

DRAFT

SUMMARY

Digest: The Act would make changes to provisions of workers' comp law that deal with the timing of a worker's claim and the worker's engagement in training. (Flesch Readability Score: 60.0).

Allows a worker to receive permanent disability payments and complete the appeal of a notice of closure while engaged in training. Allows the re-determination of a worker's permanent total disability compensation after ceasing to engage in training. Allows a worker to postpone the selection of a training program and engagement in the program until after claim closure becomes final.

A BILL FOR AN ACT

Relating to workers' compensation; amending ORS 656.268 and 656.340.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 656.268 is amended to read:

656.268. (1) One purpose of this chapter is to restore the injured worker as soon as possible and as near as possible to a condition of self support and maintenance as an able-bodied worker. The insurer or self-insured employer shall close the worker's claim, as prescribed by the Director of the Department of Consumer and Business Services, and determine the extent of the worker's permanent disability, provided the worker is not enrolled and actively engaged in training according to rules adopted by the director pursuant to ORS 656.340 and 656.726, when one of the following conditions is met:

(a) The worker has become medically stationary and there is sufficient information to determine permanent disability. Notwithstanding any other provision of this chapter, a physician or nurse practitioner may not retroactively determine a worker to be medically stationary more than 60

1 days prior to the date of the determination except in the case of claims that
2 are subject to subsection (13) of this section. An insurer or self-insured em-
3 ployer must mail or deliver written notice to a worker and to the worker's
4 attorney, if the worker is represented, within seven days following receipt
5 of information that the worker is medically stationary.

6 (b) The accepted injury is no longer the major contributing cause of the
7 worker's combined or consequential condition or conditions pursuant to ORS
8 656.005 (7). When the claim is closed because the accepted injury is no longer
9 the major contributing cause of the worker's combined or consequential
10 condition or conditions, and there is sufficient information to determine
11 permanent disability, the likely permanent disability that would have been
12 due to the current accepted condition shall be estimated.

13 (c) Without the approval of the attending physician or nurse practitioner
14 authorized to provide compensable medical services under ORS 656.245, the
15 worker fails to seek medical treatment for a period of 30 days or the worker
16 fails to attend a closing examination, unless the worker affirmatively estab-
17 lishes that such failure is attributable to reasons beyond the worker's con-
18 trol.

19 (d) An insurer or self-insured employer finds that a worker who has been
20 receiving permanent total disability benefits has materially improved and is
21 capable of regularly performing work at a gainful and suitable occupation.

22 (2) If the worker is enrolled and actively engaged in training according
23 to rules adopted pursuant to ORS 656.340 and 656.726, the temporary disa-
24 bility compensation shall be proportionately reduced by any sums earned
25 during the training.

26 (3) A copy of all medical reports and reports of vocational rehabilitation
27 agencies or counselors shall be furnished to the worker, if requested by the
28 worker.

29 (4) Temporary total disability benefits shall continue until whichever of
30 the following events first occurs:

31 (a) The worker returns to regular or modified employment;

1 (b) The attending physician or nurse practitioner who has authorized
2 temporary disability benefits for the worker under ORS 656.245 advises the
3 worker and documents in writing that the worker is released to return to
4 regular employment;

5 (c) The attending physician or nurse practitioner who has authorized
6 temporary disability benefits for the worker under ORS 656.245 advises the
7 worker and documents in writing that the worker is released to return to
8 modified employment, such employment is offered in writing to the worker
9 and the worker fails to begin such employment. However, an offer of modi-
10 fied employment may be refused by the worker without the termination of
11 temporary total disability benefits if the offer:

12 (A) Requires a commute that is beyond the physical capacity of the
13 worker according to the worker's attending physician or the nurse practi-
14 tioner who may authorize temporary disability under ORS 656.245;

15 (B) Is at a work site more than 50 miles one way from where the worker
16 was injured unless the site is less than 50 miles from the worker's residence
17 or the intent of the parties at the time of hire or as established by the pat-
18 tern of employment prior to the injury was that the employer had multiple
19 or mobile work sites and the worker could be assigned to any such site;

20 (C) Is not with the employer at injury;

21 (D) Is not at a work site of the employer at injury;

22 (E) Is not consistent with the existing written shift change policy or is
23 not consistent with common practice of the employer at injury or aggra-
24 vation; or

25 (F) Is not consistent with an existing shift change provision of an appli-
26 cable collective bargaining agreement;

27 (d) Any other event that causes temporary disability benefits to be law-
28 fully suspended, withheld or terminated under ORS 656.262 (4) or other pro-
29 visions of this chapter; or

30 (e) Notwithstanding paragraph (c)(C), (D), (E) and (F) of this subsection,
31 the attending physician or nurse practitioner who has authorized temporary

1 disability benefits under ORS 656.245 for a home care worker or a personal
2 support worker who has been made a subject worker pursuant to ORS 656.039
3 advises the home care worker or personal support worker and documents in
4 writing that the home care worker or personal support worker is released
5 to return to modified employment, appropriate modified employment is of-
6 fered in writing by the Home Care Commission or a designee of the com-
7 mission to the home care worker or personal support worker for any client
8 of the Department of Human Services who employs a home care worker or
9 personal support worker and the worker fails to begin the employment.

10 (5)(a) Findings by the insurer or self-insured employer regarding the ex-
11 tent of the worker's disability in closure of the claim shall be pursuant to
12 the standards prescribed by the director.

13 (b) The insurer or self-insured employer shall issue a notice of closure of
14 the claim to the worker and to the worker's attorney if the worker is re-
15 presented. The insurer or self-insured employer shall notify the director of
16 the closure in the manner the director prescribes by rule. If the worker is
17 deceased at the time the notice of closure is issued, the insurer or self-
18 insured employer shall mail the worker's copy of the notice of closure, ad-
19 dressed to the estate of the worker, to the worker's last known address and
20 may mail copies of the notice of closure to any known or potential benefi-
21 ciaries to the estate of the deceased worker.

22 (c) The notice of closure must inform:

23 (A) The parties, in boldfaced type, of the proper manner in which to pro-
24 ceed if they are dissatisfied with the terms of the notice of closure;

25 (B) The worker of:

26 (i) The amount of any further compensation, including permanent disa-
27 bility compensation to be awarded;

28 (ii) The duration of temporary total or temporary partial disability com-
29 pensation;

30 (iii) The right of the worker or beneficiaries of the worker who were
31 mailed a copy of the notice of closure under paragraph (b) of this subsection

1 to request reconsideration by the director under this section within 60 days
2 of the date of the notice of closure;

3 (iv) The right of beneficiaries who were not mailed a copy of the notice
4 of closure under paragraph (b) of this subsection to request reconsideration
5 by the director under this section within one year of the date the notice of
6 closure was mailed to the estate of the worker under paragraph (b) of this
7 subsection;

8 (v) The right of the insurer or self-insured employer to request reconsid-
9 eration by the director under this section within seven days of the date of
10 the notice of closure;

11 (vi) The aggravation rights; and

12 (vii) Any other information as the director may require; and

13 (C) Any beneficiaries of death benefits to which they may be entitled
14 pursuant to ORS 656.204 and 656.208.

15 (d) If the insurer or self-insured employer has not issued a notice of clo-
16 sure, the worker may request closure. Within 10 days of receipt of a written
17 request from the worker, the insurer or self-insured employer shall issue a
18 notice of closure if the requirements of this section have been met or a no-
19 tice of refusal to close if the requirements of this section have not been met.
20 A notice of refusal to close shall advise the worker of:

21 (A) The decision not to close;

22 (B) The right of the worker to request a hearing pursuant to ORS 656.283
23 within 60 days of the date of the notice of refusal to close;

24 (C) The right to be represented by an attorney; and

25 (D) Any other information as the director may require.

26 (e) If a worker, a worker's beneficiary, an insurer or a self-insured em-
27 ployer objects to the notice of closure, the objecting party first must request
28 reconsideration by the director under this section. A worker's request for
29 reconsideration must be made within 60 days of the date of the notice of
30 closure. If the worker is deceased at the time the notice of closure is issued,
31 a request for reconsideration by a beneficiary of the worker who was mailed

1 a copy of the notice of closure under paragraph (b) of this subsection must
2 be made within 60 days of the date of the notice of closure. A request for
3 reconsideration by a beneficiary to the estate of a deceased worker who was
4 not mailed a copy of the notice of closure under paragraph (b) of this sub-
5 section must be made within one year of the date the notice of closure was
6 mailed to the estate of the worker under paragraph (b) of this subsection.
7 A request for reconsideration by an insurer or self-insured employer may be
8 based only on disagreement with the findings used to rate impairment and
9 must be made within seven days of the date of the notice of closure.

10 (f) If an insurer or self-insured employer has closed a claim or refused to
11 close a claim pursuant to this section, if the correctness of that notice of
12 closure or refusal to close is at issue in a hearing on the claim and if a
13 finding is made at the hearing that the notice of closure or refusal to close
14 was not reasonable, a penalty shall be assessed against the insurer or self-
15 insured employer and paid to the worker in an amount equal to 25 percent
16 of all compensation determined to be then due the claimant.

17 (g) If, upon reconsideration of a claim closed by an insurer or self-insured
18 employer, the director orders an increase by 25 percent or more of the
19 amount of compensation to be paid to the worker for permanent disability
20 and the worker is found upon reconsideration to be at least 20 percent per-
21 manently disabled, a penalty shall be assessed against the insurer or self-
22 insured employer and paid to the worker in an amount equal to 25 percent
23 of all compensation determined to be then due the claimant. If the increase
24 in compensation results from information that the insurer or self-insured
25 employer demonstrates the insurer or self-insured employer could not rea-
26 sonably have known at the time of claim closure, from new information ob-
27 tained through a medical arbiter examination or from a determination order
28 issued by the director that addresses the extent of the worker's permanent
29 disability that is not based on the standards adopted pursuant to ORS 656.726
30 (4)(f), the penalty shall not be assessed.

31 (6)(a) Notwithstanding any other provision of law, only one reconsider-

1 ation proceeding may be held on each notice of closure. At the reconsider-
2 ation proceeding:

3 (A) A deposition arranged by the worker, limited to the testimony and
4 cross-examination of the worker about the worker's condition at the time of
5 claim closure, shall become part of the reconsideration record. The deposi-
6 tion must be conducted subject to the opportunity for cross-examination by
7 the insurer or self-insured employer and in accordance with rules adopted
8 by the director. The cost of the court reporter, interpreter services, if nec-
9 essary, and one original of the transcript of the deposition for the Depart-
10 ment of Consumer and Business Services and one copy of the transcript of
11 the deposition for each party shall be paid by the insurer or self-insured
12 employer. The reconsideration proceeding may not be postponed to receive
13 a deposition taken under this subparagraph. A deposition taken in accord-
14 ance with this subparagraph may be received as evidence at a hearing even
15 if the deposition is not prepared in time for use in the reconsideration pro-
16 ceeding.

17 (B) Pursuant to rules adopted by the director, the worker or the insurer
18 or self-insured employer may correct information in the record that is erro-
19 neous and may submit any medical evidence that should have been but was
20 not submitted by the attending physician or nurse practitioner authorized to
21 provide compensable medical services under ORS 656.245 at the time of claim
22 closure.

23 (C) If the director determines that a claim was not closed in accordance
24 with subsection (1) of this section, the director may rescind the closure.

25 (b) If necessary, the director may require additional medical or other in-
26 formation with respect to the claims and may postpone the reconsideration
27 for not more than 60 additional calendar days.

28 (c) In any reconsideration proceeding under this section in which the
29 worker was represented by an attorney, the director shall order the insurer
30 or self-insured employer to pay to the attorney, out of the additional com-
31 pensation awarded, an amount equal to 10 percent of any additional com-

1 pensation awarded to the worker.

2 (d) Except as provided in subsection (7) of this section, the reconsideration proceeding shall be completed within 18 working days from the date the reconsideration proceeding begins, and shall be performed by a special evaluation appellate unit within the department. The deadline of 18 working days may be postponed by an additional 60 calendar days if within the 18 working days the department mails notice of review by a medical arbiter. If an order on reconsideration has not been mailed on or before 18 working days from the date the reconsideration proceeding begins, or within 18 working days plus the additional 60 calendar days where a notice for medical arbiter review was timely mailed or the director postponed the reconsideration pursuant to paragraph (b) of this subsection, or within such additional time as provided in subsection (8) of this section when reconsideration is postponed further because the worker has failed to cooperate in the medical arbiter examination, reconsideration shall be deemed denied and any further proceedings shall occur as though an order on reconsideration affirming the notice of closure was mailed on the date the order was due to issue.

18 (e) The period for completing the reconsideration proceeding described in paragraph (d) of this subsection begins upon receipt by the director of a worker's or a beneficiary's request for reconsideration pursuant to subsection (5)(e) of this section. If the insurer or self-insured employer requests reconsideration, the period for reconsideration begins upon the earlier of the date of the request for reconsideration by the worker or beneficiary, the date of receipt of a waiver from the worker or beneficiary of the right to request reconsideration or the date of expiration of the right of the worker or beneficiary to request reconsideration. If a party elects not to file a separate request for reconsideration, the party does not waive the right to fully participate in the reconsideration proceeding, including the right to proceed with the reconsideration if the initiating party withdraws the request for reconsideration.

31 (f) Any medical arbiter report may be received as evidence at a hearing

1 even if the report is not prepared in time for use in the reconsideration
2 proceeding.

3 (g) If any party objects to the reconsideration order, the party may re-
4 quest a hearing under ORS 656.283 within 30 days from the date of the re-
5 consideration order.

6 (7)(a) The director may delay the reconsideration proceeding and toll the
7 reconsideration timeline established under subsection (6) of this section for
8 up to 45 calendar days if:

9 (A) A request for reconsideration of a notice of closure has been made to
10 the director within 60 days of the date of the notice of closure;

11 (B) The parties are actively engaged in settlement negotiations that in-
12 clude issues in dispute at reconsideration;

13 (C) The parties agree to the delay; and

14 (D) Both parties notify the director before the 18th working day after the
15 reconsideration proceeding has begun that they request a delay under this
16 subsection.

17 (b) A delay of the reconsideration proceeding granted by the director un-
18 der this subsection expires:

19 (A) If a party requests the director to resume the reconsideration pro-
20 ceeding before the expiration of the delay period;

21 (B) If the parties reach a settlement and the director receives a copy of
22 the approved settlement documents before the expiration of the delay period;

23 or

24 (C) On the next calendar day following the expiration of the delay period
25 authorized by the director.

26 (c) Upon expiration of a delay granted under this subsection, the timeline
27 for the completion of the reconsideration proceeding shall resume as if the
28 delay had never been granted.

29 (d) Compensation due the worker shall continue to be paid during the
30 period of delay authorized under this subsection.

31 (e) The director may authorize only one delay period for each reconsid-

1 eration proceeding.

2 (8)(a) If the basis for objection to a notice of closure issued under this
3 section is disagreement with the impairment used in rating of the worker's
4 disability, the director shall refer the claim to a medical arbiter appointed
5 by the director.

6 (b) If the director determines that insufficient medical information is
7 available to determine disability, the director may appoint, and refer the
8 claim to, a medical arbiter.

9 (c) At the request of either of the parties, the director shall appoint a
10 panel of as many as three medical arbiters in accordance with criteria that
11 the director sets by rule.

12 (d) The arbiter, or panel of medical arbiters, must be chosen from among
13 a list of physicians qualified to be attending physicians referred to in ORS
14 656.005 (12)(b)(A) whom the director selected in consultation with the Oregon
15 Medical Board and the committee referred to in ORS 656.790.

16 (e)(A) The medical arbiter or panel of medical arbiters may examine the
17 worker and perform such tests as may be reasonable and necessary to es-
18 tablish the worker's impairment.

19 (B) If the director determines that the worker failed to attend the exam-
20 ination without good cause or failed to cooperate with the medical arbiter,
21 or panel of medical arbiters, the director shall postpone the reconsideration
22 proceedings for up to 60 days from the date of the determination that the
23 worker failed to attend or cooperate, and shall suspend all disability benefits
24 resulting from this or any prior opening of the claim until such time as the
25 worker attends and cooperates with the examination or the request for re-
26 consideration is withdrawn. Any additional evidence regarding good cause
27 must be submitted prior to the conclusion of the 60-day postponement period.

28 (C) At the conclusion of the 60-day postponement period, if the worker
29 has not attended and cooperated with a medical arbiter examination or es-
30 tablished good cause, the worker may not attend a medical arbiter examina-
31 tion for this claim closure. The reconsideration record must be closed, and

1 the director shall issue an order on reconsideration based upon the existing
2 record.

3 (D) All disability benefits suspended under this subsection, including all
4 disability benefits awarded in the order on reconsideration, or by an Ad-
5 ministrative Law Judge, the Workers' Compensation Board or upon court
6 review, are not due and payable to the worker.

7 (f) The insurer or self-insured employer shall pay the costs of examination
8 and review by the medical arbiter or panel of medical arbiters.

9 (g) The findings of the medical arbiter or panel of medical arbiters must
10 be submitted to the director for reconsideration of the notice of closure.

11 (h) After reconsideration, no subsequent medical evidence of the worker's
12 impairment is admissible before the director, the Workers' Compensation
13 Board or the courts for purposes of making findings of impairment on the
14 claim closure.

15 (i)(A) If the basis for objection to a notice of closure issued under this
16 section is a disagreement with the impairment used in rating the worker's
17 disability, and the director determines that the worker is not medically sta-
18 tionary at the time of the reconsideration or that the closure was not made
19 pursuant to this section, the director is not required to appoint a medical
20 arbiter before completing the reconsideration proceeding.

21 (B) If the worker's condition has substantially changed since the notice
22 of closure, upon the consent of all the parties to the claim, the director shall
23 postpone the proceeding until the worker's condition is appropriate for claim
24 closure under subsection (1) of this section.

25 (9) No hearing shall be held on any issue that was not raised and pre-
26 served before the director at reconsideration. However, issues arising out of
27 the reconsideration order may be addressed and resolved at hearing.

28 (10)(a) If, after the notice of closure issued pursuant to this section, the
29 worker becomes enrolled and actively engaged in training according to rules
30 adopted pursuant to ORS 656.340 and 656.726, [*any permanent disability pay-*
31 *ments due for work disability under the closure shall be suspended, and*] the

1 worker shall receive temporary disability compensation and any permanent
2 disability payments due for impairment while the worker is enrolled and
3 actively engaged in the training.

4 **(b) Nothing in this chapter shall be interpreted to prevent a worker**
5 **from completing the appeal of a notice of closure while enrolled and**
6 **actively engaged in training according to rules adopted pursuant to**
7 **ORS 656.340 and 656.726.**

8 (c) When the worker ceases to be enrolled and actively engaged in the
9 training, the insurer or self-insured employer shall again close the claim
10 pursuant to this section if the worker is medically stationary or if the
11 worker's accepted injury is no longer the major contributing cause of the
12 worker's combined or consequential condition or conditions pursuant to ORS
13 656.005 (7). The closure shall include the duration of temporary total or
14 temporary partial disability compensation. Permanent disability compen-
15 sation shall be redetermined for work disability **and permanent total dis-**
16 **ability** only.

17 (d) If the worker has returned to work or the worker's attending physi-
18 cian has released the worker to return to regular or modified employment,
19 the insurer or self-insured employer shall again close the claim. This notice
20 of closure may be appealed only in the same manner as are other notices of
21 closure under this section.

22 (11) If the attending physician or nurse practitioner authorized to provide
23 compensable medical services under ORS 656.245 has approved the worker's
24 return to work and there is a labor dispute in progress at the place of em-
25 ployment, the worker may refuse to return to that employment without loss
26 of reemployment rights or any vocational assistance provided by this chap-
27 ter.

28 (12) Any notice of closure made under this section may include necessary
29 adjustments in compensation paid or payable prior to the notice of closure,
30 including disallowance of permanent disability payments prematurely made,
31 crediting temporary disability payments against current or future permanent

1 or temporary disability awards or payments and requiring the payment of
2 temporary disability payments which were payable but not paid.

3 (13) An insurer or self-insured employer may take a credit or offset of
4 previously paid workers' compensation benefits or payments against any
5 further workers' compensation benefits or payments due a worker from that
6 insurer or self-insured employer when the worker admits to having obtained
7 the previously paid benefits or payments through fraud, or a civil judgment
8 or criminal conviction is entered against the worker for having obtained the
9 previously paid benefits through fraud. Benefits or payments obtained
10 through fraud by a worker may not be included in any data used for
11 ratemaking or individual employer rating or dividend calculations by an
12 insurer, a rating organization licensed pursuant to ORS chapter 737, the
13 State Accident Insurance Fund Corporation or the director.

14 (14)(a) An insurer or self-insured employer may offset any compensation
15 payable to the worker to recover an overpayment from a claim with the same
16 insurer or self-insured employer. When overpayments are recovered from
17 temporary disability or permanent total disability benefits, the amount re-
18 covered from each payment shall not exceed 25 percent of the payment,
19 without prior authorization from the worker.

20 (b) An insurer or self-insured employer may suspend and offset any com-
21 pensation payable to the beneficiary of the worker, and recover an overpay-
22 ment of permanent total disability benefits caused by the failure of the
23 worker's beneficiaries to notify the insurer or self-insured employer about
24 the death of the worker.

25 (15) Conditions that are direct medical sequelae to the original accepted
26 condition shall be included in rating permanent disability of the claim unless
27 they have been specifically denied.

28 (16)(a) Except as provided under subsection (13) of this section, an insurer
29 or self-insured employer may not recover an overpayment from a worker's
30 permanent partial disability compensation for overpayments, offsets or cred-
31 its of wage loss in an amount that exceeds 50 percent of the total compen-

1 sation awarded to the worker.

2 (b) An insurer or self-insured employer may not declare an overpayment
3 of any compensation that was paid more than two years prior to the date
4 of the declaration.

5 **SECTION 2.** ORS 656.340 is amended to read:

6 656.340. (1)(a) The insurer or self-insured employer shall cause vocational
7 assistance to be provided to an injured worker who is eligible for assistance
8 in returning to work.

9 (b) For this purpose the insurer or self-insured employer shall contact a
10 worker with a claim for a disabling compensable injury or claim for aggra-
11 vation for evaluation of the worker's eligibility for vocational assistance
12 within five days of:

13 (A) Having knowledge of the worker's likely eligibility for vocational as-
14 sistance, from a medical or investigation report, notification from the
15 worker, or otherwise; or

16 (B) The time the worker is medically stationary, if the worker has not
17 returned to or been released for the worker's regular employment or has not
18 returned to other suitable employment with the employer at the time of in-
19 jury or aggravation and the worker is not receiving vocational assistance.

20 (c) Eligibility may be redetermined by the insurer or self-insured employer
21 upon receipt of new information that would change the eligibility determi-
22 nation.

23 (2) Contact under subsection (1) of this section shall include informing
24 the worker about reemployment rights, the responsibility of the worker to
25 request reemployment, and wage subsidy and job site modification assistance
26 and the provisions of the preferred worker program pursuant to rules adopted
27 by the Director of the Department of Consumer and Business Services.

28 (3) Within five days after notification that the attending physician or
29 nurse practitioner authorized to provide compensable medical services under
30 ORS 656.245 has released a worker to return to work, the insurer or self-
31 insured employer shall inform the worker about the opportunity to seek re-

1 employment or reinstatement under ORS 659A.043 and 659A.046. The insurer
2 shall inform the employer of the worker's reemployment rights, wage subsidy
3 and the job site modification assistance and the provisions of the preferred
4 worker program.

5 (4) As soon as possible, and not more than 30 days after the contact re-
6 quired by subsection (1) of this section, the insurer or self-insured employer
7 shall cause an individual certified by the director to provide vocational as-
8 sistance to determine whether the worker is eligible for vocational assist-
9 ance. The insurer or self-insured employer shall notify the worker of the
10 decision regarding the worker's eligibility for vocational assistance. If the
11 insurer or self-insured employer decides that the worker is not eligible, the
12 worker may apply to the director for review of the decision as provided in
13 subsection (16) of this section. A worker determined ineligible upon evalu-
14 ation under subsection (1)(b)(B) of this section, or because the worker's el-
15 igibility has fully and finally expired under standards prescribed by the
16 director, may not be found eligible thereafter unless that eligibility deter-
17 mination is rejected by the director under subsection (16) of this section or
18 the worker's condition worsens so as to constitute an aggravation claim un-
19 der ORS 656.273. A worker is not entitled to vocational assistance benefits
20 when possible eligibility for such benefits arises from a worsening of the
21 worker's condition that occurs after the expiration of the worker's aggra-
22 vation rights under ORS 656.273.

23 (5) The objectives of vocational assistance are to return the worker to
24 employment which is as close as possible to the worker's regular employment
25 at a wage as close as possible to the weekly wage currently being paid for
26 employment which was the worker's regular employment even though the
27 wage available following employment may be less than the wage prescribed
28 by subsection (6) of this section. As used in this subsection and subsection
29 (6) of this section, "regular employment" means the employment the worker
30 held at the time of the injury or the claim for aggravation under ORS
31 656.273, whichever gave rise to the potential eligibility for vocational as-

1 sistance; or, for a worker not employed at the time of the aggravation, the
2 employment the worker held on the last day of work prior to the aggra-
3 vation.

4 (6)(a) A worker is eligible for vocational assistance if the worker will not
5 be able to return to the previous employment or to any other available and
6 suitable employment with the employer at the time of injury or aggravation,
7 and the worker has a substantial handicap to employment.

8 (b) As used in this subsection:

9 (A) A “substantial handicap to employment” exists when the worker, be-
10 cause of the injury or aggravation, lacks the necessary physical capacities,
11 knowledge, skills and abilities to be employed in suitable employment.

12 (B) “Suitable employment” means:

13 (i) Employment of the kind for which the worker has the necessary
14 physical capacity, knowledge, skills and abilities;

15 (ii) Employment that is located where the worker customarily worked or
16 is within reasonable commuting distance of the worker’s residence; and

17 (iii) Employment that produces a weekly wage within 20 percent of that
18 currently being paid for employment that was the worker’s regular employ-
19 ment as defined in subsection (5) of this section. The director shall adopt
20 rules providing methods of calculating the weekly wage currently being paid
21 for the worker’s regular employment for use in determining eligibility and
22 for providing assistance to eligible workers. If the worker’s regular employ-
23 ment was seasonal or temporary, the worker’s wage shall be averaged based
24 on a combination of the worker’s earned income and any unemployment in-
25 surance payments. Only earned income evidenced by verifiable documenta-
26 tion such as federal or state tax returns shall be used in the calculation.
27 Earned income does not include fringe benefits or reimbursement of the
28 worker’s employment expenses.

29 (7) Vocational evaluation, help in directly obtaining employment and
30 training shall be available under conditions prescribed by the director. The
31 director may establish other conditions for providing vocational assistance,

1 including those relating to the worker's availability for assistance, partic-
2 ipation in previous assistance programs connected with the same claim and
3 the nature and extent of assistance that may be provided. Such conditions
4 shall give preference to direct employment assistance over training.

5 (8) An insurer or self-insured employer may utilize its own staff or may
6 engage any other individual certified by the director to perform the voca-
7 tional evaluation required by subsection (4) of this section.

8 (9) The director shall adopt rules providing:

9 (a) Standards for and methods of certifying individuals qualified by edu-
10 cation, training and experience to provide vocational assistance to injured
11 workers;

12 (b) Standards for registration of vocational assistance providers;

13 (c) Conditions and procedures under which the certification of an indi-
14 vidual to provide vocational assistance services or the registration of a vo-
15 cational assistance provider may be suspended or revoked for failure to
16 maintain compliance with the certification or registration standards;

17 (d) Standards for the nature and extent of services a worker may receive,
18 for plans for return to work and for determining when the worker has re-
19 turned to work; and

20 (e) Procedures, schedules and conditions relating to the payment for ser-
21 vices performed by a vocational assistance provider, that are based on pay-
22 ment for specific services performed and not fees for services performed on
23 an hourly basis. Fee schedules shall reflect a reasonable rate for direct
24 worker purchases and for all vocational assistance providers and shall be the
25 same within suitable geographic areas.

26 (10) Insurers and self-insured employers shall maintain records and make
27 reports to the director of vocational assistance actions at times and in the
28 manner as the director may prescribe. The requirements prescribed shall be
29 for the purpose of assisting the Department of Consumer and Business Ser-
30 vices in monitoring compliance with this section to insure that workers re-
31 ceive timely and appropriate vocational assistance. The director shall

1 minimize to the greatest extent possible the number, extent and kinds of re-
2 ports required. The director shall compile a list of organizations or agencies
3 registered to provide vocational assistance. A current list shall be distributed
4 by the director to all insurers and self-insured employers. The insurer shall
5 send the list to each worker with the notice of eligibility.

6 (11) When a worker is eligible to receive vocational assistance, the
7 worker and the insurer or self-insured employer shall attempt to agree on the
8 choice of a vocational assistance provider. If the worker agrees, the insurer
9 or self-insured employer may utilize its own staff to provide vocational as-
10 sistance. If they are unable to agree on a vocational assistance provider, the
11 insurer or self-insured employer shall notify the director and the director
12 shall select a provider. Any change in the choice of vocational assistance
13 provider is subject to the approval of the director.

14 (12) Notwithstanding ORS 656.268, a worker actively engaged in training
15 may receive temporary disability compensation for a maximum of 16 months.
16 The insurer or self-insured employer may voluntarily extend the payment of
17 temporary disability compensation to a maximum of 21 months. The director
18 may order the payment of temporary disability compensation for up to 21
19 months upon good cause shown by the injured worker. The costs related to
20 vocational assistance training programs may be paid for periods longer than
21 21 months, but in no event may temporary disability benefits be paid for a
22 period longer than 21 months.

23 (13) As used in this section, “vocational assistance provider” means a
24 public or private organization or agency that provides vocational assistance
25 to injured workers.

26 (14)(a) Determination of eligibility for vocational assistance does not en-
27 title all workers to the same type or extent of assistance.

28 (b) Training shall not be provided to an eligible worker solely because the
29 worker cannot obtain employment, otherwise suitable, that will produce the
30 wage prescribed in subsection (6) of this section unless such training will
31 enable the worker to find employment which will produce a wage signif-

1 icantly closer to that prescribed in subsection (6) of this section.

2 (c) Nothing in this section shall be interpreted to expand the availability
3 of training under this section.

4 (15) A physical capacities evaluation shall be performed in conjunction
5 with vocational assistance or determination of eligibility for such assistance
6 at the request of the insurer or self-insured employer or worker. The request
7 shall be made to the attending physician or nurse practitioner authorized to
8 provide compensable medical services under ORS 656.245. The attending
9 physician or nurse practitioner, within 20 days of the request, shall perform
10 a physical capacities evaluation or refer the worker for such evaluation or
11 advise the insurer or self-insured employer and the worker in writing that
12 the injured worker is incapable of participating in a physical capacities
13 evaluation.

14 (16)(a) The Legislative Assembly finds that vocational rehabilitation of
15 injured workers requires a high degree of cooperation between all of the
16 participants in the vocational assistance process. Based on this finding, the
17 Legislative Assembly concludes that disputes regarding eligibility for and
18 extent of vocational assistance services should be resolved through nonad-
19 versarial procedures to the greatest extent possible consistent with consti-
20 tutional principles. The director shall adopt by rule a procedure for resolving
21 vocational assistance disputes in the manner provided in this subsection.

22 (b) If a worker is dissatisfied with an action of the insurer or self-insured
23 employer regarding vocational assistance, the worker must apply to the di-
24 rector for administrative review of the matter. Application for review must
25 be made not later than the 60th day after the date the worker was notified
26 of the action. The director shall complete the review within a reasonable
27 time.

28 (c) If the worker's dissatisfaction is resolved by agreement of the parties,
29 the agreement shall be reduced to writing, and the director and the parties
30 shall review the agreement and either approve or disapprove it. The agree-
31 ment is subject to reconsideration by the director under limitations pre-

1 scribed by the director, but is not subject to review by any other forum.

2 (d) If the worker's dissatisfaction is not resolved by agreement of the
3 parties, the director shall resolve the matter in a written order based on a
4 record sufficient to permit review. The order is subject to review under ORS
5 656.704. The request for a hearing must be filed within 60 days of the date
6 the order was issued. At the hearing, the order of the director shall be
7 modified only if it:

8 (A) Violates a statute or rule;

9 (B) Exceeds the statutory authority of the agency;

10 (C) Was made upon unlawful procedure; or

11 (D) Was characterized by abuse of discretion or clearly unwarranted ex-
12 ercise of discretion.

13 (e) For purposes of this subsection, the term "parties" does not include
14 a noncomplying employer.

15 **(17) Notwithstanding any other provision of this chapter, a worker**
16 **may postpone the selection of a training program, and the date of**
17 **enrollment and active engagement in the program, according to rules**
18 **adopted pursuant to this section and ORS 656.726, until the claim is**
19 **closed and any appeal of the claim closure becomes final.**

20 **(18) Nothing in this chapter shall be interpreted to prevent an in-**
21 **jured worker from requesting a lump sum payment of the worker's**
22 **permanent partial disability after the date of enrollment and active**
23 **engagement in training according to rules adopted pursuant to this**
24 **section and ORS 656.726.**

25
