

# PREFERRED WORKER program

## A Unique Concept

The Preferred Worker Program offers a unique concept as part of our return-to-work services. While this program is designed to encourage the re-employment of North Dakota's injured workers, it also offers cost-saving incentives to employers participating in the program.

## Employer Benefits

### Premium Exemption

Upon hiring a Preferred Worker, the employer will not be charged premium on the Preferred Worker's salary for up to three years.

### Wage Reimbursement

Workforce Safety & Insurance (WSI) will reimburse wages to employers who hire Preferred Workers. The employer will be reimbursed 50 percent of wages paid (not to exceed 50 percent of the state's current average weekly wage) for the first six months of employment.

### Claim Costs Exemption

If the Preferred Worker sustains an on-the-job injury during the premium exemption period, WSI will not charge the claim costs to the employer.

### Reimbursement for Worksite Modifications

Upon WSI approval, participating employers will be reimbursed for worksite modifications.

### On-Site Job Analysis

Upon employer request, WSI will conduct an on-site job analysis/ergonomic assessment at no cost to the employer.

### Experienced Workers

When you hire a Preferred Worker, you benefit by having an experienced worker on the job.

## Program Eligibility for Employers

To be eligible to participate in the Preferred Worker Program, employers must:

- Have and maintain an account providing WSI coverage.
- Be in good standing with WSI.

**NOTE:** The employer of injury is not eligible for program participation with its own employees.

## Program Eligibility for Injured Workers

To be eligible to participate in the Preferred Worker Program, an injured worker must have:

- Sustained a compensable work injury in North Dakota, resulting in an obstacle in their ability to return to work.
- Not been released for, nor have returned to, "regular" work.
- Not refused an offer of appropriate employment with the employer of injury.

## How Injured Workers Can Benefit From Participating

### Clearly Outlined Job Requirements

Preferred Workers can easily match their work abilities to the list of employment opportunities because job requirements are clearly outlined by participating employers.

### Return to Substantial Gainful Employment

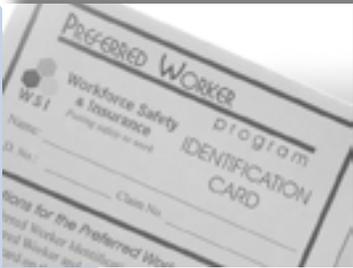
This program provides a valuable tool for Preferred Workers in finding employment, taking into consideration their work abilities, education, experience, and transferable skills.

## How the Program Works

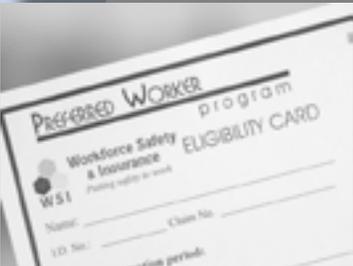
For a WSI injured worker to participate in the Preferred Worker Program, they must be approved by WSI. This assures that the injured worker is an appropriate candidate for the program.

At the time a worker is approved for the program, they will receive an **Identification (ID) Card**.

This is the first of two cards that will be issued to the Preferred Worker. The worker can carry this card with them as they are looking for work. At the time the Preferred Worker is hired under the Preferred Worker Program, the ID Card will be completed by the employer and returned to WSI. Once approved, a Preferred Worker Agreement will be generated. Once signed by the employer and the Preferred Worker, the benefits are activated.



Once the Preferred Worker Agreement is in effect, WSI will issue the Preferred Worker a second card, which is an **Eligibility Card**.



If the worker changes jobs or obtains an additional job, the Preferred Worker may present this card to inform the employer of the remaining premium exemption period.

## It's Easy - We're Online!

Our Preferred Worker Program is listed in the Online Services section of our web site at [www.WorkforceSafety.com](http://www.WorkforceSafety.com). Please visit our web site often for updated program information.

### Preferred Worker List

Employers have the ability to search and sort the online Preferred Worker list for potential employees who fit their employment criteria.

### Registration Forms

Workers and employers can complete the registration process online to be considered for program participation.

### Job Search Tools for Preferred Workers

Workers may also reference a number of employment-related web sites and also view available job seeking workshops.

## For More Information On This Program

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**Workforce Safety  
& Insurance**

*Putting safety to work*

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North  
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