MÉDICAS DEL PROGRAMA DE COMPENSACIÓN POR ACCIDENTES LABORALES.

Optum ha sido elegido para administrar los beneficios farmacéuticos de su programa de compensación por accidentes laborales para su empleador o su asegurador. Más adelante incluimos su tarjeta First Fill que le permitirá recibir las recetas médicas relacionadas con su lesión en su farmacia local. Llene esta tarjeta siguiendo las instrucciones que se indican a continuación.

#### Empleado lesionado:



Si necesita que se le abastezca su receta médica para una lesión o enfermedad relacionada con su trabajo, visite una farmacia de la red Optum Tmesys®. Entregue esta tarjeta temporal al farmacéutico. El farmacéutico abastecerá su receta médica bajo costo o sin costo alguno.



Si se acepta su reclamación del programa de compensación por accidentes laborales, recibirá una tarjeta permanente por correo. Use esa tarjeta para otras recetas médicas de lesiones o enfermedades relacionadas con su trabajo.




La mayoría de farmacias, incluyendo Walgreens, nuestro proveedor preferido, y todas las grandes cadenas de farmacias, forman parte de la red. Para encontrar una farmacia de la red, llame al 1-866-599-5426 o visite tmesys.com.

**¿Tiene alguna pregunta?  
¿Necesita ayuda?**



**1-866-599-5426**


**OPTUM®**

WORKERS' COMPENSATION PRESCRIPTION DRUG PROGRAM

PORTADORA

EMPLEADOR

NOMBRE DEL TRABAJADOR LESIONADO

Please provide directly to Pharmacist

NUMERO DE SEGURO SOCIAL

FECHA DE ALA LESION (AAMMDD)

Aviso para el titular de la tarjeta: Presente esta tarjeta a la farmacia para recibir los medicamentos para la lesión relacionada con su trabajo. Para ubicar una farmacia, visite tmesys.com.

**Attention Pharmacists:** Enter RxBIN, RxPCN and GROUP. Member ID # format is the date of injury and SSN combined as follows: YYMMDD123456789.

Tmesys is the designated PBM for this patient.

**Tmesys Pharmacy Help Desk**  
**1-800-964-2531**

	NDC		Envoy
RxBIN	004261	or	002538
RxPCN	CAL	or	Envoy Acct. #
GROUP	FF		

**NOTA:** Esta tarjeta First Fill solo es válida para una lesión o enfermedad cubierta por su programa de compensación por accidentes laborales.



#### Empleador:

Inmediatamente después de recibir un aviso sobre una lesión, llene la información antes indicada y entregue este formulario al empleado.

## STATEMENT OF WAGES/SALARY

**IMPORTANT: PLEASE COMPLETE ALL INFORMATION REQUESTED**

Employee:  
Social Security Number:

Employer:  
Date of Hire:

Claim Number:  
Position/Job Title

**EMPLOYMENT TYPE:** Full Time\_\_\_\_Part Time\_\_\_\_Seasonal\_\_\_\_Temp\_\_\_\_

If Temporary or Seasonal worker, last day of season or job end date \_\_\_\_\_

**WAGE TYPE:** Hourly\_\_\_\_Salary\_\_\_\_Commission\_\_\_\_

**WAGE INFORMATION:**

\$\_\_\_\_\_ per hour ; Monthly Wage \$\_\_\_\_\_ ; Does monthly wage include commission \_\_\_\_Yes \_\_\_\_No

Hours per Week \_\_\_\_\_ ; Overtime Rate \$ \_\_\_\_\_ per hour ; Overtime Hours Regularly Worked per week \_\_\_\_\_

Tips reported: \$\_\_\_\_\_ per week

If employees' compensation package includes an allowance for any of the following, please indicate the actual or estimated value:

Meals: \$\_\_\_\_\_per week    Auto:\$\_\_\_\_\_    Rent/Lodging: \$\_\_\_\_\_per week    Bonus\$\_\_\_\_\_per \_\_wk\_\_mth\_\_yr

PLEASE COMPLETE THE BELOW FOR THE PERIOD \_\_\_\_\_ TO \_\_\_\_\_

WK	Pay Rate	Hrs Worked	Begin Date	End Date	Gross Salary	WK	Pay Rate	Hrs Worked	Begin Date	End Date	Gross Salary
1						27					
2						28					
3						29					
4						30					
5						31					
6						32					
7						33					
8						34					
9						35					
10						36					
11						37					
12						38					
13						39					
14						40					
15						41					
16						42					
17						43					
18						44					
19						45					
20						46					
21						47					
22						48					
23						49					
24						50					
25						51					
26						52					

## Employer's Report of Occupational Pneumoconiosis

PLEASE PRINT OR TYPE	1. Claimant's Full Name (First, Middle, Last)	2. Social Security No	3. Sex <input type="checkbox"/> Male <input type="checkbox"/> Female	4. Claim Number (For office use only)
	5. Claimant's Complete Mailing Address (Street or P.O. Box, City, County, State, Zip)			6. Claimant's Date of Birth (Month/Day/Year)
	7. Employer's Complete Name		8. Employer's Phone No.	9. Employer's FEIN
	10. Employer's Complete Address (Street or P.O. Box, City, County, State, Zip Code)			11. Employer's Policy Number
	12. Date claimant began working (Month/Day/Year)		13. Is claimant still working for you? <input type="checkbox"/> Yes <input type="checkbox"/> No If not, date ceased and reason:	
	14. While employed by you, was the claimant ever potentially exposed to the hazards of occupational pneumoconiosis for a continuous period of 60 days? <input type="checkbox"/> Yes <input type="checkbox"/> No			
	15. Do you question the claimant's alleged disability? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please provide complete details (attach additional sheets if necessary.)			
	16. What work was regularly performed by the claimant?			
	17. Based on the alleged last date of exposure, list the exact location where the claimant last worked			
	<div style="display: flex; justify-content: space-between;"> <span>Worksite</span> <span>City, Town or Village</span> <span>State</span> <span>County</span> </div>			
18. Has the claimant filed for any prior Workers' Compensation benefits while employed by you? <input type="checkbox"/> Yes <input type="checkbox"/> No				
If yes, please provide the following:				
Claim Number	Impairment %	Date of Injury	Type of Claim and injured Body Part(s)	

19. Claimant's Employment History – Start with the most recent position (or current position if still employed). List every position the claimant has held with your company as well as previous or other employment of which you are aware. List breaks in employment. Please use a month/day/year format for all dates. (Attach additional sheets if necessary)						
From	To	Company	Location or Worksite	City and State	Department	Job Title
20. Please give the dates of any unemployment or layoff. Please use a month/day/year format for all dates (Attach additional sheets if necessary.)						
From	To	Company	Reason for Unemployment or Layoff			
21. What was the claimant's daily rate of pay on the date of last employment (Or the date the application was filed if employee is still working)?				\$_____ Daily		
22. What were the total earnings of the claimant during the prior four full quarters from the alleged date of exposure:						
Time Period				Gross Wages		
Most Recent Full Quarter						
Prior Quarter						
Prior Quarter						
Prior Quarter						

Any person or firm, or the officer of any corporation, who knowingly and willfully makes a false report or statement under oath, affidavit or certification respecting any information required to be provided under this chapter, shall be guilty of a felony and, upon conviction thereof, shall be fined not less than \$1,000 nor more than \$10,000 or confined in the penitentiary for a definite term of imprisonment of not less than one year nor more than three years or both.

Name of Employer or Employer's Representative	Title	Phone Number	Date
Signature of Employer or Employer's Representative			
Return completed form to your workers' compensation carrier.			

# RETURN-TO-WORK; A GREAT IDEA

We at the AmTrust Group, are convinced that an employer who provides light, or restricted work for injured employees, enjoys numerous benefits. This is not just an opinion, it's something we see day in and day out. Consider:

- Unless an injured worker returns to the workplace within 60 days, chances of him/her ever returning drop dramatically. (resulting in a very expensive permanent disability situation.)
- After 6 months away from the workplace, only 50% chance of return.
- After 12 months, only a 10% chance of return.

## **Some Return-to Work Benefits Include:**

- "Test" of malingering potential. Injured employees who refuse light duty are more prone to being malingerers.
- Opportunity for employer to demonstrate true concern for workers' well-being.
- Promotion of rehabilitation and recovery.
- Lower medical and rehabilitation costs.
- Productivity.
- Morale improvement for the injured worker.
- Ability for the employer to monitor the injured employee's recovery progress.
- Decrease of WC claims costs, with resultant downstream WC premium savings.

*(Notice we're not just talking about 'feel-good' issues, but also hard dollars !)*

## **Some common misconceptions (and truths) about Return-to-Work / Light Duty:**

**Misconception:** *We've already got too many "programs" around here, and don't need any more paper.*

**Truth:** While it is true a written, planned program works best, in many cases a Light Duty "program" can be nothing more than a management understanding of the benefits and principles of Return-to-Work, how it works, and the commitment to 'just do it', when light-duty recommendations are made by WC physicians.

**Misconception:** *It will get me into an Americans With Disabilities (ADA) "situation".*

**Truth:** Light-duty and ADA "reasonable accommodation" are two entirely separate issues. Generally, light duty is a temporary assignment, for a relatively short period. ADA accommodations are made for serious, permanent disabilities that impair major life activities.

**Misconception:** *I'll have to devise a whole new job each time an employee needs light duty.*

**Truth:** The vast majority of light-duty restrictions require accommodating only one or two factors, such as "no lifting over 10 pounds", or the like. In many cases, if you break the jobs down into individual **tasks**, you'll see that only one or two tasks within the employee's normal job are affected, and can be handled in some other way.

**Misconception:** *Once an employee gets into a "cushy" light-duty job, s/he'll never leave it, and I'll be stuck with it.*

**Truth:** Light duty is always defined by, and monitored by the attending physician. An employee on light duty is periodically monitored by the physician for improvement, and is released for full-duty as soon as medically indicated.

**Misconception:** *We're a union company. Our union won't allow us to pay lower rates, or move employees between classifications, or between bargaining groups.*

**Truth:** Any Local that objects to a Return-to-Work program should be referred to its national body for guidance. Return to Work is universally recognized as a very positive influence on an injured worker (as well as benefiting the employer). Labor unions, whose major purpose for existence is the benefit of the workers they represent, should not only "tolerate" Return-to-Work programs, but enthusiastically promote, and assist in such programs' implementation and operation. It is strongly suggested that management approach labor representatives to solicit their input, and assistance in making Return to Work a positive force in your workplace.

**Misconception:** *I might be willing to place a worker in a light-duty position, but I can't afford pay them their full pay, for the decreased productivity.*

**Truth:** Talk to your WC insurer's claims professional. In many cases, states' WC plans provide for "make-up" pay to replace some, or all of the injured employees' decreased earnings. The goal of getting them back to the workplace, and doing some productive work is that important!