

Workers Compensation Pay Adjustment Overview

Per the WA state department of labor and industries (L&I) "If you miss work because of your injury and your doctor certifies you are unable to work your self-insured employer may pay for a portion of your lost wages, called time-loss compensation.

The time-loss compensation rate is based on the employee's gross wage (12-month average prior to the injury), family status and number of dependent children on the date of injury. The time-loss compensation rate will range between 60-75% of an employee's gross wages prior to the injury.

For example, Jane Doe is married with 3 children under the age of 18 living at home. Prior to her injury her average gross monthly wage was \$4,500.

She is entitled to:

60% for herself

5% for spouse

6% for children (3 children x 2%)

71% total percent

Her monthly time-loss compensation rate: $\$4,500 * 71\% = \$3,195.00$

In the example the monthly time-loss rate is \$1,305 below her average gross monthly wage prior to injury; however, please note:

- Time-loss payments are untaxed, so comparable to net wages.
- Depending on your union group, amount of time off work, and amount of sick leave/vacation time available you may supplement your RSD gross wages.

For example, Jane Doe works 8 hours per day / 5 days per week at a rate of \$25.96 and missed 22 workdays this pay period:

- Time-loss rate is 71%, which covers 5.68 hours per day (i.e. $8 * 71\%$)
- Sick leave is used for the remaining 2.32 hours per day.
 - $22 \text{ days} * 2.32 \text{ hours per day} * \$25.96 = \$1,325 \text{ RSD gross wages}$
- **Combine \$3,195 (monthly time-loss rate) and \$1,325 (RSD gross wages) = \$4,520**

Please note payments made by our TPA (Tristar) and monthly RSD payroll processing may occur on different dates. For questions or concerns regarding your pay during a L&I claim please reach out to the RSD Workers Compensation Coordinator.