

WORKERS' COMPENSATION
MANAGEMENT-LABOR ADVISORY COMMITTEE
Average Weekly Wage Subcommittee Meeting

Oct. 17, 2025

1:00-3:00pm

Committee members (in-person or present via zoom):

Stacy Lewallen, Fortis Construction Inc.

Scott Strickland, Sheet Metal Workers, Local 16

Staff:

Teri Watson, MLAC Committee Administrator

Baaba Ampah, MLAC Assistant

Agenda Item	Discussion
Opening (00:00:01)	Welcome Co-chair Stacy Lewallen called the meeting to order, and thanked stakeholders for the extensive work coming to a joint proposal that meets in the middle.
(00:01:01)	Review of data Rafael Robles, DCBS lead analyst, walked the subcommittee through the Proposed Temporary Disability (TD) rates and scenarios_v2 (proposal option 2b) along with the copy of the interactive Temporary Total Disability (TTD) Benefit Scenario Calculator , and stated that it differs slightly from proposal 2a . Proposal 2b is 75 percent of wages below 75 percent of the state's average weekly wage (SAWW). For any wages below \$1,062.80 per week, workers would be paid out at 75 percent time loss. For all wages above \$1,062.80 the worker would be paid out at 65 percent. This is a progressive tiered system, so there's no cliff here. This chart includes Portland metro minimum wage workers, the 2025 SAWW, and the maximum benefit for this proposal; which would be 133% of the SAWW. As with the previous data samples provided, we have included single workers and married workers with two children as that changes their tax rates. For workers 1, 2, 3, and Portland metro minimum wage, there are no changes to the tax rate; however this proposal would increase their weekly benefit by up \$47 to \$88. If the workers are making over 75% of the SAWW, their pay will still increase by somewhere between \$60 - \$88 per week depending on their income. It is actually a decreasing amount as their income goes up because that second tier is 65% rather than the 66.67%. It is still between \$60 - \$80 per week more than they would get with the current rates. So SAWW worker is receiving about \$82 more per week than at the current benefit rate. We see here the differences between their TTD benefit and their post-tax, their take home per week, based on the individual or family status. Co-chair Lewallen shared appreciation to Rafael for his in-depth analysis and description of the data. She opened up for questions anyone had and also mentioned this was a request to review the scenario presented by both labor and management stakeholders.

NCCI summary of data

(00:06:47) Teri Watson, WCD, presented the [NCCI Analysis Scenario 5](#), summary of data on behalf of Todd Johnson, who was unable to join the meeting. Analysis of proposals 2a and 2b were very similar. Proposal 2b came in at a 3.1% impact to the system, where 2a came in at about 3.2%. A summary provided an additional breakdown of annual income levels and percent of workers in each bracket. Todd Johnson will be available at the Nov. 6, MLAC meeting.

(00:07:39) Co-chair Scott Strickland commented how that the stakeholders working together to come forth with a joint proposal was extremely helpful. The expertise that was brought from the insurers and organizations like NCCI enabled us to really move forward along with the data and analysis from Rafael and others at DCBS/WCD.

Public Comment/Stakeholder Feedback

(00:09:56) Kirsten Adams, Associated General Contractors (AGC), thanked both the co-chairs for their guidance and leadership on these issues. Kirsten said looking at the two options (2a and 2b) we have come to a really good place and we found a good middle ground with the business side, management, and labor. One percent doesn't seem like a lot percentage wise, but it is worth going forward with its cost implication and how it will impact low wage workers in terms of cost implication.

(00:11:24) Odalis Aguilar, AFSCME, agreed with Kirsten and thanked everyone for their help with the process and continued dialogue. She thanked everyone coming together to find a proposal we can agree on. Labor will continue to advocate for 2a, but 2b is definitely a step in the right direction.

Next Steps

(00:13:04) Teri Watson stated that the co-chairs will put together the recommendation letter and present at the Nov. 6, MLAC meeting. This is the last step in this process. I want to say thank you to everyone, it's been a busy summer between the two subcommittees.

(00:15:44) Co-chair Lewallen expressed how thankful and appreciative she is of labor and management and stakeholders coming together to find this resolution. I am grateful that this proposal came from the subcommittee and it shows that this was meaningful work. The co-chairs are both supportive of Proposal 2b and would like to pass that on to the MLAC committee for approval.

(00:16:09) Co-chair Strickland expressed how proud of he is of the subcommittee's work, what they accomplished, and how patient everyone was in the deep data dive and analyzing the issues in question and moving forward. Thank you to Kirsten and Odalis for working on this proposal, and to all the stakeholders and their engagement, perspective, and input.

(00:16:35) Co-chair Lewallen expressed her gratitude for the collaboration and engagement throughout the entire process. Happy to see that we're able to get to a place where we can send a recommendation to MLAC.

(00:18:52) Co-chair adjourned the meeting at 1:19 p.m.

*These minutes include time stamps from the meeting video found here:

https://www.youtube.com/watch?v=qmfX_WatdHk

**Referenced documents can be found on the MLAC Meeting Information page here:

<https://www.oregon.gov/DCBS/mlac/Pages/average-weekly-wage-subcommittee.aspx>