Workers’ Compensation

The need to reform our current system

Ben Mulligan
Vice President
It’s been a long road....

- Long-time Alaska Chamber priority.
- Last major reform occurred in 2005.
- Re-Invigorated work comp committee process.
- Senator Giessel introduced Senate Bill 112 in April of 2017.
- Received first hearing on Thursday, February 1st
Systems Protecting and Caring for Workers ...

• Since Ancient Greece, Rome, China
... To FDR

- **1906 and 1908** Federal Employers’ Liability Acts – contributory negligence less restrictive
Today’s Workers and Employers...

- “Nobody gets Hurt” Above All
- Focus on Safety
- Training and Re-Training
- Safety Equipment
Workers’ Compensation in Alaska Needs Reform!

Forgets **injured worker**!
- System **not** getting workers back on the job
- Workers get endless treatments and tests

Money goes to others, **not** injured worker!
- Healthcare
- Lawyers
Alaska’s Current Work Comp System

Not Effective

- **Vocational rehabilitation and reemployment** doesn’t help worker develop new skills
- **Only 8% complete**
- **92% cash out for $50,000-$70,000**
- No new skills for the Worker
Alaska’s Current Work Comp System

Unaffordable and Unsustainable

• Average Medical Claim but delayed CURE
  – Alaska - $49,000 in 2015 (2014 - $62,000)
  – US - $28,500 (Average costs for indemnity claims only)

• Medical costs among largest costs for Alaska businesses and Alaskan governments
Alaska’s Current Work Comp System

Contentious and Combative

• Time spent on \textit{conflict} and \textit{courtroom time} – Not CARE for worker
Worker’s Compensation in Alaska needs reform…this is Not News

January 2015 report from the Alaska Health Care Commission

IV. Engage employers to improve health plans and employee wellness

4)...enact changes in the State Work Comp Act to contain medical costs and improve quality of care and outcomes
   a) evidence-based guidelines
   b) Restrict re-packaged pharmaceuticals
   c) Restrict reimbursement for opioid prescriptions
   d) Revise fee-for-service fee schedule
Other State Issues; e.g. Workman’s Comp, PERS/TRS:
- The state should continue efforts to control the cost of Worker’s Compensation claims, including adoption of medical treatment guidelines, improved management of claims and an improved Reemployment Benefits process.
Alaska’s Current Work Comp System

• One of the **most expensive** in the world

• **Fails** getting workers healthy and back to work

• Puts employers and workers in court to fight **with no end in sight**

• Failures harm Alaskan **families**, Alaskan **businesses**, and Alaskan **jobs**
“Insanity: doing the same thing over and over again and expecting different results.”

Albert Einstein
Senate Bill 112

Goals:

• **Best healthcare** for injured worker
• Get workers **healthy** and **back to work**
• Focus and fund **Care and Cure**, not courts and conflict
We all share the same Goals!

• Safe, productive workplaces
• Healthy, safe employees
• More …
  – Alaska jobs
  – Expanded Alaska businesses
  – Increased wages to support Alaska families
Focus on **WORKER**

SB 112 = **Best CARE** for Injured Worker

- Evidence-Based Treatment guidelines
  - Why? Because they Work!
Focus on WORKER

SB 112 = CARE during recovery

• Make Re-employment Benefits Work Again
  – Pay for specific services, not blank checks that don’t move careers forward.
Focus on **CURE**

- Still provide **ongoing medical treatment** with medications, insulin, dialysis, transfusions
- **Durable Medical Equipment** – vendors accredited through Centers for Medicare and Medicaid Services to assure quality
- **Controlled Substance prescribing guidelines** protect the worker
CARE and CURE, not Courts and Conflict

SB 112 = its WORKERS’ Compensation…

not Attorneys’ Compensation

• Cap attorneys’ fees
  • Cap is maximum percent of costs
• Less time in court, more time in therapy, training, and returning to work
Less Courts and Conflicts

- Non-compromise and release hearings move from Work Comp Board to the Office of Administrative Hearings (Administrative Law Judge)

- Prescribed timeline for dispute to be heard.
  - Telephonic hearings allowed
  - Transparent timelines
    Reduce fear and uncertainty for worker and family.
# Less Courts and Conflicts

<table>
<thead>
<tr>
<th>Hearing Officer</th>
<th>Administrative Law Judge</th>
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<tbody>
<tr>
<td>Legal education</td>
<td>Legal education</td>
</tr>
<tr>
<td>Not required to be admitted to Alaska Bar</td>
<td>Must be admitted to Alaska Bar</td>
</tr>
<tr>
<td>Must be member of Alaska State Employees Union</td>
<td>Exempt employee, impartial</td>
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<tr>
<td>Department of Labor</td>
<td>Department of Administration</td>
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<tr>
<td>Appointed by Commissioner of Labor</td>
<td>Hired by Dept of Administration</td>
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<tr>
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<td>Defined timeline</td>
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<td>Adjudicates long list of topics from professional boards to Medicaid claims</td>
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Senate Bill 112

It’s *Worker’s* Compensation

**NOT**

Healthcare Industry Compensation

Not

Lawyer Compensation
SB 112: Sharing the Same Goals!

Alaska Worker – proud legacy
Let’s keep it that way with more….

– Alaska jobs
– strong Alaska businesses
– good wages supporting Alaska WORKERS and their families
Questions?

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