



SB 991

CONNIE WHELCHER

MARCH 6, 2025





SB 991

ORS 656.268(4)(c)

Deletes two bases for an injured worker to refuse an offer of modified employment without losing temporary total disability benefits to increase possible modified employment placements.

Explanation: Currently, in Oregon's workers' compensation, an injured worker can refuse modified work offered by the employer – and still get Time Loss - when the modified work is not with the employer, or the modified work will not be performed at the employer's work site(s). **SB 991 eliminates these two provisions.**

SB 991

ORS 656.268(4)

(c)...an offer of modified employment may be refused by the worker without termination of temporary total disability benefits if the offer: (A) Requires a commute that is beyond the physical capacity of the worker according to the worker's attending physician or the nurse practitioner...(B) Is at a work site more than 50 miles one way from where the worker was injured unless the site is less than 50 miles from the worker's residence or the intent of the parties at the time of hire or as established by the pattern of employment prior to the injury was that the employer had multiple or mobile work sites...~~(C) Is not with the employer at injury;~~ ~~(D) Is not at a work site of the employer at injury;~~ (E) Is not consistent with the existing written shift change policy or is not consistent with common practice of the employer at injury or aggravation; or (F) Is not consistent with an existing shift change provision of an applicable collective bargaining agreement...



Problem

In Oregon's workers' compensation, an injured worker can refuse modified work offered by the employer – and still get Time Loss - when the modified work being offered is not with the employer, or the modified work will not be performed at the employer's work site(s).



Why is this a problem?

- Limits modified work opportunities
 - Negatively impacts injured workers' recoveries
 - Fails to allow injured workers to pursue meaningful activities while recovering
 - Disproportionately negatively affects injured workers and employers in physically heavier industries (and those in physically heavier industries tend to have more severe injuries)
 - Increases claims costs for employers
 - Hurts employers' experience rating for future premium calculations
 - Negatively affects OSHA reporting for employers; can inflate Days Away From Work
 - Fails to allow telecommuting as a modified work option
-

Modified Work Benefits

Cost savings

- Reduced medical costs
- Reduced indemnity costs
- Reduced chance of litigation
- Larger retrospective rating/dividend returns
- Lowered experience modifiers – future premiums
- Reduces the probability of costly long-term disability
- Reduces the size of disability awards once a claim is closed; awards tend to be larger as workers are off the job for longer periods of time
- Lessens the time, effort and money required to screen, hire and train replacement employees

Increased productivity

- Less employee turnover
- Claims become easier to resolve as the length of a claimant's time-loss period is reduced.
- Workers return to their regular jobs sooner
- Work hardening is less necessary for injured workers who have been provided with modified duty

Morale and skills booster

- Helps employers feel more in control of workers' compensation dollars
- An early return to work program reinforces a strong work ethic among all employees
- Modified work may provide new knowledge and skills and a broader understanding of the Fire Protection/ EMS District /Municipality
- Meaningful work improves self-esteem and hastens recovery

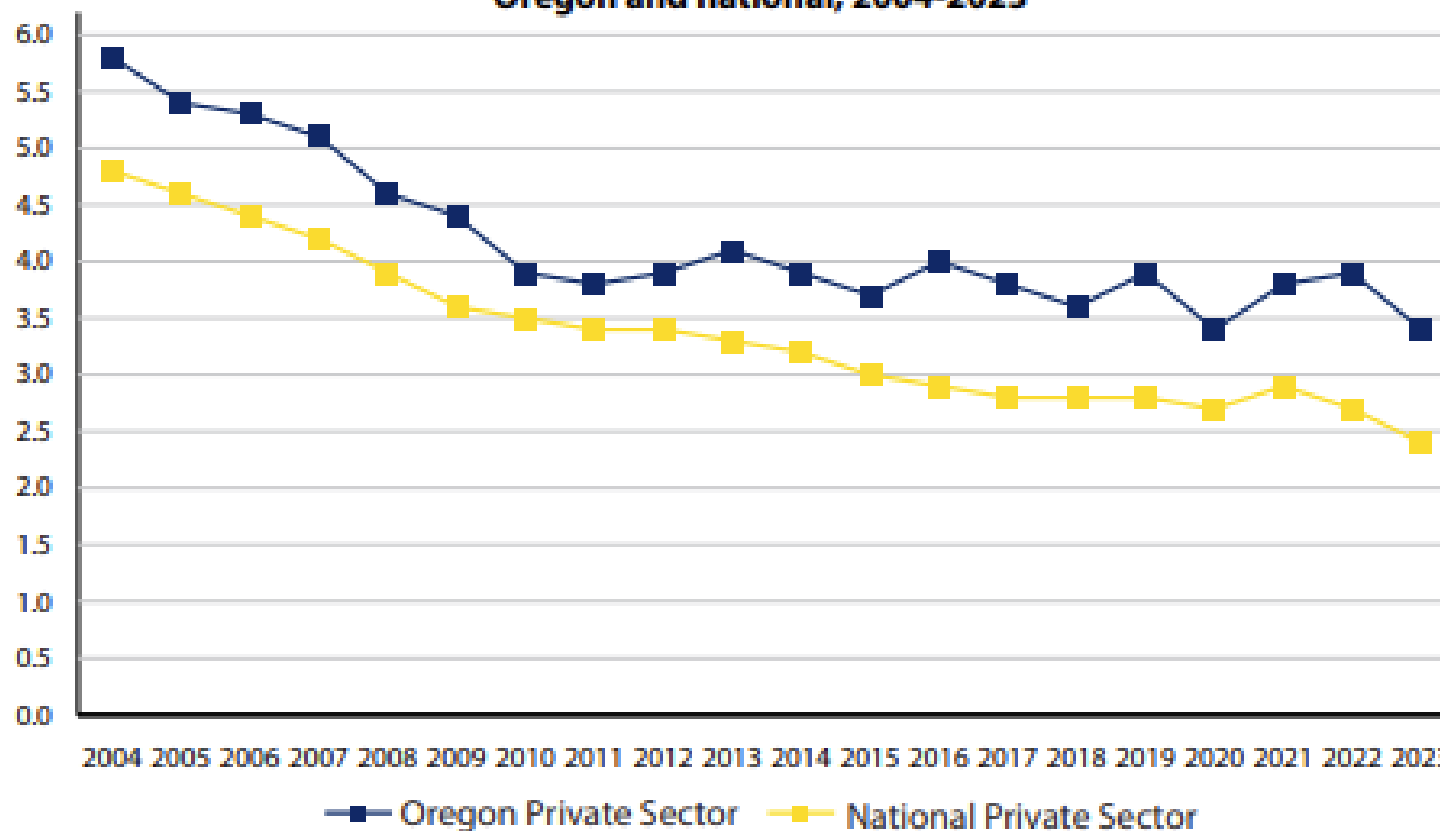
Modified Work Benefits | Injured Worker

- **Healthy Routine** - getting up and going to work provides positive physical activity, increases motivation to return to full-time work and continues a connection with contributing members of society.
- **Increased Morale** - Morale is improved when management shows willingness to make special provisions for injured workers. Morale is also higher when an employee feels like a contributing member of society.
- **Decreased healing time and decreased likelihood of long-term physical disability** – performing physical and mental tasks prevent loss of strength and stamina and the added benefit of the emotional lift of a peer group act to accelerate recovery.
- **Learning new tasks** – experiencing new duties can broaden an employee's perspective, bring a new skillset, and feel a sense of mastery

DATA

<https://www.oregon.gov/DCBS/DCBSPubs/reports/boli-stats/occ-sum/24-2081.pdf>

Private-sector incidence rates per 100 full-time workers for total nonfatal occupational injuries and illnesses, Oregon and national, 2004-2023

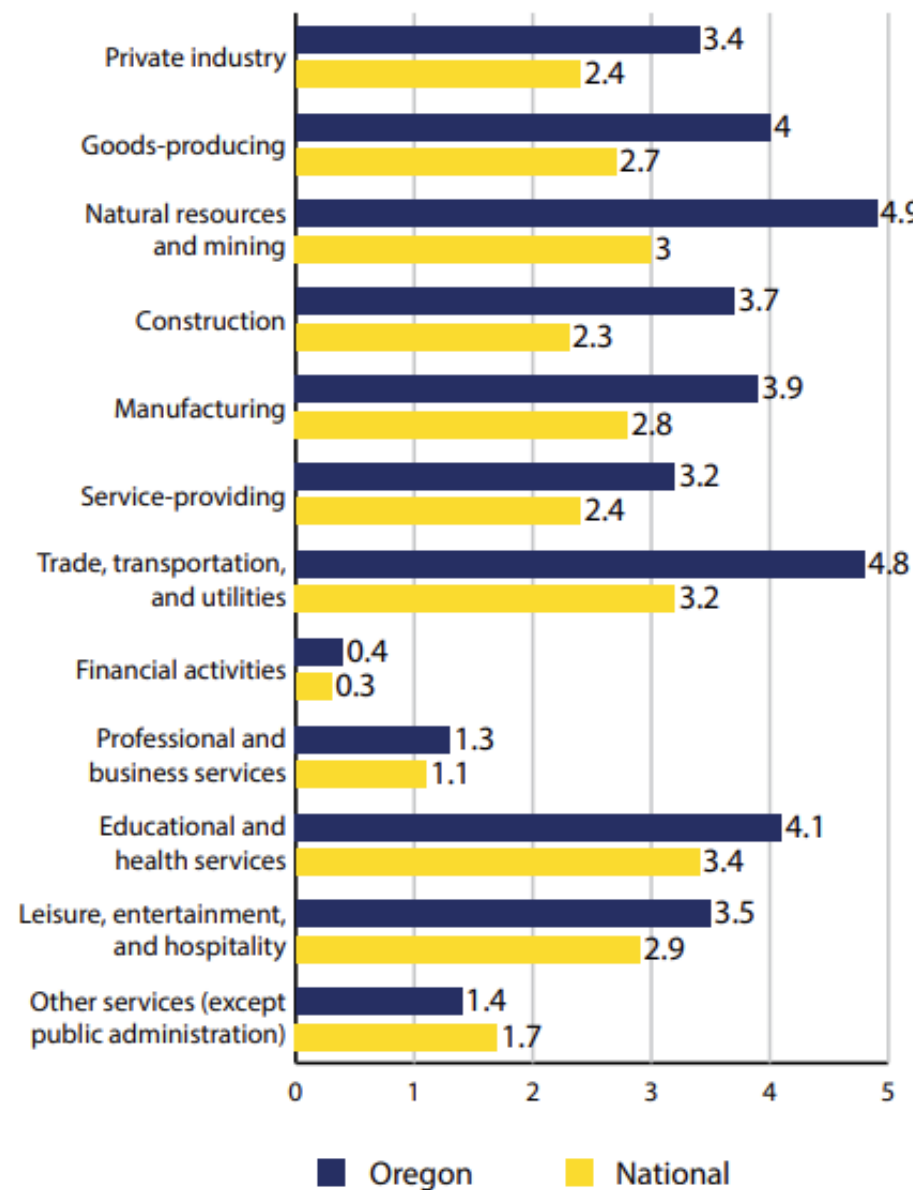


Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2024

DATA

<https://www.oregon.gov/DCBS/DCBSPubs/reports/boli-stats/occ-sum/24-2081.pdf>

Incidence rates per 100 full-time workers for total nonfatal occupational injuries and illnesses by major industry sector, Oregon and national, 2023



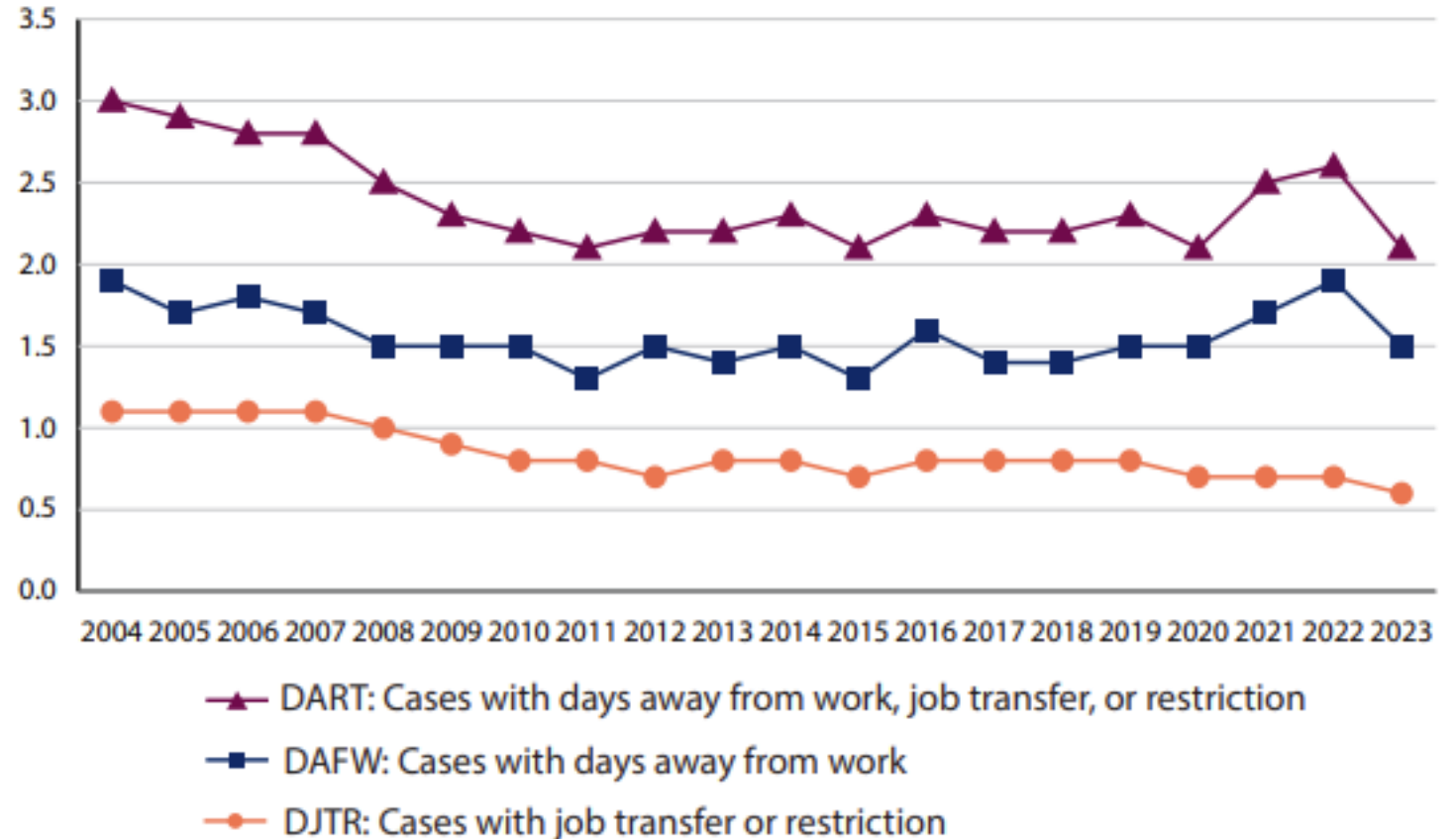
Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2024

DATA

- *Days-away-from-work cases include those that result in days away from work with or without job transfer or restriction*

<https://www.oregon.gov/DCBS/DCBSPubs/reports/boli-stats/occ-sum/24-2081.pdf>

All ownership, nonfatal occupational injury and illness incidence rates by case type, Oregon, 2004-2023



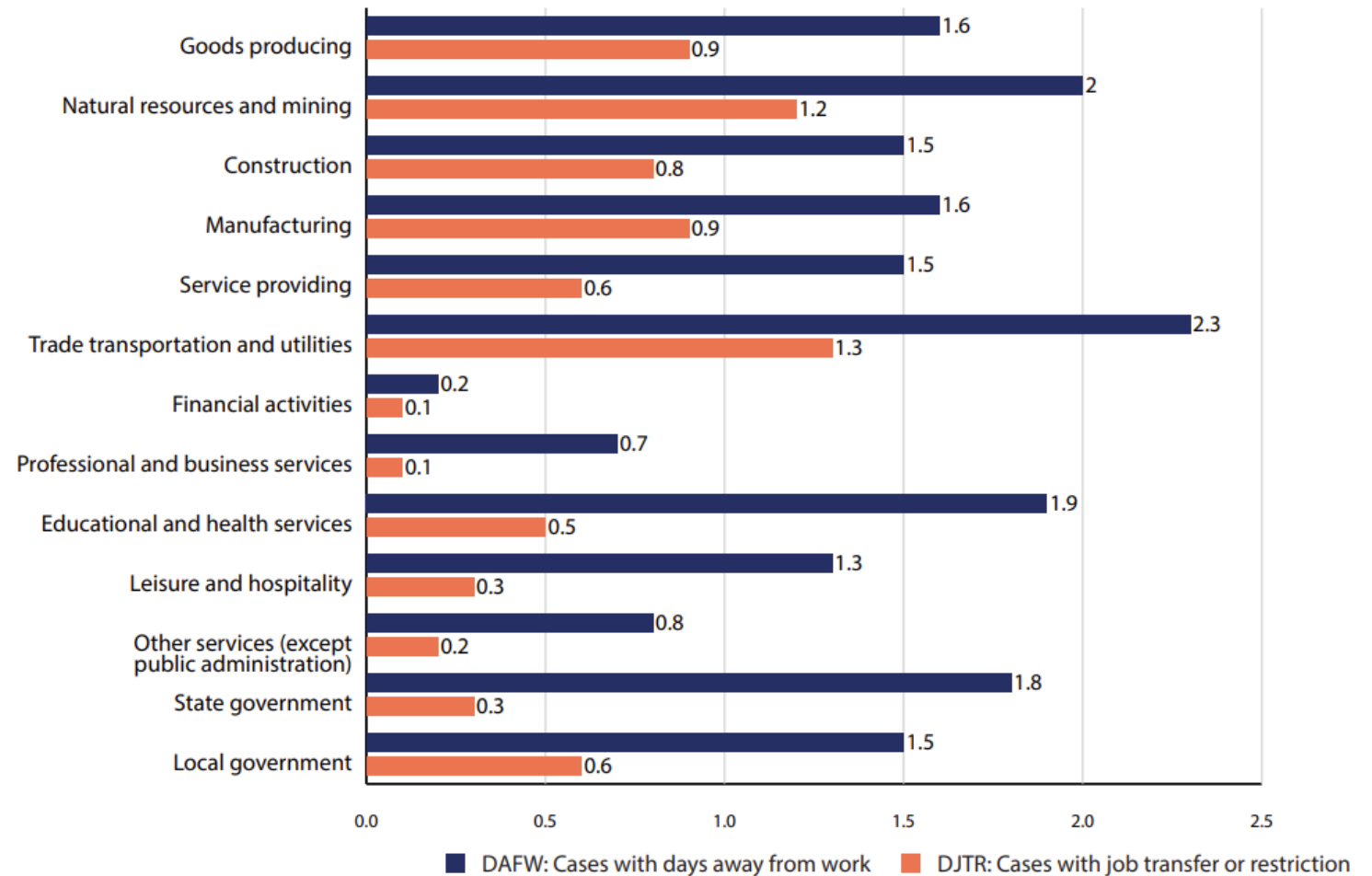
Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2024

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<https://www.oregon.gov/DCBS/DCBSPubs/reports/boli-stats/occ-sum/24-2081.pdf>

Private industry sector, state government, and local government, number in thousands of nonfatal occupational injury and illness cases with days away from work, job transfer, or restriction, Oregon, 2023

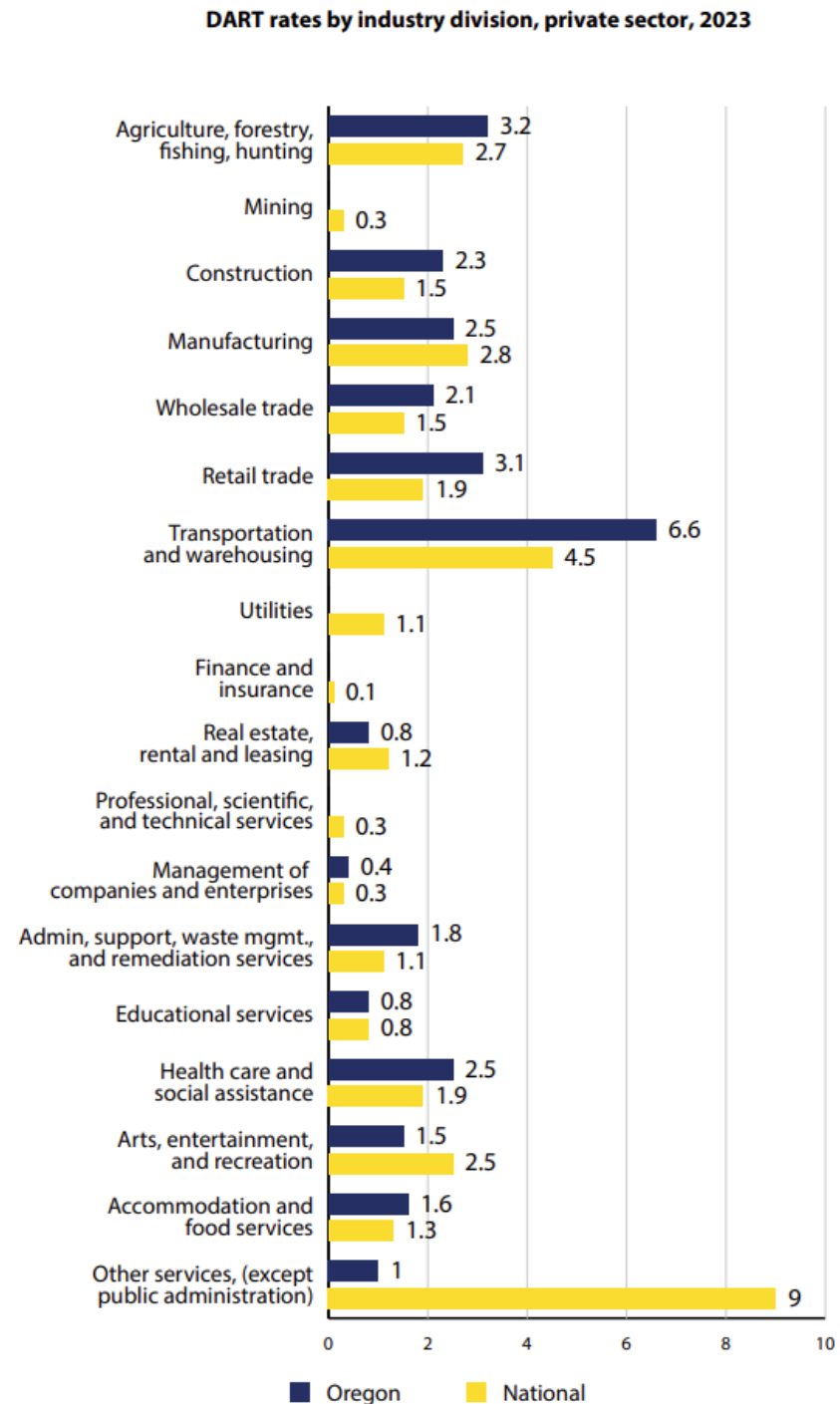


Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2024

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What started this?

Pinnacol joins with nonprofits to help injured workers return to work

By The Business Times Staff on November 9, 2022 · Comments Off

Habitat for Humanity of Mesa County is among the nonprofit organizations across Colorado participating in a new program helping injured workers return to the workforce.

Pinnacol Assurance, a workers' compensation insurer in Colorado, launched the return to work program to offer injured workers light duty options while supporting local causes.

"Even as injured workers ease back into volunteering only a few hours a week, they see benefits such as opportunities to interact with others in a professional environment, the chance to test their bodies and provide feedback to their physicians and a return to the structure regular works provides," said Nevine Laughlin, return to work director at Pinnacol Assurance.

Pinnacol consultants work with injured workers to find light- or modified-duty options and pair them with nonprofits if that constitutes a good option. Workers take on a variety of tasks, including answering telephones, assembling boxes of food, delivering donations, greeting customers and sorting donated clothing.



Nevine Laughlin

Consultants track the progress of injured workers and work with their employers to plan their return to work when they're medically cleared to do so.

Nonprofit organizations throughout Colorado participate in the program, including ARC and Goodwill Industries. The Sharing Ministries Food Bank in Montrose also participates.

Pinnacol Assurance provides workers' compensation insurance coverage to nearly 1 million workers in Colorado. For more information, visit the website at www.pinnacol.com.

<https://thebusinesstimes.com/pinnacol-joins-with-nonprofits-to-help-injured-workers-return-to-work>

Pinnacol's New Program Helps Injured Workers Heal Through Volunteering

NOVEMBER 23, 2022 - WORKCOMPWIRE

Pinnacol Assurance recently launched an innovative "Return to Work" program that pairs injured workers with local nonprofits, allowing them "light duty" options that ease them back to work while supporting local causes.

Workers who cannot easily return to work while healing from an illness or injury can suffer mental health impacts and slower rehabilitation, and this can threaten their ability to return to the workforce full time. This program helps employees return to work while demonstrating that their employer values and cares about them, even when they are not at full productivity. Employers want to see them whole and healthy again.

Pinnacol return to work consultants, who typically work with employers to find "light" or "modified duty" options for healing workers, will pair workers with nonprofits if that's a good option for them. Return to work consultants will track employee progress while they are volunteering and work with policyholders to plan their employee's return to full duty when they are medically cleared to do so.

Pinnacol Return to Work director, Nevine Laughlin, adds, "... Pinnacol policyholders leverage this program as an opportunity to help injured workers heal faster while they remain engaged in productive work, support local nonprofits in their community and manage workers' compensation insurance costs."

Workers can do a variety of tasks at local nonprofits such as desk work, sorting and hanging donated clothes, assembling boxes of food, stocking food, answering phones, light cleaning and organizing, greeting volunteers, delivering donations via car, and decorating bags for medical food deliveries.

Pinnacol return to work consultants are currently working with the following nonprofits throughout Colorado to offer light-duty options for injured workers:

- Denver Health Foundation - Newborns in Need, Denver
- Food Bank for Larimer County, Loveland and Fort Collins
- Loveland Habitat for Humanity, Loveland
- Goodwill Industries (statewide)
- Grand Junction Habitat for Humanity, Grand Junction
- Eagle Valley Community Foundation, Gypsum and Edwards
- Project Angel Heart, Denver and Colorado Springs
- Jeffco Action Center, Lakewood
- ARC, multiple locations across the state
- Weld County Food Bank, Greeley
- Habitat ReStore, Littleton, Denver, Aurora
- Care and Share Food Bank/Resale store, Colorado Springs
- Sharing Ministries Food Bank, Montrose

<https://www.workcompwire.com/2022/11/pinnacols-new-program-helps-injured-workers-heal-through-volunteering>

POSITIVE IMPACT FOR YOUR COMMUNITY



STRONG PARTNERSHIPS

Our **nationwide nonprofit partner network** has grown to more than **45,000** and covers all 50 states, DC, and Puerto Rico.



HOURS CONTRIBUTED

Through Transition2Work, participants have contributed an estimated **16.3 million volunteer hours** to nonprofit organizations.



ECONOMIC IMPACT

Transition2Work program participants have had an estimated **economic impact** on nonprofit organizations of more than **\$418 million.** +

+ Economic impact estimate based on value of an hour of volunteer time published by independentsector.org and used by Corporation for National and Community Service.



**Contact Us Today to
Connect Your Injured
Workers to a
Greater Purpose!**

IMPROVING THE EMPLOYEES' RECOVERY

When your employee participates in a Transition2Work assignment they experience the many psychosocial and health benefits of volunteerism that can improve their well-being. Together, we connect people to a greater purpose so they can have a better life.



PARTICIPATING WITH PURPOSE

54% of employees referred to the program participate in an assignment.



MEANINGFUL EXPERIENCES

99% of participants who responded feel their experience with the nonprofit is **positive** and their work is **making a difference** in the community.



GIVING BACK

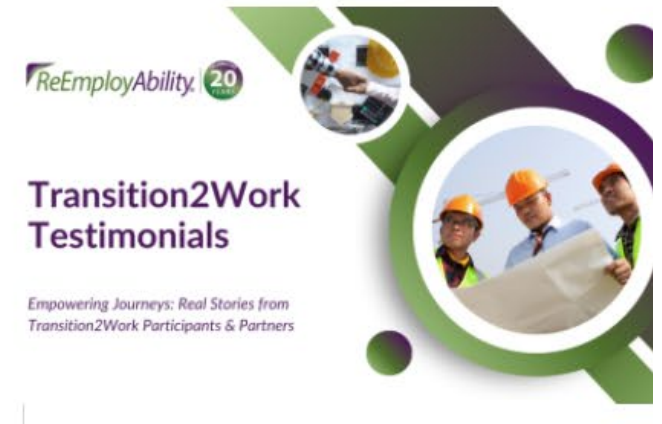
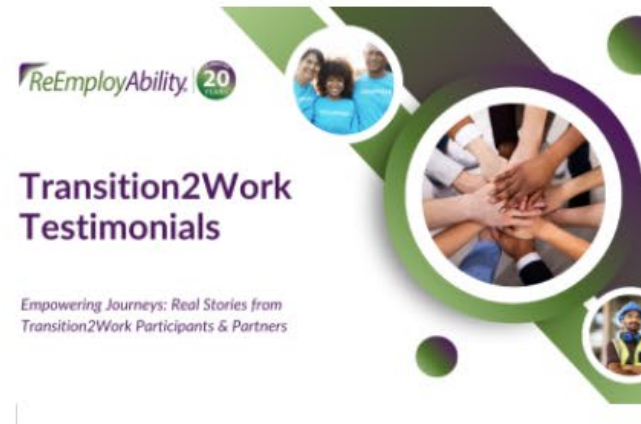
Those who participate contribute more than **400 hours** of work to a nonprofit, an average of 58 days in the assignment.

Our Promise of Meaningful and Safe Return-to-Work

The Transition2Work program ensures *meaningful* and safe return-to-work for injured workers. We have developed a variety of opportunities that are aligned with the language, capabilities, and technological proficiency of our Transition2Work participants.

Assignments at the Employer's Worksite and remote or work-from-home assignments provide greater flexibility for employers to accommodate employees who require work restrictions such as frequent medication requirements, no driving, or low physical activity.

ReEmployAbility has developed partnerships with national and local nonprofits that provide remote and Employer Worksite-based opportunities meeting our standards for meaningful return-to-work. Injured workers who have participated in the program have had successful outcomes and a positive return-to-work experience.





Contact Us: (866) 663-9880

[Home](#) [About](#) [Transition2Work](#) [Resources](#) [Contact Us](#)



ReEmployAbility's Transition2Work program creates a win-win-win scenario for clients, injured workers, and nonprofits. By connecting injured employees with meaningful light-duty assignments at nonprofit organizations, clients benefit from reduced workers' compensation costs and faster return-to-work rates. This innovative approach not only helps businesses manage their claims effectively but also fosters positive outcomes for their workforce.

For injured workers, Transition2Work provides a sense of purpose and a structured path to recovery, making the healing process more fulfilling and engaging. Nonprofits also reap the rewards, gaining dedicated volunteers who contribute valuable time and skills to their missions. Together, these testimonials illustrate how the Transition2Work program is more than just a solution—it's a community-driven initiative that transforms lives and strengthens bonds across all sectors.

Reviews from our Stakeholders on their Transition2Work Experiences

Refer a File

Sign In

Share Testimonials

Conferences & Seminars

Events

Getting to Know

ReEmployAbility

Injured Worker Testimonials

Newsletters

Nonprofit Partner

Testimonials

Nonprofit Spotlights

REA Community Impact

REA in the Community

ReEmployAbility Company

News

Success Stories

Testimonials

White Papers



Committed to Community

We were founded on the belief that giving back helps ourselves as well as our community. We are so proud of the help our service provides to nonprofits around the country while our Transition2Work participants heal. The stories of volunteerism we hear every day inspire us to do more in our own community.

From drives for clothing, food, and toys, to monthly meet ups at local nonprofits doing good in our backyard, ReEmployAbility is committed to serving however we can, because we know volunteering is beneficial to all!

Transition2Work Participants Impact Communities Across the Nation

406

Individual Impact (average hours per assignment)

18.4

Community Impact (hours, in millions, contributed to date)

484

Economic Impact (in millions of dollars, contributed to date)

Our modified duty off-site program helps clients find light-duty options for their injured employees through traditional placements or virtual programs, allowing them to recover while working from their employer's location or from their home.



SHEAKLEY'S RETURN-TO-WORK SOLUTION

The Road to Recovery

For employers who struggle with accommodating light-duty work restrictions, we use our national network of non-profit organizations to assist our clients by temporarily placing disabled workers during their transition back to work.

[Speak to an Expert](#)[Contact Us →](#)

Modified Duty Off-Site (MDOS) service referral links for **Clients & Partners.**

[MDOS Referral →](#)[PartnerLink →](#)



ACCOMMODATING WORK RESTRICTIONS

Modified Duty Off-Site Services

Our return to work approach helps our clients return employees to safe, productive, light-duty work environments. This allows them to contribute to valuable work through our national non-profit network while they receive their necessary medical care.

[Speak to an Expert](#)[Contact Us →](#)

Employer Benefits

As a cost-effective resolution to light-duty assignments, our return-to-work program helps employers save on their loss time injury rate, claims cost and helps promote an employee focused culture.



Expedited Return to Work

Placements occur within no more than 2 business days, even in remote or low-population areas, helping employees return to work quicker.



Claim and Premium Savings

By keeping employees in a light-duty position, employers reduce indemnity costs paid, which ultimately impacts premium liability.

Keeping employees active has proven to reduce long-term medical costs in disability claims.



Greater Social Responsibility

By using our national network of nonprofits, employers are able to keep their employees working while providing a volunteer workforce to their community organizations.



Promoting an Employee Focused Culture

A return-to-work program helps employers provide a positive message to their organization that they promote return-to-work solutions and community involvement.



Reduced OSHA Reportable Days

Eliminating OSHA reportable lost days will improve their overall return-to-work rate.

Employee Benefits

Our advanced return-to-work program ensures your employees are placed in a fulfilling position that allows them to focus on their recovery and regain the confidence they need when making the transition back to the workplace.



No Lost Wages or Benefits

Full wages and employment benefits are paid during the disability period, so employees aren't financially burdened. They also maintain loyalty to their employer and are less likely to seek legal counsel.



Improved Sense of Value

When employees are giving back to their community, they often have a sense of accomplishment and purpose.



Greater Social Responsibility

Employees are able to provide a valuable service to social causes within their community.



Reduced Disability Period

By working in roles that meet their physical restrictions, employees are able to remain gainfully employed without risking injury during their recovery period.



Remain Productive During Disability

Because employees remain gainfully employed, they are less likely to develop a “disability syndrome” in which they become accustomed to remaining off work.



Speak to an Expert

Contact Us →



WHY SHEAKLEY?

Because your business is our top priority

When you partner with Sheakley, you get access to a dedicated team of professionals who have decades of combined experience between them.

- For over 55 years, we have assisted businesses both large and small with navigating these complexities all across the nation.
- Not only can we help make sure that you and your people are protected, we also take the administrative burden off your plate.
- Get back to what you do best – running the organization you’ve always dreamed of, free from worry or compromise.

[Learn more about Sheakley](#)[Contact Us →](#)



Fast 55

2013 • 2014 • 2015 • 2016 • 2017 • 2018 • 2019 •
2020

Sheakley recognized as one of the fastest
growing companies by the Cincinnati
Business Courier



Deloitte 100

2013 • 2014 • 2015 • 2016 • 2017 • 2018 • 2019 •
2020

The Deloitte Cincinnati USA 100 program
salutes Greater Cincinnati's largest privately-
held businesses and their leaders.



Tri-State Success Award

2010 • 2011 • 2012

Cincy Magazine's Tri-State Success Awards
honor the public, private and emerging
companies in the region that increased in
revenue and employees last year.



Pillar Award for Community Service

2013 • 2014

The Medical Mutual Pillar Award for
Community Service, presented by Smart
Business Magazine, honors businesses of all
types and sizes that make outstanding
contribution to their community.



BBB Accredited – A+ Rating

Sheakley is accredited by the Better Business
Bureau and has an A+ rating. BBB's mission
is to be the leader in advancing marketplace
trust.



BBB Torch Award for Marketplace Ethics

We're honored to be a partner with the BBB
and an ongoing participant in the Torch
Awards for Marketplace Ethics. We
received the Torch Award in 2001.



Care Management
09/01/2023

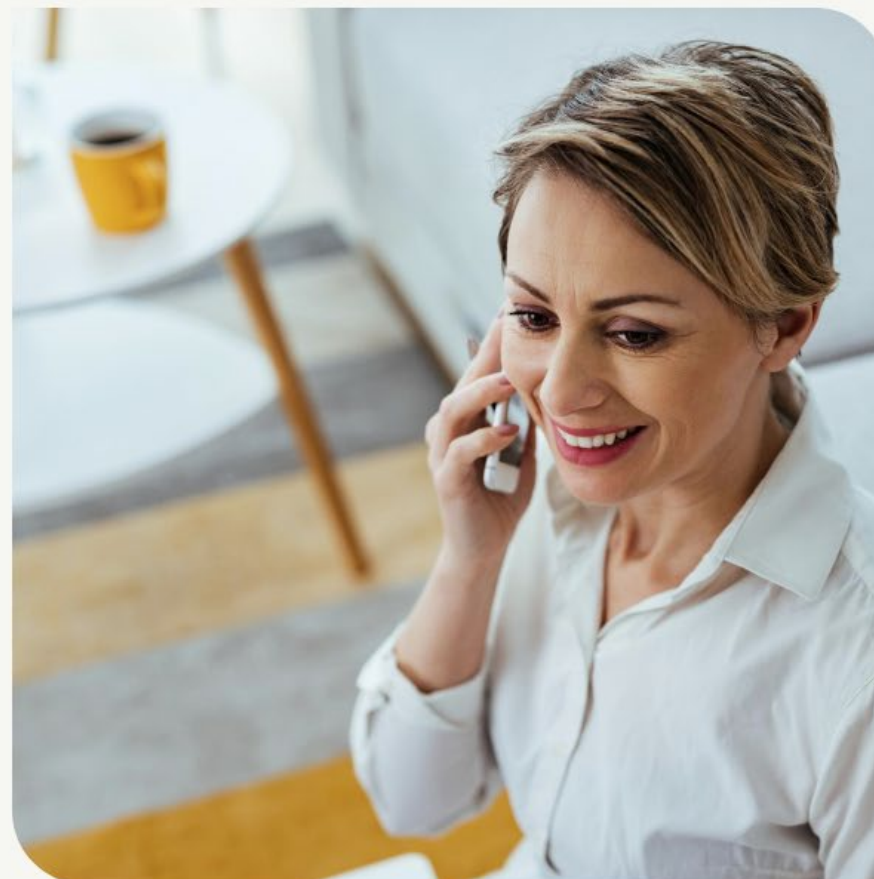
URAC

We're accredited by URAC, a nonprofit



Overview

Our Modified Duty Off-site Program offers valuable alternatives for employers who may not have the capacity to accommodate employees' temporary light-duty restrictions within their own operations. By collaborating with a network of partner organizations willing to provide suitable roles, we facilitate the placement of injured employees in environments where they can continue their recovery effectively.





Features & Benefits

We work with thousands of nationally recognized organizations:

99% Successful placements

85% of placements within 2 business days

33 average number of days in program

Reduce indemnity costs

Reduce OSHA recordable lost days

Reduce medical expenses & litigation

We handle all forms, program paperwork, electronic timekeeping, placement management and adhere to all state specific guidelines.

30%

reduction in ER visits with
24/7

\$1.4M

in savings for non-
formulary RX

78%

national average savings
per bill

99%

client retention

Same Certification. Different Approach

Get Your Employees Back To Work - Quickly, Safely, And Cost Effectively. Medical costs continue to increase every year, driving up your workers' compensation costs. Spooner MAI's best practices go beyond what is required to ensure that every treatment and payment is medically appropriate for each claim.

[Learn More](#)[Contact Us](#)

For Employers

Spooner MAI can ensure you're under compliance by explaining the workers' compensation managed care policies and procedures. Additionally, we can explain how to file a claim, how to report lost time and our return to work program.



For Injured Workers

Once you become injured on the job, you're filled with many questions. What are the policies and procedures? What can I expect while I'm injured? Spooner MAI can help answer all those questions and many more.



For Providers

As a provider you may be wondering: How is it to work with Spooner MAI? What are the Provider Policies? How do I submit bills? What are the rules and timeframes for bill payment process? We answer these questions and many other FAQ.

Modified Duty Off-Site Programs

[Understanding Modified Duty Offsite Work - What is it, and who is it for?](#)

Employers in industries without fixed worksites, like trucking and construction, have been taking advantage of modified duty offsite (MDOS) work for several years - but it can be a good fit for employers of all industries. If an employee is injured at work, their treating physician may provide restrictions detailing what they can and cannot do. Even when the restrictions seem easy to work around, some businesses are still unable to accommodate them because of the manual nature of their industry. With no option for light or restricted duty, the injured worker (IW) is placed on Temporary Total Disability (TTD), meaning that either the employer or Ohio BWC is providing compensation for their lost wages. This raises claim costs, which can raise Ohio BWC premiums as a result. MDOS can make a positive impact for everyone involved by providing the IW an opportunity to perform duties for a non-profit until they're able to return to full duty with their employer. Maintaining a daily schedule and physical activity while recovering from a workplace injury are key factors in an employee's return to work plan.

What is the purpose/advantage of a modified duty offsite (MDOS) work offer?

- MDOS facilitates meaningful work for the injured worker through MDOS. Many IWs that have been provided this option have said that working for charity just "feels good."
- It removes a significant barrier for employers that can't accommodate restricted duty.
- The impact on workers' compensation premiums is lower if TTD isn't paid to the IW.
- Lost work days are decreased because the IW has returned to work.
- It helps employers participating in the Transitional Work Bonus (TWB) program, as the employer would be accommodating modified duty.
- The IW may recover more quickly and avoid deconditioning if they continue to work.
- The IW is less likely to view themselves as "disabled."
- Studies have shown that the longer an IW is off work, the slimmer the chances are of them ever returning to work.*
- MDOS provides solutions for employers that can't provide a 40-hour workweek of modified duty. Some employers don't have enough work to keep an IW busy full-time on modified duty, so the IW could split time between employer and nonprofit worksites.
- It creates a positive company culture regarding Return to Work (RTW).
- The IW receives full salary while working for non-profit vs. the reduced TTD rate (between 66.67% and 72% depending on length of absence)

Most Recent

Transitional Work: Programs, Bonuses and Making Them Work for Your Business

Posted By Brandy King

April 24, 2023

Category: [Ohio Bwc](#), [Transitional Work](#), [MCO](#), [Transitional Work Grant](#), [Transitional Work Bonus](#), [Light Duty](#)

Transitional Work is a topic that's often misunderstood (therefore not utilized) by Ohio employers, because there are a few different angles on it. Many don't realize

[Read More+](#)

Ohio BWC's MCO Report Card: What Does It All Mean?

Posted By Brandy King

April 17, 2023

Category: [Ohio Bwc](#), [Mco Report Card](#), [Mco Open Enrollment](#), [FROI Timing](#), [Employer Satisfaction](#)

Every year, Ohio BWC releases the MCO Report Card, scoring MCOs in six categories. During MCO Open Enrollment every two years, the Report Card plays an

LIGHT DUTY OR MODIFIED DUTY SERVICES/ RETURN-TO-WORK

A light duty or modified duty offsite program is a result-oriented, progressive, and temporary approach to enable an injured employee to come back to their workplace. Varner understands the importance of light or modified duty work and help the employer get their injured employee back to work safely when medically capable. Its primary aim is to produce a return-to-work opportunity for an injured employee with physical restrictions. The job tasks are meaningful, productive and suitable with employee satisfaction. This program is beneficial and creates a successful situation for both employee, employer and non-profit worksite.

OFFSITE LIGHT OR MODIFIED DUTY PROGRAM - A RIGHT WAY TO GET YOUR EMPLOYEES BACK TO WORK

Varner offers light or modified duty services. There are various needs for someone on light duty based on their injury status. Our temporary light duty offsite program is positive situation for the injured employee that will keep them active with a daily routine during their medical recovery, which may see them return to work full duty sooner than later.

Any employee that has reached Maximum Medical Improvement (MMI) and will not be able to return to their current job with an open workers compensation claim is an ideal candidate for the light duty offsite program. In this situation, we can assist by utilizing our light duty offsite program, which demonstrates that work is available to prevent a permanent disability rating or to leverage for settlement on legacy claims.





All states allow Offsite MW, except for:

Oregon

Washington

North Carolina

Oregon examples?

After fire, Sassy Onion workers volunteer 1,500 hours

Kaellen Hessel Statesman Journal

Published 6:42 p.m. PT Jan. 21, 2016 | Updated 6:45 p.m. PT Jan. 21, 2016

A week after the Nov. 10 fire, co-owner Kevin Boyles held an employee meeting and told them they would be paid their full wages if they volunteered for half of the hours they normally work.

About 1,500 hours of community service later, the Sassy Onion reopened this week.

Boyles said he thought volunteering would be a good way to keep his employees busy and engaged with the community that supports them. He checked with Farmers Insurance to get the all-clear and then put the plan into action.

Sassy Onion staff volunteered for 14 organizations, but about a quarter of the volunteer hours they put in was at the Marion-Polk Food Share. They helped sort and package food, picked out food to meet orders placed by food pantries and served meals through the Meals on Wheels dining room at Center 50+, said Heather McPherson, spokeswoman for the food share.

"Sassy Onion brought an extra level of energy and inspiration to us all," she said.

Since they knew they would be working with professional servers, staff at the Center 50+ dining room asked for input from the Sassy volunteers about how they could improve their system. The servers were able to show them how to divide the room into sections each server was responsible for and implement new methods to make the process run smoother, McPherson said.

The food share gets a lot of support from businesses, but McPherson said she hadn't seen a company dedicate volunteers in such a sustainable way before. Normally, businesses have volunteers raise money, collect food or have a group take a day off to tackle a project for the nonprofit, she said.

Volunteers ending up ringing bells for The Salvation Army, cutting firewood for the Royal Order of the Red Suspenders, helping Mrs. Claus host tea at Salem Carousel, raking leaves and stringing up Christmas lights for the Riverfront Park tree lighting, baking cookies for Salem Dream Center's Operation Sneaky Elf, helping with the City of Salem's leaf haul and sorting toys for The Salvation Army's toy drive. They also helped out at the Union Gospel Mission, Gilbert House Children's Museum, Bush Elementary School, Crosswalk, Boys & Girls Club of Salem, Marion and Polk Counties, Family Building Blocks, Community and Partners of East Salem and Salem Free Clinics.



Greg Lambert (left), Founder and President, is one of those individuals for whom honesty and integrity are a way of life and prime reasons why Mid Oregon Personnel has been in business for over 30 years. He sets a high standard not only for himself and his staff, but also for his employers and applicants. You can rest assured that when Mid Oregon Personnel is on the job, it will get done and it will get done well.

Clients

Mid Oregon Personnel builds a customized service plan for each one of our clients—we don't apply a formula. This ensures we match the right person with each company's culture. People aren't numbers or cattle to us. Our clients are entrusting us with their business, and our applicants are looking to us to find them good jobs—we take that very seriously.

We also insist on filling every job request with the

Employment

Today, Mid Oregon Personnel has employment offices in Bend, Redmond, Madras and Prineville. If you're looking for a job in Central Oregon, or to fill one for your company, we will help you find the right fit for YOU. Consistently the largest supplier of industrial employees in Central Oregon, Mid Oregon Personnel offers administrative, clerical, professional and seasonal workers and employers are the same high quality of services industrial accounts have always known.



Feedback | Mid-Oregon Personnel

Very positive experience for all parties involved.

Not a good fit for problematic employees.

Injured Worker Perspectives

Trucker and nonprofit get injured workers back in the saddle

November 2, 2021

[← Back to All Posts](#)

An unlikely partnership expands modified duty and accelerates return to work.



In a mutually beneficial scenario facilitated by Pinnacol, Transpro now sends its injured workers to work at the Loveland Habitat ReStore and other Colorado nonprofits where light-duty tasks are plentiful. The drivers do work that complies with their doctors' work restrictions while providing essential **manpower to the nonprofits. Modified-duty tasks include sorting, sanitizing, labeling, folding clothes and assembling donations.**

Even at the beginning when it's only a few hours a week, injured drivers see tremendous benefits:

- A regained sense of purpose bringing value to their community.
- Opportunities to interact with others in a professional environment.
- The chance to test their bodies and provide feedback to their doctors.
- A return to the structure that regular work provides.

"I saw one of our drivers interacting with other people after months off the job," said Dan Wheeler, director of safety and compliance at Transpro. "You could see the pride - his chest puffed up a bit."

Transpro is seeing incredible results from the program. One driver was injured and unable to work for more than six months. In most cases, the driver would never work again. But between the Loveland Habitat ReStore and some modified duty at Transpro, he's now back to driving the big rigs full time.

But it's not just about the numbers, says Wheeler. **"This program shows our employees that we care about them, even when they're not at full productivity. We want to see them whole and healthy again."**

<https://www.pinnacol.com/blog/trucker-nonprofit-transpro-burgener>



 ReEmployAbility

Success Stories

These organizations provide consistent, light-duty work opportunities that align with participants' physical capabilities while offering a purposeful environment for recovery. For many participants, these assignments are more than tasks – they are daily motivations. “For a lot of our participants, reporting to these assignments is something they look forward to each day,” Lindsey observed.





Ombuds Feedback

- Gives the employers the opportunity to “pawn” workers off onto another employer/nonprofit.
 - The injured worker may not like it as it’s not the job they were hired for.
 - The offsite jobs could feel “menial” to injured workers.
 - Potential employer retaliation by making the injured worker perform duties the worker doesn’t want to do.
-



Response to Ombuds Feedback

- Ensure the injured worker is a good fit with the nonprofit organization.
 - Most concerns with Modified Duty **Offsite** jobs are the same with Modified Duty **Onsite** jobs.
 - Performing work **offsite** could actually:
 - minimize the potential of any sort of retaliation from the employer
 - provide more meaningful work opportunities for injured workers than modified work opportunities available **onsite**
-



Offsite MW is ONLY an Option

- Onsite MW can better contribute to employer's operations
 - Employer maintains closer contact with the injured worker
 - Offsite MW likely disqualifies employer from EAIP
 - 436-105-0008(4)(b)(B) Unless the transitional work is skills building, the position must be within the employer's course and scope of trade or profession.
-

How does the proposal support the values of MLAC?

This proposal supports the values of MLAC for both injured workers and employers as it seeks to provide additional opportunities for injured workers to engage in productive modified work opportunities that supports their recoveries and wellness, while simultaneously helping employers' keep their claims costs down. Additionally, local communities can benefit as employers are paying their injured workers wages to perform Offsite Modified Duty that can help the community.

Furthermore...

How does the proposal support the values of MLAC?

The current statute:

- Punishes **smaller businesses** where there are minimal – if any – modified work opportunities.
- Enables the **inequity of injured workers and employers in physically heavier industries** where there are minimal – if any – modified work opportunities.
- Is antiquated and **forbids telecommuting** which is a viable modified work option

How does the proposal support the values of MLAC?

The newly amended statute (SB 991) would:

- provide **additional modified work opportunities**
- facilitate **better recoveries & medical outcomes** of injured workers
- potentially add **purpose** to injured workers' lives as they're recovering (as Offsite MW jobs could be more **meaningful** than onsite modified work opportunities)
- **minimize the inequities** endured by smaller businesses and those involved in **physically heavier** industries
- **decrease claims costs** for employers and help employers' experience ratings
- positively impact **OSHA reporting** for employers
- modernize our laws & allow **telecommuting** as a modified work option

**Faster Recovery, Better Medical
Outcomes + Purpose for Injured
Workers.**

**Cost Savings for Oregon Employers.
Free Help for Local Non-Profits.**

Positive Impact for Community.

Questions?