

# Comparison of Job Modification, Stay at Work, and Preferred Worker Benefits

**Date of injury on or after January 1, 2025 (see page 2 if date of injury is prior to 2025)**

Question	Job Modification <a href="https://lni.wa.gov/JobModification">Lni.wa.gov/JobModification</a> Per Job/Work Site	Stay at Work <a href="https://lni.wa.gov/StayAtWork">Lni.wa.gov/StayAtWork</a> Per Claim	Preferred Worker <a href="https://lni.wa.gov/PreferredWorker">Lni.wa.gov/PreferredWorker</a> Per Certification Period
Benefit overview	\$10,000 for tools, equipment, training, and alterations to worksite.	<ul style="list-style-type: none"> <li>■ 50% of wages for 120 working days (max \$25,000).</li> <li>■ \$5,000 for tools and equipment.</li> <li>■ \$2,000 for training.</li> <li>■ \$1,000 for clothing.</li> </ul>	<ul style="list-style-type: none"> <li>■ 50% of wages for 120 working days (max \$25,000).</li> <li>■ \$5,000 for tools and equipment.</li> <li>■ \$1,000 for clothing.</li> <li>■ \$25,000 after 12 months of continuous employment.</li> <li>■ Premium discount and claim protection.</li> </ul>
What types of jobs qualify?	Job of injury, modified-duty/transitional job, new job, employer of injury, new employer, self-employment.	Transitional or modified-duty job and only with the employer of injury.	Job with lasting employment that is significantly different than the job of injury. Self-employment not eligible.
Is pre-approval required?	Yes, using the <i>Job Modification Assistance Application</i> (F245-346-000): <a href="https://lni.wa.gov/go/F245-346-000">Lni.wa.gov/go/F245-346-000</a> .	No – Equipment must be purchased <b>after the approved job is offered to the worker.</b>	Yes – For the job.  No – Equipment must be purchased <b>after the approved job is offered to worker.</b>
How are the eligibility criteria similar?	<ul style="list-style-type: none"> <li>■ Request is related to the accepted condition(s) on the claim.</li> <li>■ Items needed are specific to the worker's restrictions.</li> </ul>		
Is the worker required to be off work to qualify?	Yes. The worker, at some point in the claim, is off work with time-loss and/or loss of earning power benefits paid or eligible to be off work and was kept on salary by employer.	No. Worker must be medically certified as unable to do the job of injury even if they have not actually missed any work.	No. Worker must be medically certified as unable to do the job of injury even if they have not actually missed any work.
Funding source?	Second Injury Fund	Stay at Work Fund	Second Injury Fund
Available to self-insured employers?	Yes, as a reimbursement.	No	Yes, if hiring a preferred worker certified under a State Fund claim.
Are competitive bids required?	Yes. One bid is needed. If the cost of a single item is over \$2,500, two bids are required.	No	No
How are tools and equipment purchased?	Either purchased from a company with an L&I provider number or worker/employer may seek reimbursement.	Purchased by the employer. Employer seeks reimbursement.	Purchased by the employer. Employer seeks reimbursement.
Is an ownership agreement form required?	Yes. The worker and employer agree who will be the owner of the equipment upon successful return to work.	No. The employer will own the equipment, tools, and training material. The worker owns the clothing.	No. The employer will own the equipment and tools. The worker owns the clothing.
Can all three benefits be accessed?	Yes		

## Date of injury prior to January 1, 2025 (see page 1 if date of injury is on or after 1/1/2025)

Question	Job Modification <a href="https://lni.wa.gov/JobModification">Lni.wa.gov/JobModification</a> Per Job/Work Site	Stay at Work <a href="https://lni.wa.gov/StayAtWork">Lni.wa.gov/StayAtWork</a> Per Claim	Preferred Worker <a href="https://lni.wa.gov/PreferredWorker">Lni.wa.gov/PreferredWorker</a> Per Certification Period
Benefit overview	\$10,000 for tools, equipment, training, and alterations to worksite.	<ul style="list-style-type: none"> <li>■ 50% of wages for 66 working days (max \$10,000).</li> <li>■ \$2,500 for tools and equipment.</li> <li>■ \$1,000 for training.</li> <li>■ \$400 for clothing.</li> </ul>	<ul style="list-style-type: none"> <li>■ 50% of wages for 66 working days (max \$10,000).</li> <li>■ \$2,500 for tools and equipment.</li> <li>■ \$400 for clothing.</li> <li>■ 10% of wages (max \$10,000) after 12 months of continuous employment.</li> <li>■ Premium discount and claim protection.</li> </ul>
What types of jobs qualify?	Job of injury, modified-duty/transitional job, new job, employer of injury, new employer, self-employment.	Transitional or modified-duty job and only with the employer of injury.	Job with lasting employment that is significantly different than the job of injury. Self-employment not eligible.
Is pre-approval required?	Yes, using the <i>Job Modification Assistance Application</i> (F245-346-000): <a href="https://lni.wa.gov/go/F245-346-000">Lni.wa.gov/go/F245-346-000</a> .	No – Equipment must be purchased <b>after the approved job is offered to the worker.</b>	Yes – For the job. No – Equipment must be purchased <b>after the approved job is offered to worker.</b>
How are the eligibility criteria similar?	<ul style="list-style-type: none"> <li>■ Request is related to the accepted condition(s) on the claim.</li> <li>■ Items needed are specific to the worker's restrictions.</li> </ul>		
Is the worker required to be off work to qualify?	Yes. The worker, at some point in the claim, is off work with time-loss and/or loss of earning power benefits paid or eligible to be off work and was kept on salary by employer.	No. Worker must be medically certified as unable to do the job of injury even if they have not actually missed any work.	No. Worker must be medically certified as unable to do the job of injury even if they have not actually missed any work.
Funding source?	Second Injury Fund	Stay at Work Fund	Second Injury Fund
Available to self-insured employers?	Yes, as a reimbursement.	No	Yes, if hiring a preferred worker certified under a State Fund claim.
Are competitive bids required?	Yes. One bid is needed. If the cost of a single item is over \$2,500, two bids are required.	No	No
How are tools and equipment purchased?	Either purchased from a company with an L&I provider number or worker/employer may seek reimbursement.	Purchased by the employer. Employer seeks reimbursement.	Purchased by the employer. Employer seeks reimbursement.
Is an ownership agreement form required?	Yes. The worker and employer agree who will be the owner of the equipment upon successful return to work.	No. The employer will own the equipment, tools, and training material. The worker owns the clothing.	No. The employer will own the equipment and tools. The worker owns the clothing.
Can all three benefits be accessed?	Yes		

Upon request, language support and formats for persons with disabilities are available. Call 1-800-547-8367.

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