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Preferred Worker Program

Potential Program Incentive Enhancements:

Wage Reimbursement

- WSI may reimburse the employer up to 50% of wages (not to exceed the States Average Weekly Wage) at the time of employment start date. The wage reimbursement period is not to exceed 26 consecutive weeks.*
- If a worker has a catastrophic injury as defined in N.D.C.C. 65-05.1-06.1 (2) (1), the wage subsidy duration is 52 consecutive weeks with a reimbursement rate of 75 percent.*

(Effective July 1, 2008 the state's average weekly wage is \$626.00 per week.)

Reimbursement for Lodging, Meals & Travel Expenses

- WSI may reimburse the preferred worker for lodging, meals and travel expenses (public transportation or mileage) to attend on-the-job training. Reimbursement shall be paid at the North Dakota state rate existing at the time of travel.

Tools and Equipment

- Upon WSI approval, the preferred worker may be reimbursed for tools, equipment or starter sets deemed mandatory for employment. Maximum benefit in this category is \$2,500.

Union Dues

- Includes initiation fees and one month's current dues.

Certification, Licensure or Related Testing Costs

- Testing for certifications, licensure or related testing requirements for employment may be reimbursed. This includes physical examinations or membership fees required for the job. Maximum benefit in the category is \$500.

Clothing Allowance

- When deemed eligible for the preferred worker program and a vocational consultant's report has been approved, a job seeking allowance will be provided to the preferred worker in the amount of \$250 to be utilized for appropriate interviewing clothing, uniforms, travel expenses, or other items deemed mandatory for employment. Maximum benefit in this category is \$250.

Moving expenses

- Relocation expenses to move the household to the locale where the preferred worker has actually located work and the distance is equal to or greater than 35 miles from their primary residence. Moving expenses shall be paid in accordance with N.D.C.C. 65-05.1.

Premium Exemption

- No premium charge to employer on the preferred worker's salary for up to three (3) years.

Claim Cost Exemption

- If the preferred worker sustains a new on-the-job injury during the premium exemption period, WSI shall not charge the claim costs to the employer.*

On-Site Job Analysis

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

Worksite Modification Reimbursement

- Upon WSI approval, employer may be reimbursed for worksite modifications for preferred workers.

* Benefit is not available to the employer of injury who provides alternate work for an injured worker.

*The employer of injury is not eligible for program participation with its own employees **unless the employer has identified permanent alternative work for the injured employee.** Alternative work is considered permanent work that is provided to the employee that is outside of the pre-injury position and requires the employee to perform work duties in another role.*