

Retro Advisory Committee Quarterly Meeting

October 31, 2024

Jessica Nau, *Retro & Classification Services Manger*



Washington State Department of
Labor & Industries

RAC 'Virtual Meeting' Guidelines & Expectations

- Upon logging into the meeting, list your full name and organization in the participant details.
- To minimize bandwidth issues, we recommend using **audio only** by turning off your camera once Zoom has started.
- Keep your **microphone muted** unless speaking.
- Please hold questions until the Q&A period for each topic/speaker (questions can also be submitted through the chat feature).
- Use the 'raise hand' feature when you have a question or comment, and **wait for a moderator** to recognize you before speaking.
- Unmute, lower your hand, state your name, and speak slowly. Using a headset produces the best audio quality.

We ask for your patience and understanding as we work through any technical issues that might occur. Thank you.

RAC Committee Members

- Lauren Gubbe, Associated General Contractors
- Victoria Montrose, Washington Hospitality Association
- Tim Lundin, Archbright
- Maria McClain, Association of Washington Business
- Rose Gundersen, Washington Retail Association
- Tom Walrath, Jr, T. E. Walrath Trucking, Inc.
- John Cichosz, DJ's Electrical
- Jessica Nau, Department of Labor & Industries (*Chair*)

Agenda

Time	Topic	Presenter(s)
9:30 – 9:40	Welcome <ul style="list-style-type: none">• Introductions• Safety Message	Jessica Nau Bobbie Hanna
9:40 – 9:50	Legislative Updates	Kirsta Glenn
9:50 – 10:00	WA Stay at Work (WSAW) Updates/Clarification	Michelle O'Brien
10:00 – 10:15	2025 Industrial Insurance Rates Updates	Michelle O'Brien
10:15 – 10:30	Light Duty Complaint Resolution Office	Cherell Fisher
10:30 – 10:40	BREAK	
10:40 – 11:00	Retro Trends	Bill Vasek
11:00 – 11:10	Workgroup Updates	Jessica Nau Rachelle Bohler
11:10 – 11:25	Retro Operational Updates	Jessica Nau Rachelle Bohler
11:25 – 11:45	Closing Comments & Adjourn	Jessica Nau

Safety Message

Bobbie Hanna,
*Risk Management
Operations Specialist, DOSH*

Halloween Safety



National Safety Council

- Simple steps for an “Extra Safe Halloween”
- Scary statistic:
 - Children are more than twice as likely to be hit by a car and killed on Halloween than on any other day of the year
- [Halloween Safety – National Safety Council \(nsc.org\)](https://www.nsc.org/halloween-safety)



Tips

- Children and parents, be visible by carrying:
 - Glow sticks
 - Flashlights
 - Reflective tape/stickers on costumes and bags

- Motorists:
 - Watch for children walking on roadways, medians, and curbs
 - Enter and exit driveways and alleys carefully
 - At twilight and later in the evening, watch for children in dark clothing
 - Discourage new, inexperienced drivers from driving on Halloween



Have a Safe and Happy Halloween!



Legislative Updates

Kirsta Glenn,
*Deputy Assistant Director,
Insurance Services*

Passed Legislation

Bill	Implementation Status
HB 1197 (2023 session)	Adding psychologists as attending providers for mental health only claims and defining attending provider. Effective 7/1/2025
HB 1927	Reducing the number of days that a worker's temporary total disability must continue to receive industrial insurance compensation for the day of an injury and the three-day period following the injury. Effective 6/6/2024
SHB 2127	Concerning workers' compensation incentives to return to work. Effective 1/1/2025
SHB 2382	Death benefits for Transportation Network Company drivers; report due 7/1/2029
Proviso funding	\$200k to staff a new light duty job offer complaint process and provide a report to the legislature by June 30, 2025
Proviso funding	\$400k (608/609) to contract to assess PTSD workers' comp policies and claims in WA and other states, including best practices and recommendations; report due 6/30/2025

Proposed Legislation and Decision Packages

2025 Agency request legislation

Light duty complaints office	Establish a new light duty complaints office
Vocational reemployment pilot	New option for workers to return to work when they cannot medically return to a previously held job
Clarifying labor law enforcement	Listing L&I as a limited enforcement agency while not granting new enforcement authority
Wage and hour enforcement consistency	Update Title 49 to standardize admin processes to align to Admin Procedures and Wage Payment Act

2025 Proposed decision packages

Workers comp system modernization	Establish technical foundation to replace L&I's aging technology
Claims management resources	Continuation of 2017-21 DPs to reduce caseloads
Employment standards workload	Address increase workloads due to Wage Payment Act, Child labor, retaliation investigation, and admin citation
Equity for underserved workers	L&I to meet information and service needs of limited English proficiency customers
Collections education outreach	Increase collections programming staff to meet increase in business license applications
Fire-resistant material applicators (1323)	New fire-resistant material training to meet demand for certification

WA Stay at Work (WSAW) Updates/Clarification

Michelle O'Brien,
*Program Manager,
Employer Services*

WSAW Updates

- Stay at Work supervisor hiring update
- Stay at Work team is currently working through backlog
 - June/July applications
- Increased participation
- Working with Strategic Business Office to streamline process

WSAW Rulemaking

SHB 2127 - Concerning workers' compensation incentives to return to work.

- Currently in rulemaking process
- Public hearing scheduled for November 12, 2024 at 10am (Zoom/L&I HQ)
 - Effective date of January 1, 2025
 - New claims with DOI on or after January 1, 2025

2025 Industrial Insurance Rates Update

Michelle O'Brien,
*Program Manager,
Employer Services*

2025 Proposed Rates

- Held a hybrid [meeting](#) on October 28, 2024 (Zoom/L&I HQ)
- Held an in-person [meeting](#) on October 29, 2024 (Spokane)
 - Detailed information on both meetings can be found on our website
- Final rates will be adopted on November 26, 2024
 - Final rate notices will go out on December 6, 2024
- Details on proposed rates can be found [here](#)

Risk Class Updates

- Proposed new risk class for 2025
 - 1408 – Passenger Transportation Network Companies
- Continued effort to consolidate risk sub classifications
 - List of consolidated subclasses in supplemental slides
- Amending risk class definitions and/or reformatting
 - [Proposed 2025 Reporting and Classification Amendments](#)

Questions?

Contact:

Michelle O'Brien

obrm235@Lni.wa.gov

(360) 902-4826

Light Duty Complaint Resolution Office

Cherell Fisher,
Chief of Claims

Light Duty Office Review

- Proviso funding was provided by the legislature to set up an office that serves as a point of contact for customers who have questions or issues regarding a light duty job offer.
- The office is responsible for resolving all transitional and permanent job offer disagreements for both State Fund and Self-Insurance claims.
- The office opened on September 3rd and will be available through June 30, 2025.
- A legislative report will be submitted by June 30, 2025. The report will include information about the volume of complaints, resolution outcomes and trends.

So far...

- State Fund complaints received:
 - 54 as of 10/28/24
 - 34 completed
- Of the 34 completed:
 - 14 were found valid, 20 were found not valid
- Self-Insurance complaints received:
 - 4 as of 10/28/24 (all in process)

Guidelines

- RCW 51.32.090
- INTERIM Policy 5.15 - Adjudicating Transitional Job Offers and Eligibility for Time-Loss Compensation and Loss of Earning Power Benefits
- INTERIM Policy 6.50 - Determining the Validity of a Job Offered by the Employer of Record
- INTERIM Policy 5.18 - Adjudicating Eligibility for Compensation Benefits – Valid Job Offers After the Worker is Found Eligible for Plan Development

Questions?

BREAK

Retro Trends

Bill Vasek,
Chief Actuary

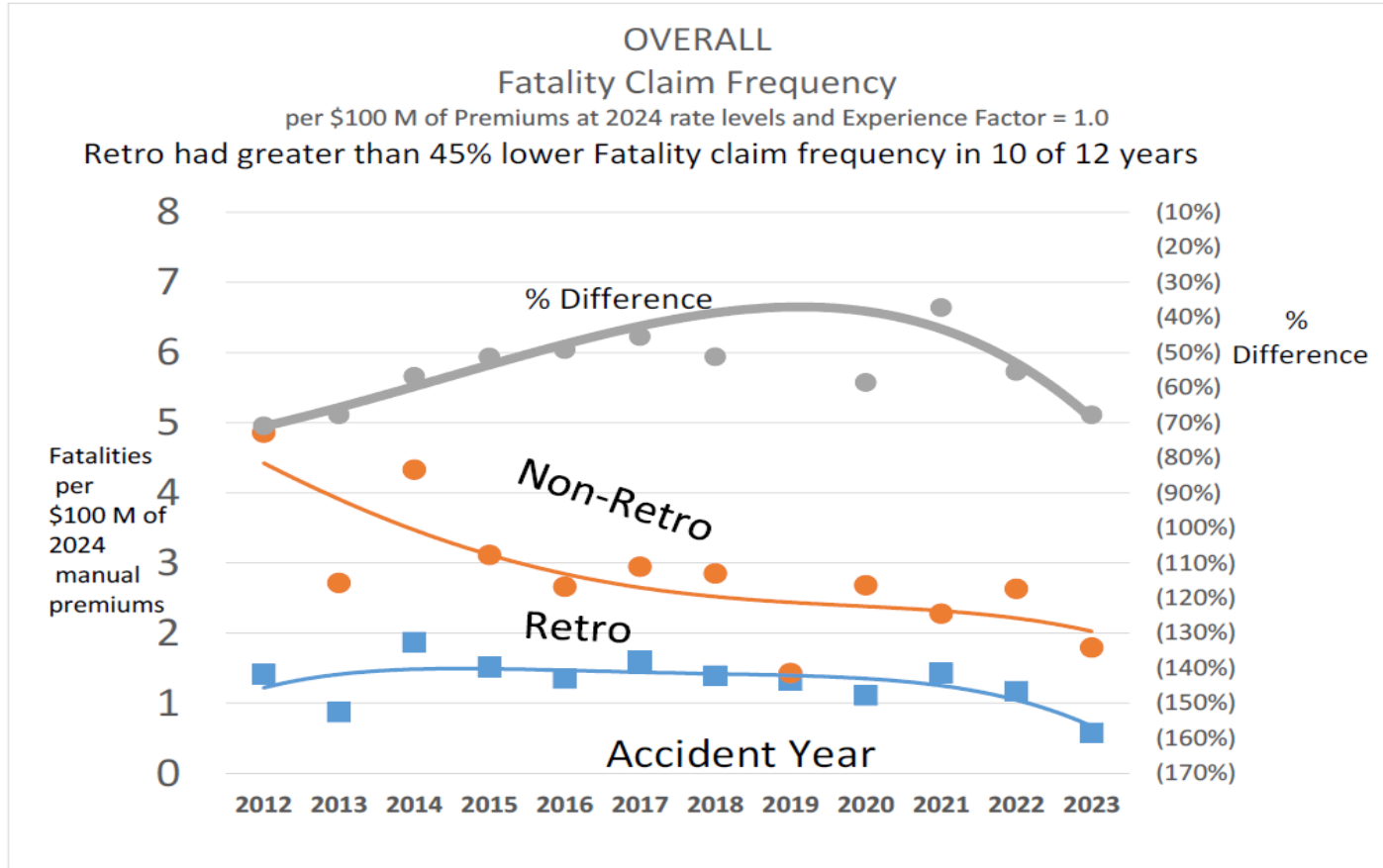
Trends Affecting Retro Firms

- Safety and claim frequency trends
- Time-loss duration trends
- Stay at Work and KOS trends
- 12 month active time-loss trends
- TPD pension frequency trends
- Experience factor trends

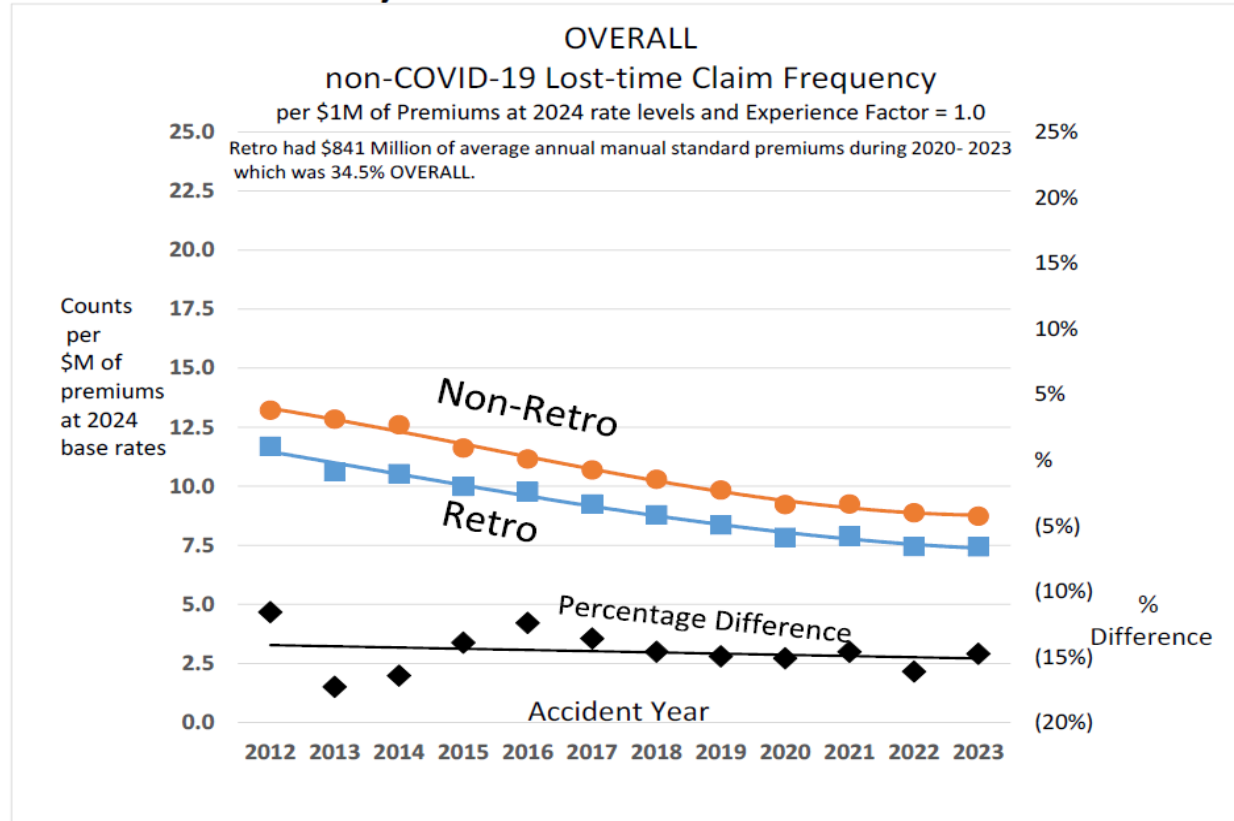
*Note: Non-retro categories excludes:

- Horse racing classes
- Preferred worker class (7204)
- Claims to unassigned employers

Best overall safety trend during the coverage period:

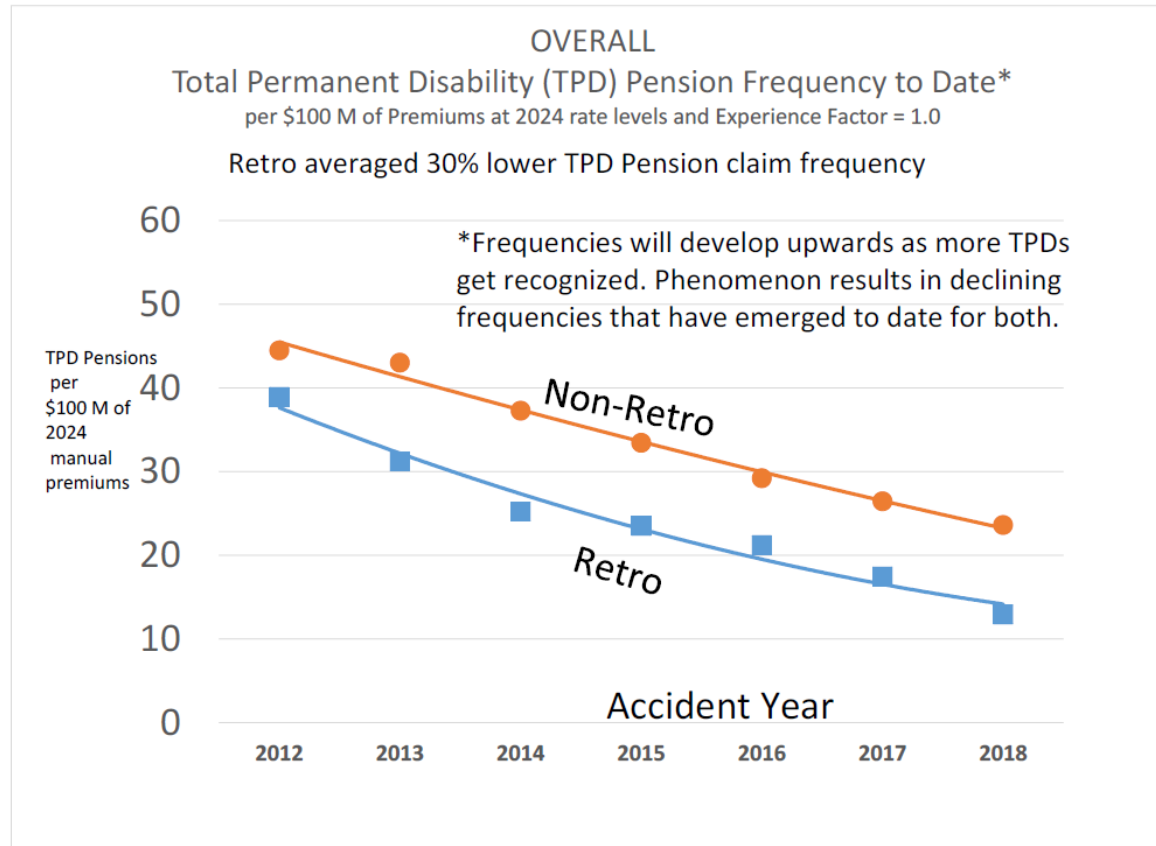


Next best Safety Trend:



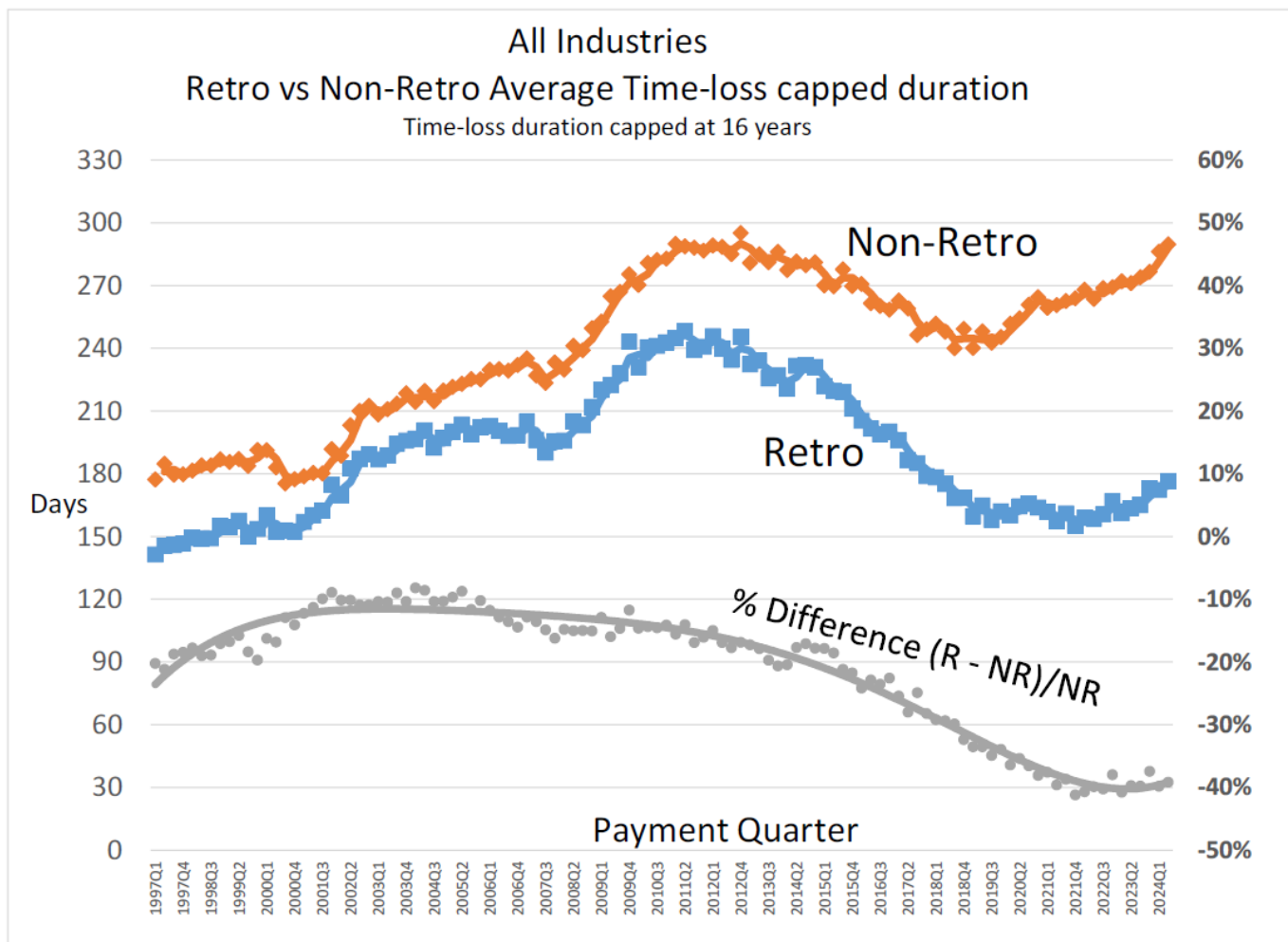
Note: Lost-time includes KOS claims

Third best Safety Trend:

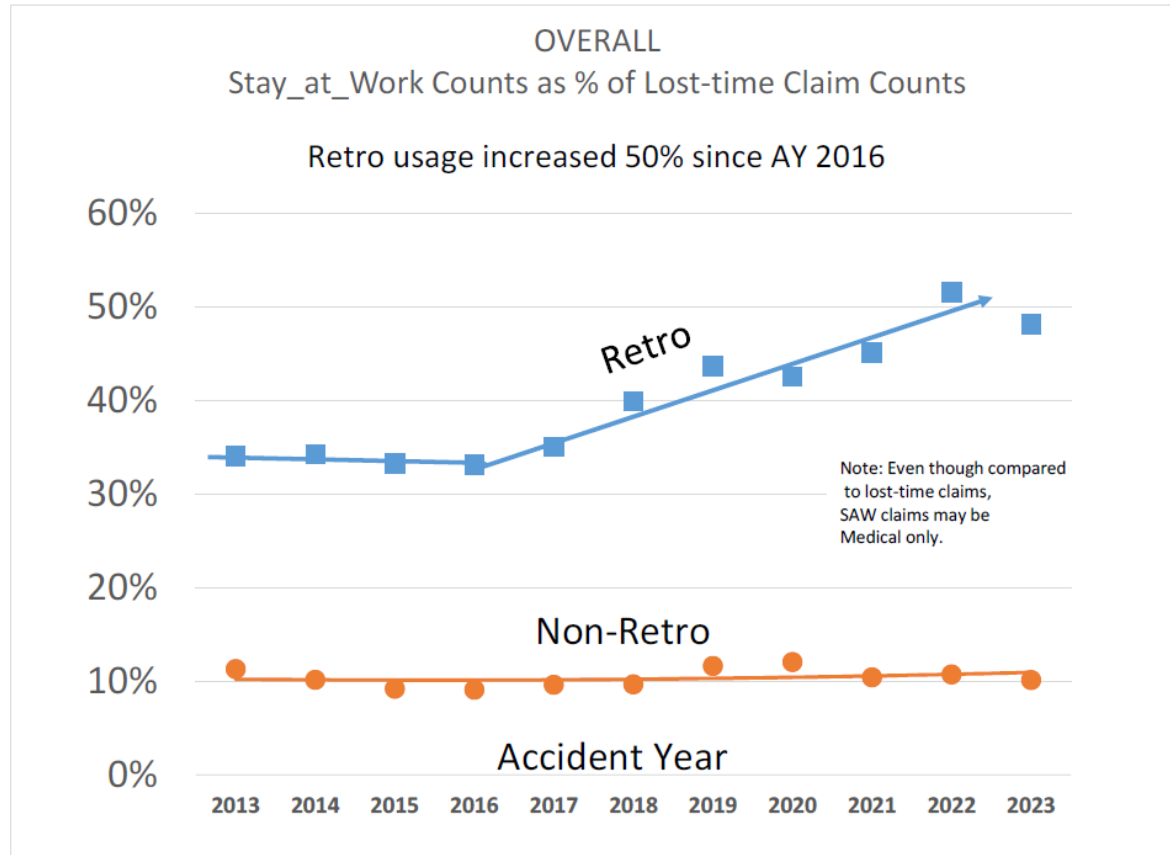


NonCOVID-19 Time-loss Duration Trends

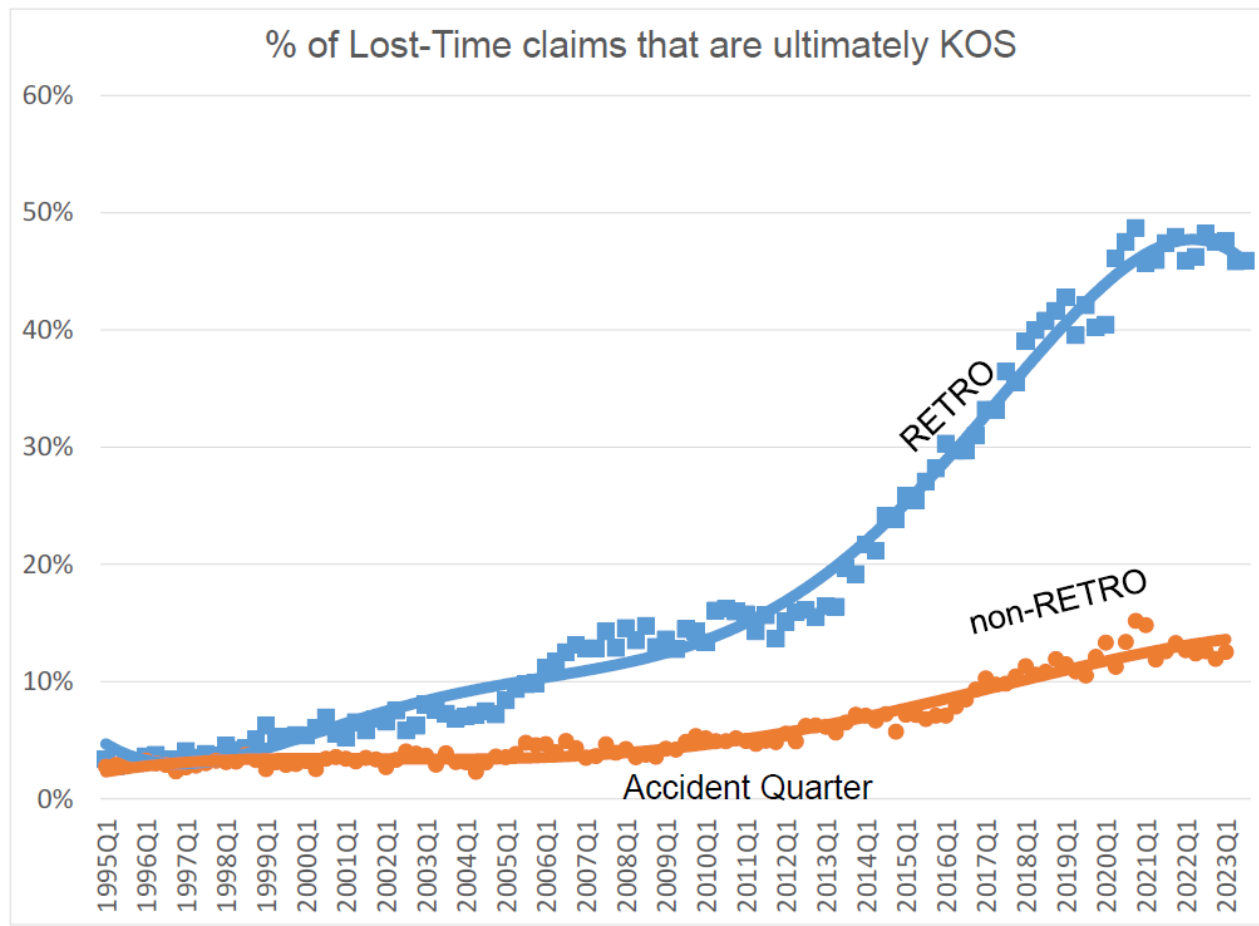
- Average days per lost-time claim
 - By payment quarter
- Partial days included for LEP claims
- Ultimate KOS claims counted as lost-time
- Trends are strongly influenced by:
 - Startup of Stay at Work program (2011 reform)
 - Increased usage of KOS



Retro usage of SAW is 380% more than non-Retro



Note that Retro firms receive SAW reimbursements on top of Retro refunds

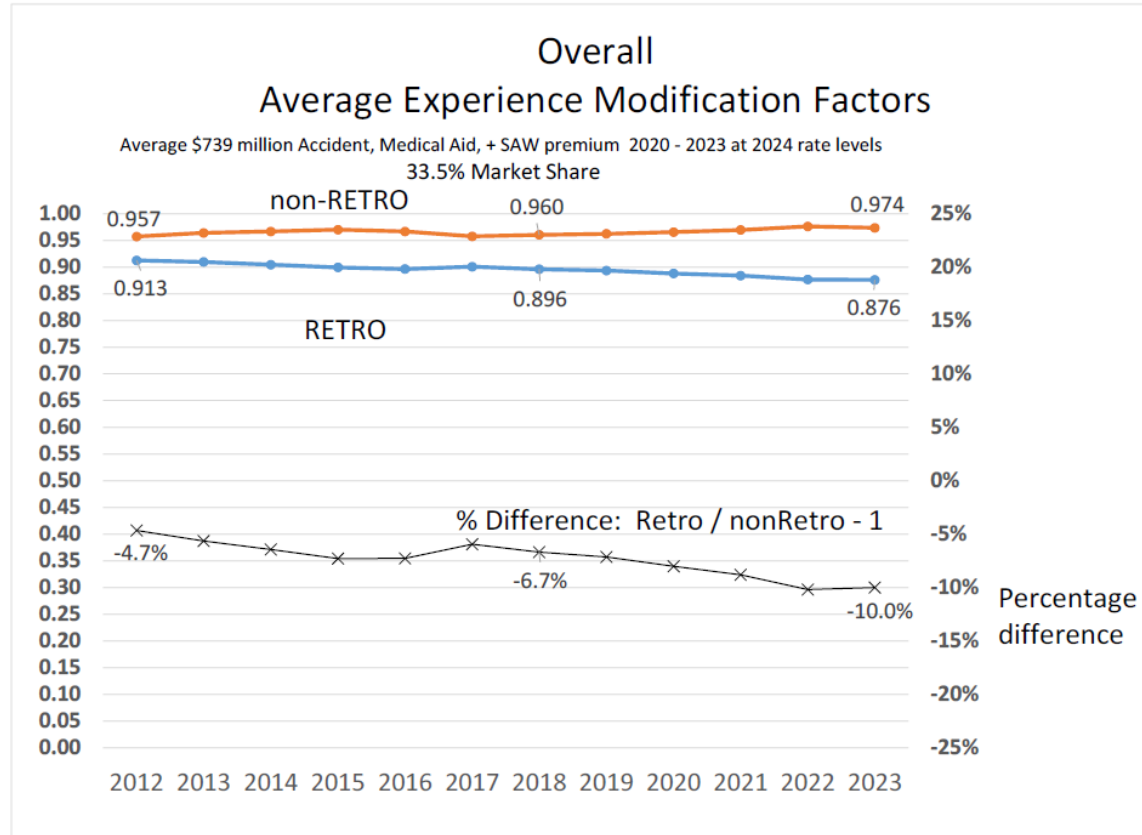


Kept On Salary usage is now up to the level of Stay At Work usage

Lower experience factors for Retro firms during the coverage period:

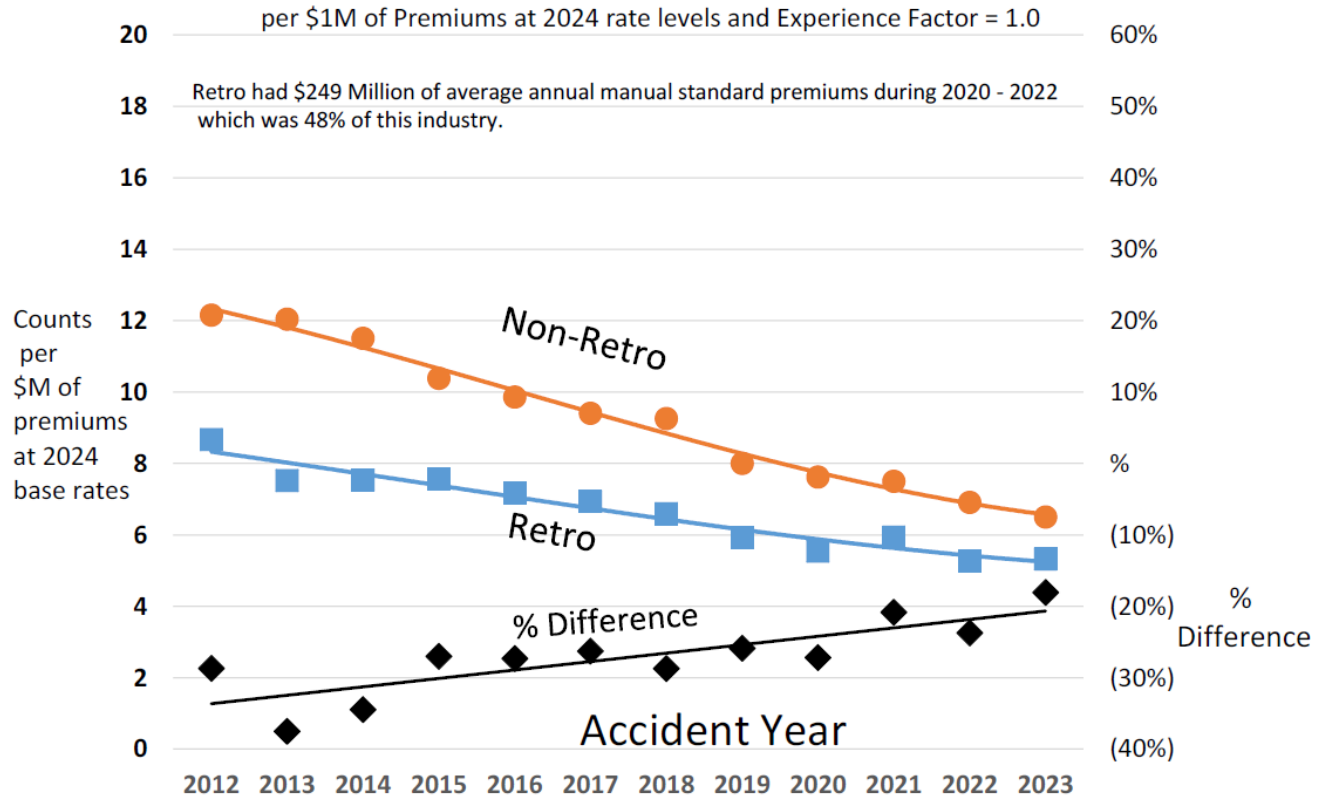
Result of prior 3 year good safety cultures and return to work efforts

Retro workers and employers pay lower premiums up-front



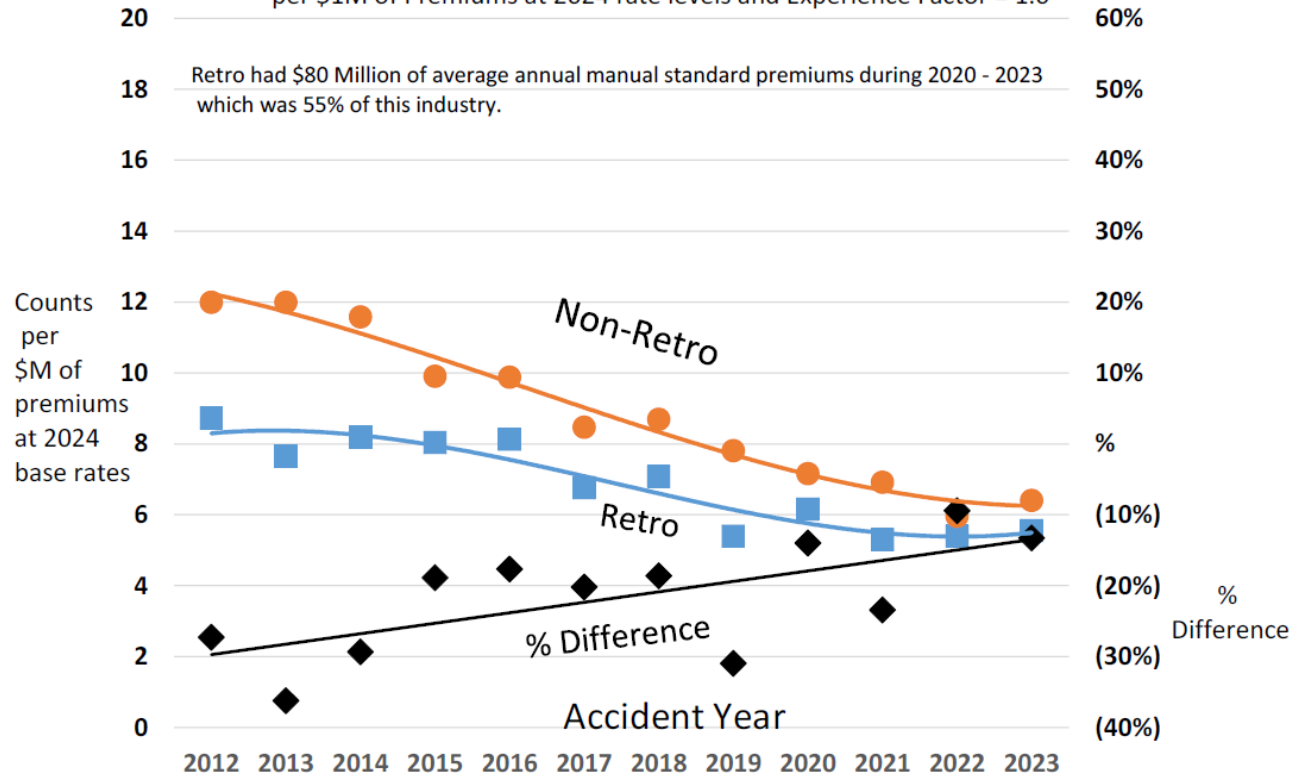
Retro NonCOVID-19 Time-loss Claim Frequency Trends by Industry

Building Construction and Trades non-COVID-19 Lost-time Claim Frequency



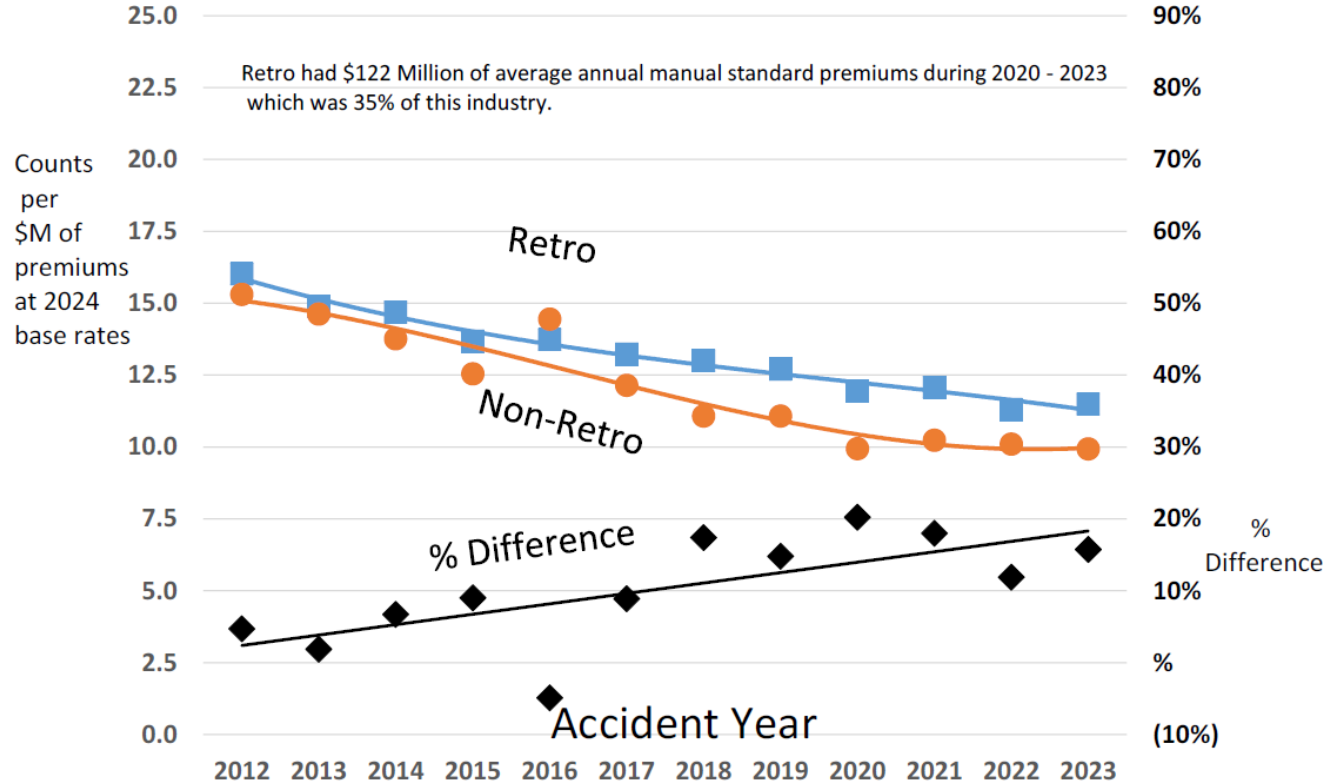
Misc. Construction and Mining non-COVID-19 Lost-time Claim Frequency

per \$1M of Premiums at 2024 rate levels and Experience Factor = 1.0



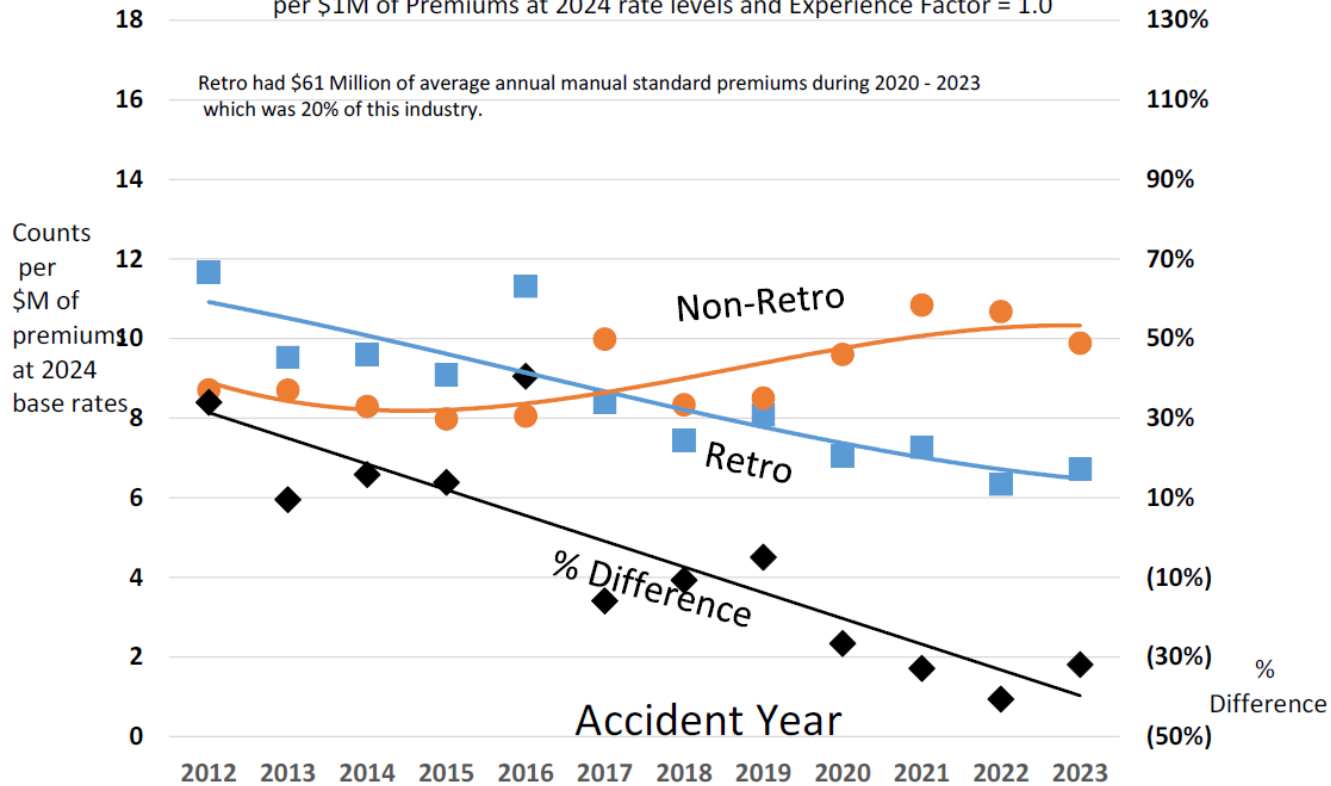
Miscellaneous Services non-COVID-19 Lost-time Claim Frequency

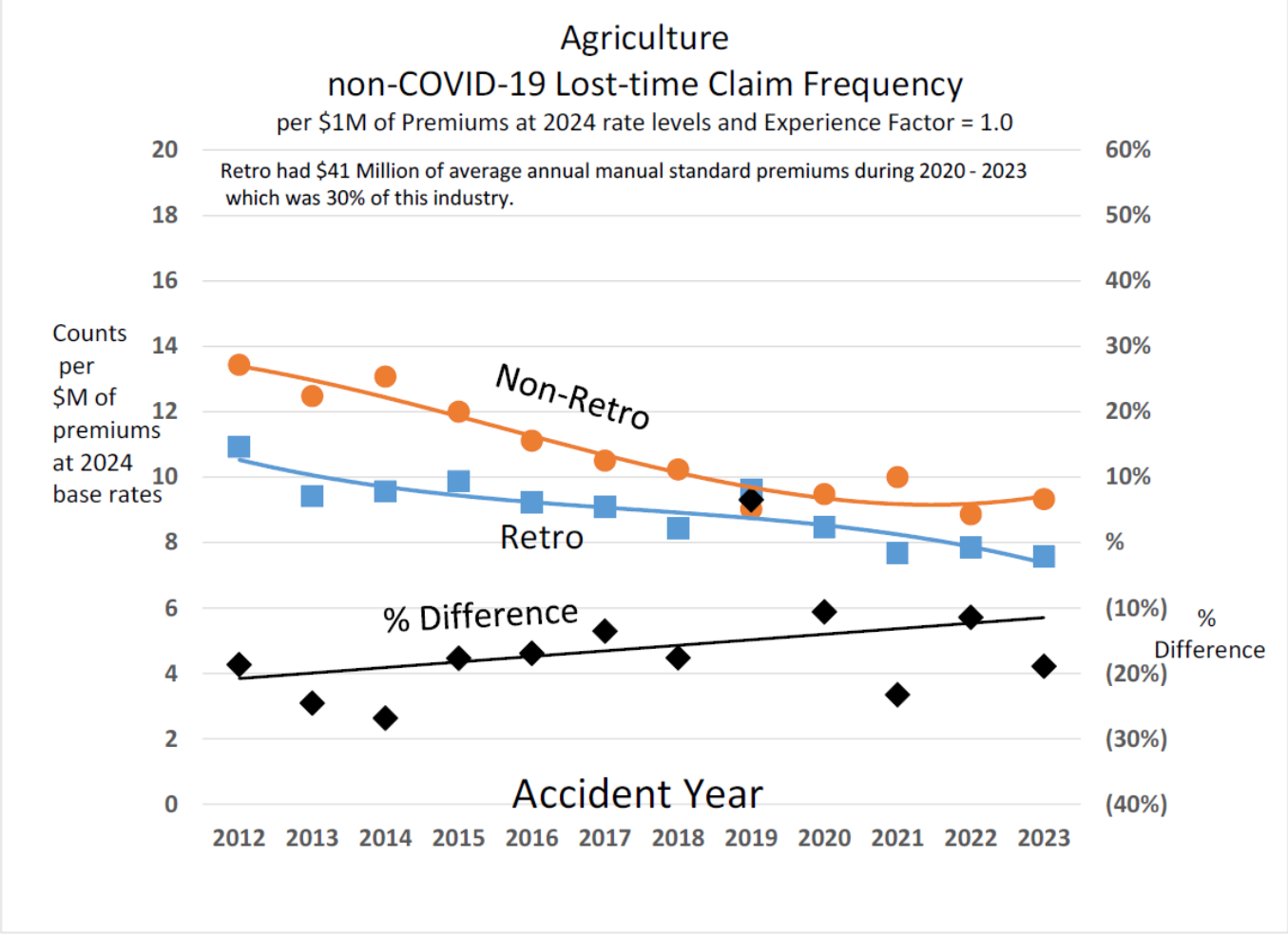
per \$1M of Premiums at 2024 rate levels and Experience Factor = 1.0



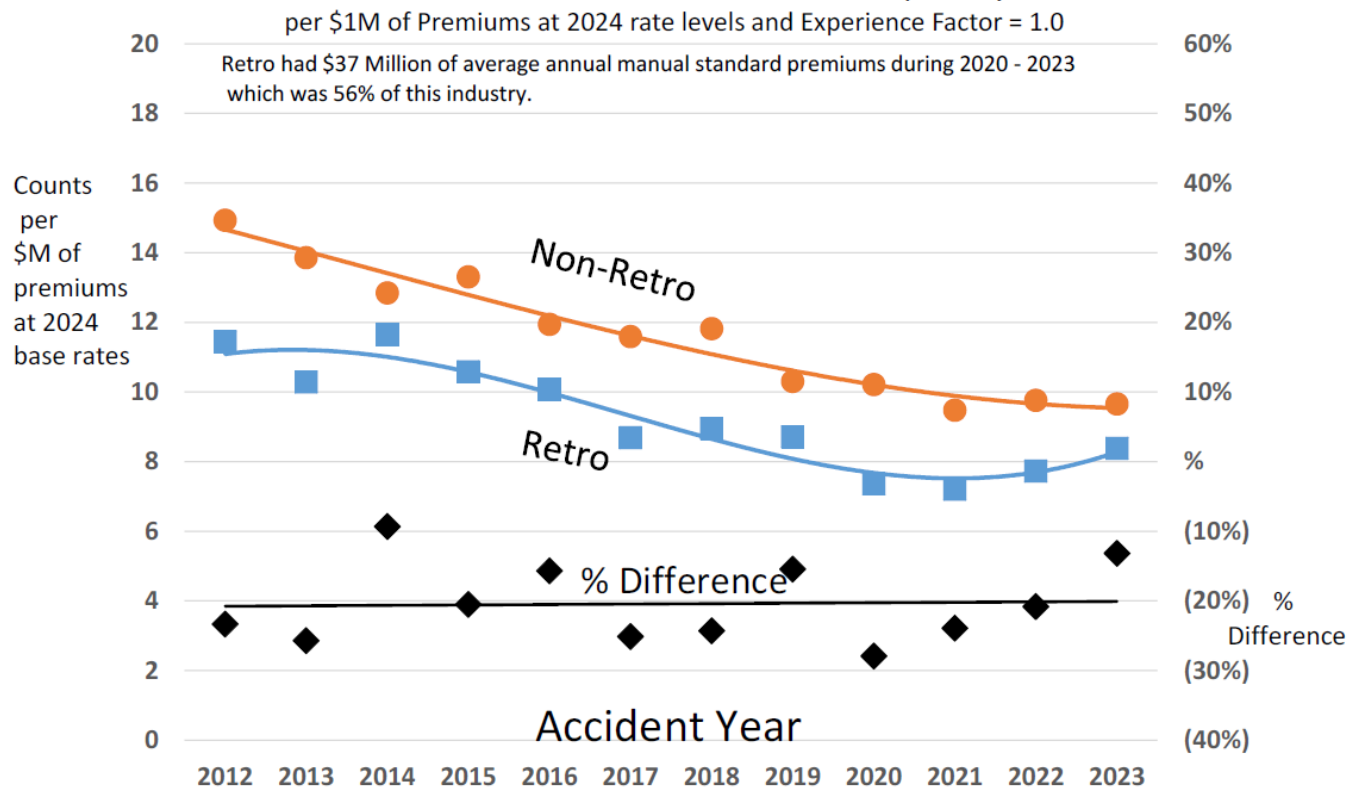
Transportation and Warehousing non-COVID-19 Lost-time Claim Frequency

per \$1M of Premiums at 2024 rate levels and Experience Factor = 1.0

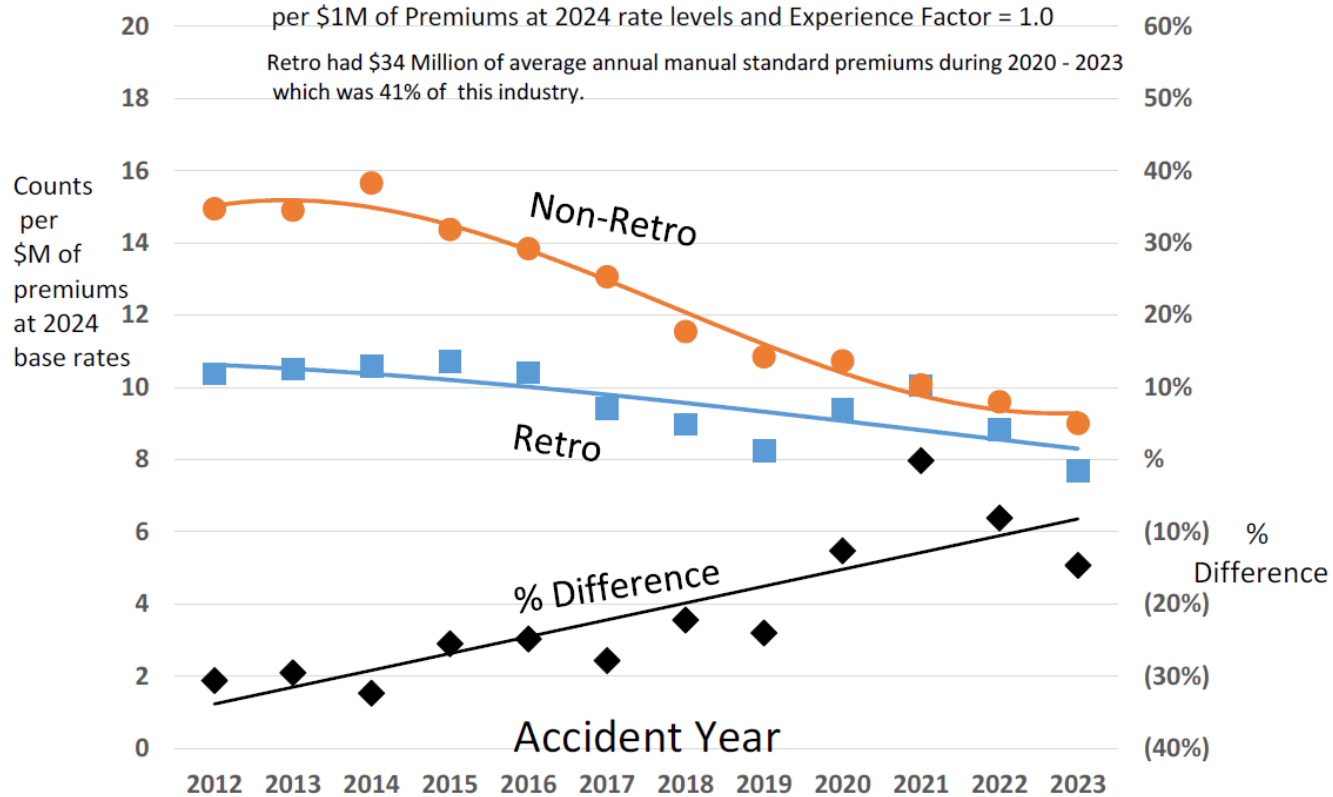




Metal and Machinery Manufacturing non-COVID-19 Lost-time Claim Frequency

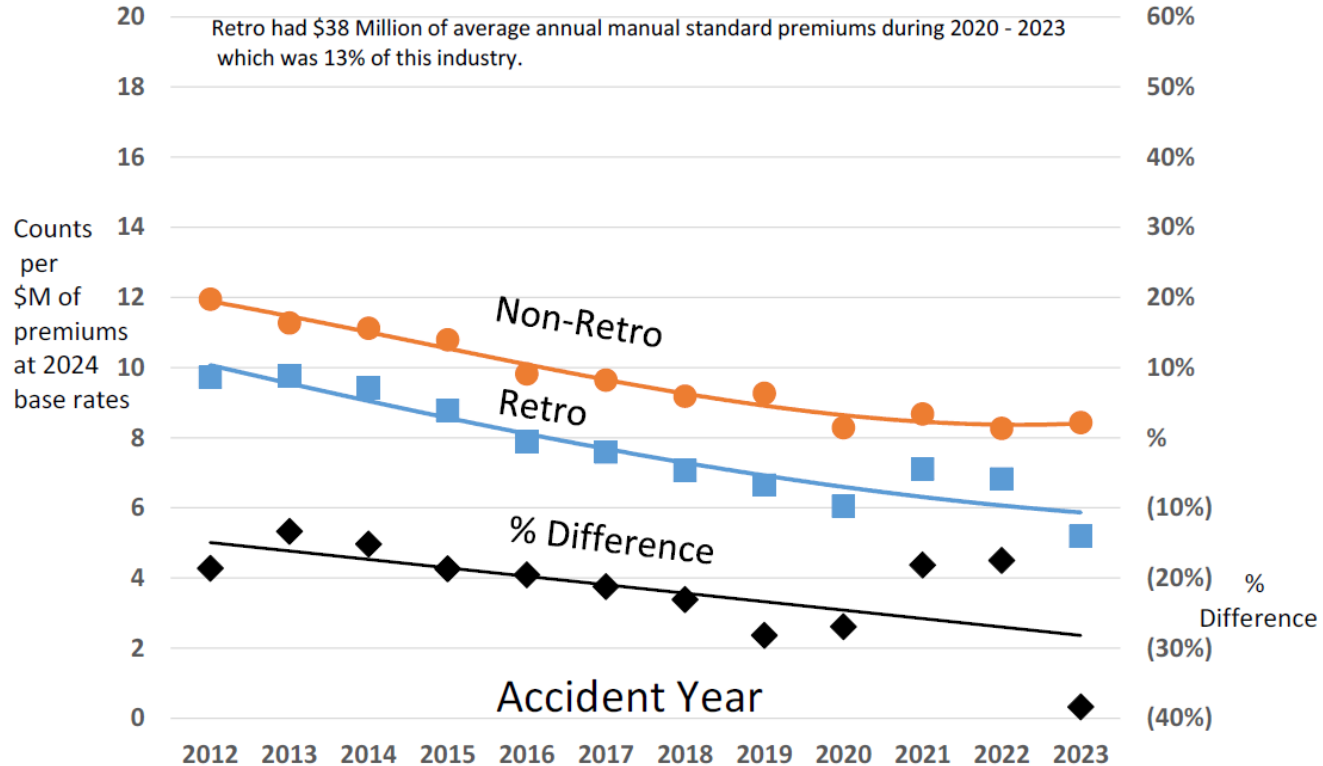


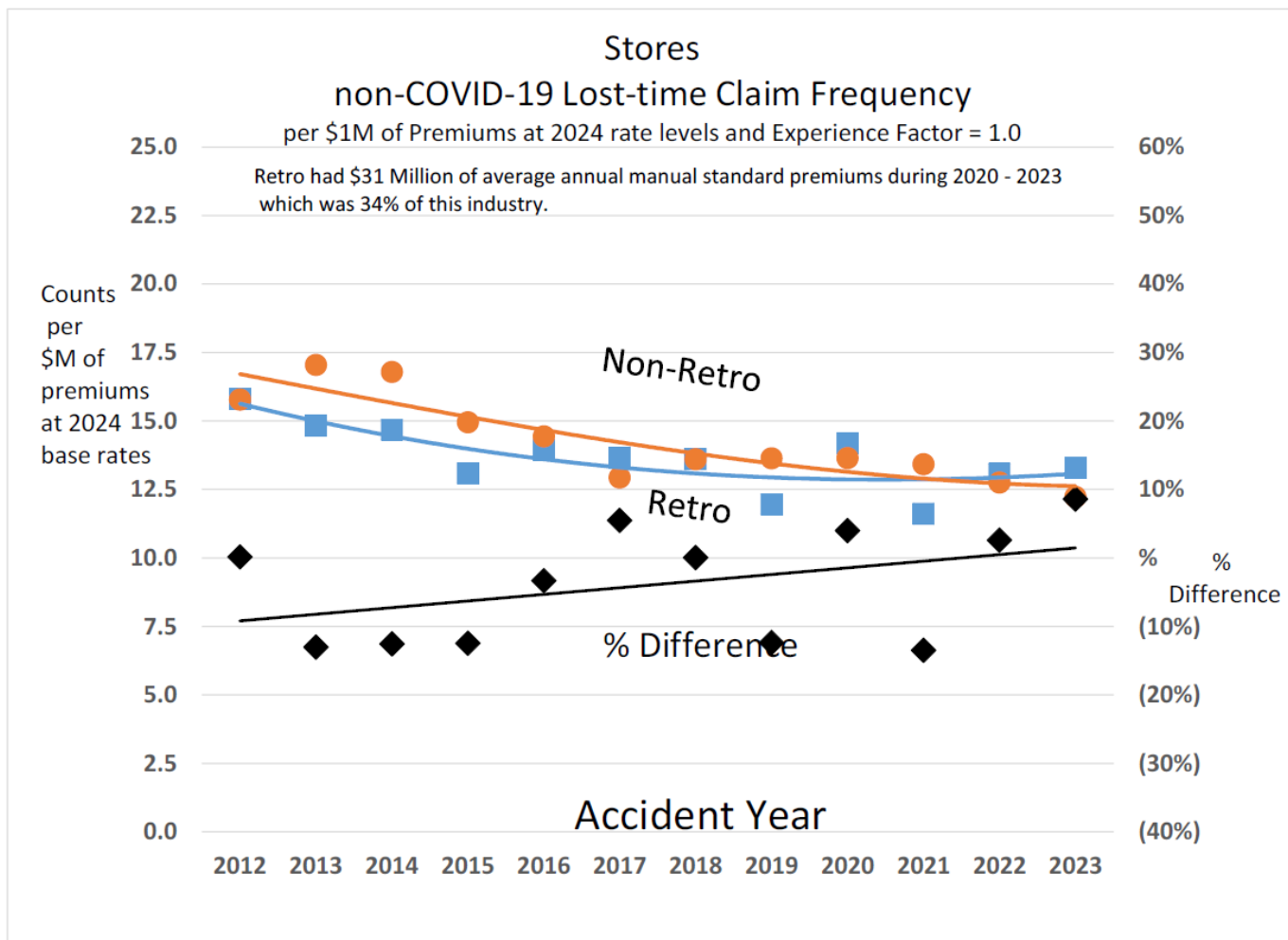
Food Processing and Manufacturing non-COVID-19 Lost-time Claim Frequency

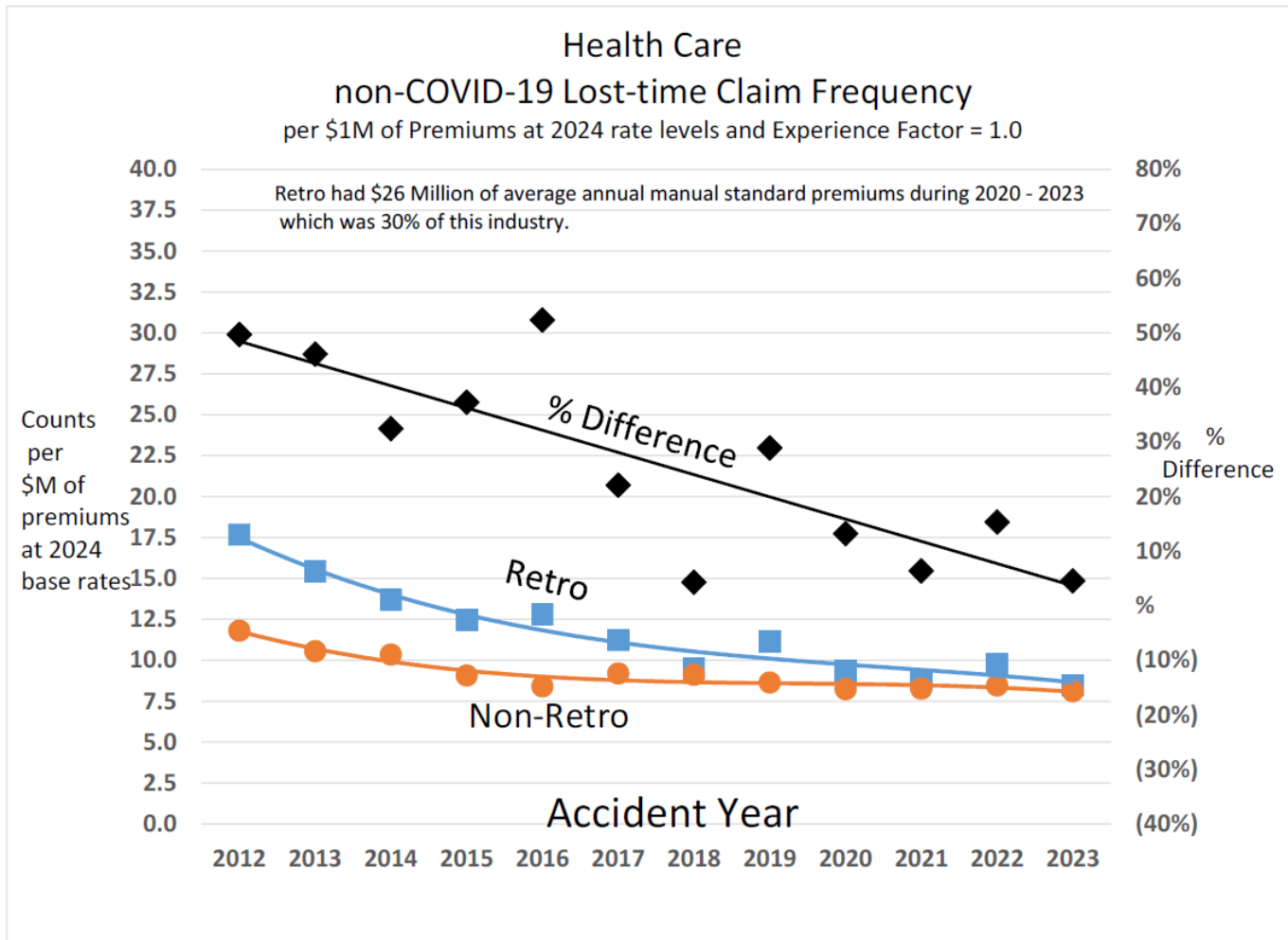


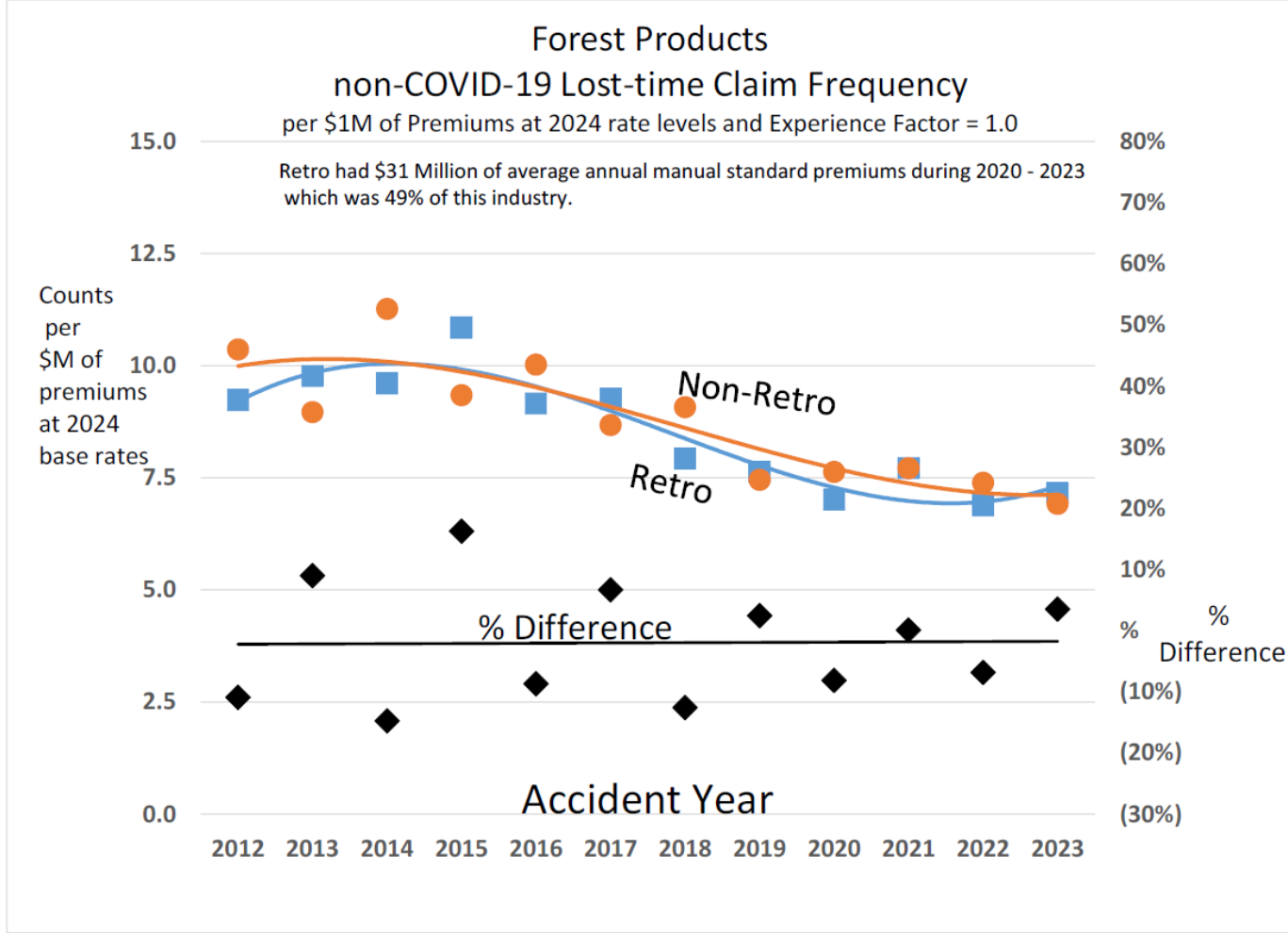
State and Local Government + Schools non-COVID-19 Lost-time Claim Frequency

per \$1M of Premiums at 2024 rate levels and Experience Factor = 1.0









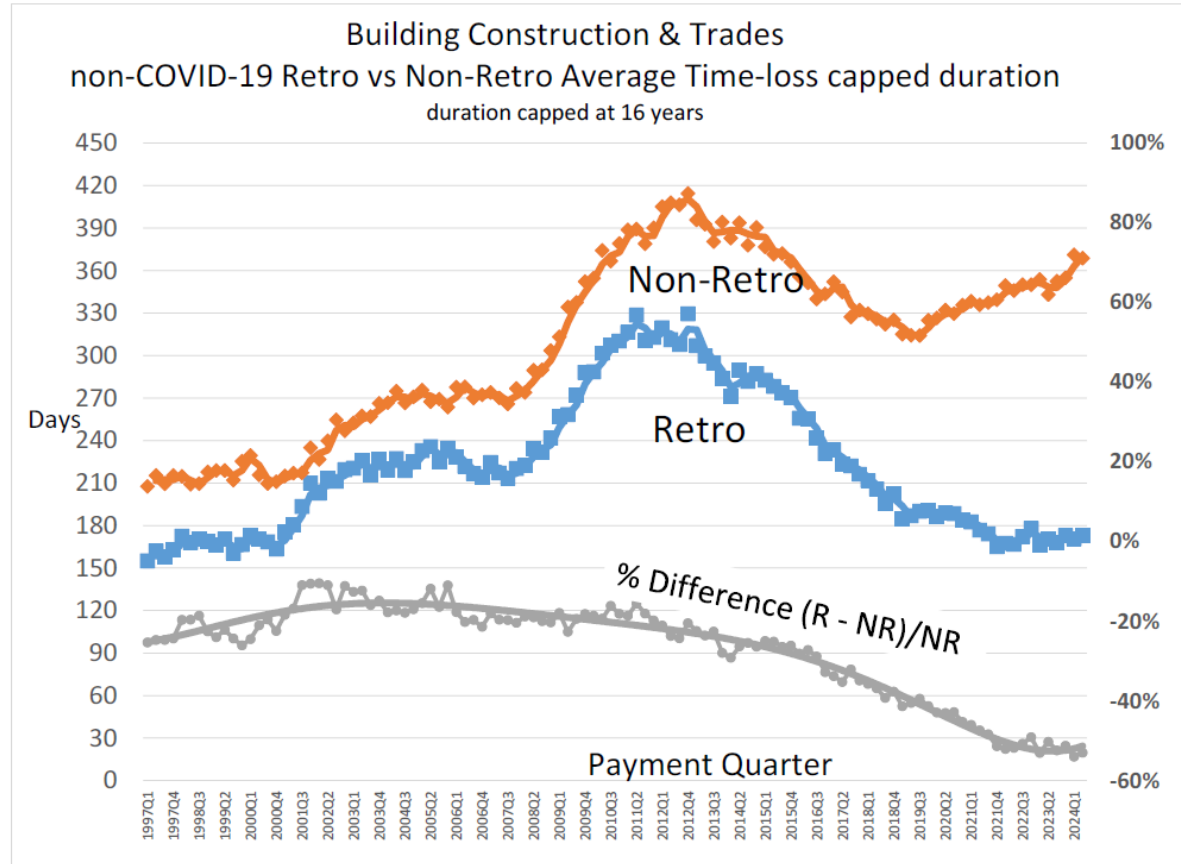
Compensable Claim Frequency % Difference: Retro/NonRetro -1

	2020-2023				Includes KOS claims														
	Average																Retro	Market	Share
	Retro																Last	Middle	Recent
	Manual																Four	Four	Four
	Premiums	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023				years	years	years
ALL CLASSIFICATIONS	841 M	(12%)	(17%)	(16%)	(14%)	(12%)	(14%)	(15%)	(15%)	(15%)	(15%)	(16%)	(15%)				42.1%	39.7%	34.5%
BUILDING CONSTRUCTION AND TRADES	249.0 M	(29%)	(38%)	(34%)	(27%)	(27%)	(26%)	(29%)	(26%)	(27%)	(21%)	(24%)	(18%)				49.4%	50.3%	48.4%
MISCELLANEOUS SERVICES	122.0 M	5%	2%	7%	9%	(5%)	9%	17%	15%	20%	18%	12%	16%				41.6%	39.5%	35.1%
GOVERNMENT AND SCHOOLS	37.8 M	(19%)	(13%)	(15%)	(19%)	(20%)	(21%)	(23%)	(28%)	(27%)	(18%)	(18%)	(38%)				16.8%	14.6%	12.6%
TRANSPORTATION AND WAREHOUSING	61.2 M	34%	9%	16%	14%	41%	(16%)	(11%)	(5%)	(27%)	(33%)	(41%)	(32%)				37.6%	29.3%	20.3%
MISCELLANEOUS CONSTRUCTION AND MINING	80.3 M	(27%)	(36%)	(29%)	(19%)	(18%)	(20%)	(19%)	(31%)	(14%)	(23%)	(9%)	(13%)				55.3%	56.2%	54.6%
MISC. PROFESSIONAL AND CLERICAL	15.9 M	(26%)	(7%)	(19%)	(24%)	(26%)	(2%)	(13%)	(24%)	(18%)	(2%)	(15%)	(27%)				23.9%	20.5%	16.4%
AGRICULTURE	40.6 M	(19%)	(25%)	(27%)	(18%)	(17%)	(14%)	(18%)	7%	(11%)	(23%)	(11%)	(19%)				58.4%	49.4%	30.1%
STORES	31.4 M	%	(13%)	(13%)	(12%)	(3%)	5%	%	(12%)	4%	(13%)	3%	9%				40.0%	36.3%	33.5%
HEALTH CARE	25.5 M	50%	46%	32%	37%	52%	22%	4%	29%	13%	6%	15%	5%				31.8%	32.2%	29.6%
METAL AND MACHINERY MANUFACTURING	36.6 M	(23%)	(26%)	(9%)	(20%)	(16%)	(25%)	(24%)	(15%)	(28%)	(24%)	(21%)	(13%)				60.2%	56.2%	56.3%
FOREST PRODUCTS	30.5 M	(11%)	9%	(15%)	16%	(9%)	7%	(13%)	2%	(8%)	%	(7%)	4%				48.7%	51.6%	49.2%
DEALERS AND WHOLESALERS	32.0 M	(5%)	(6%)	(8%)	(8%)	(8%)	(5%)	(25%)	(13%)	(20%)	2%	12%	7%				46.0%	41.4%	37.0%
FOOD PROCESSING AND MANUFACTURING	34.3 M	(31%)	(30%)	(32%)	(26%)	(25%)	(28%)	(22%)	(24%)	(13%)	(%)	(8%)	(15%)				66.6%	55.2%	40.5%
MISCELLANEOUS MANUFACTURING	26.9 M	(6%)	(23%)	(25%)	(11%)	(15%)	(19%)	(25%)	(11%)	(29%)	(6%)	(35%)	(24%)				61.9%	55.6%	50.6%
TEMPORARY HELP	13.1 M	(%)	(9%)	(13%)	(6%)	(3%)	(12%)	7%	(38%)	(5%)	(7%)	(4%)	2%				33.1%	30.9%	27.5%
UTILITIES AND COMMUNICATIONS	4.0 M	8%	11%	33%	(3%)	(5%)	(11%)	(22%)	(25%)	(8%)	(23%)	(17%)	2%				27.9%	30.4%	29.6%

Retro NonCOVID-19 Time-loss Duration Trends by Industry

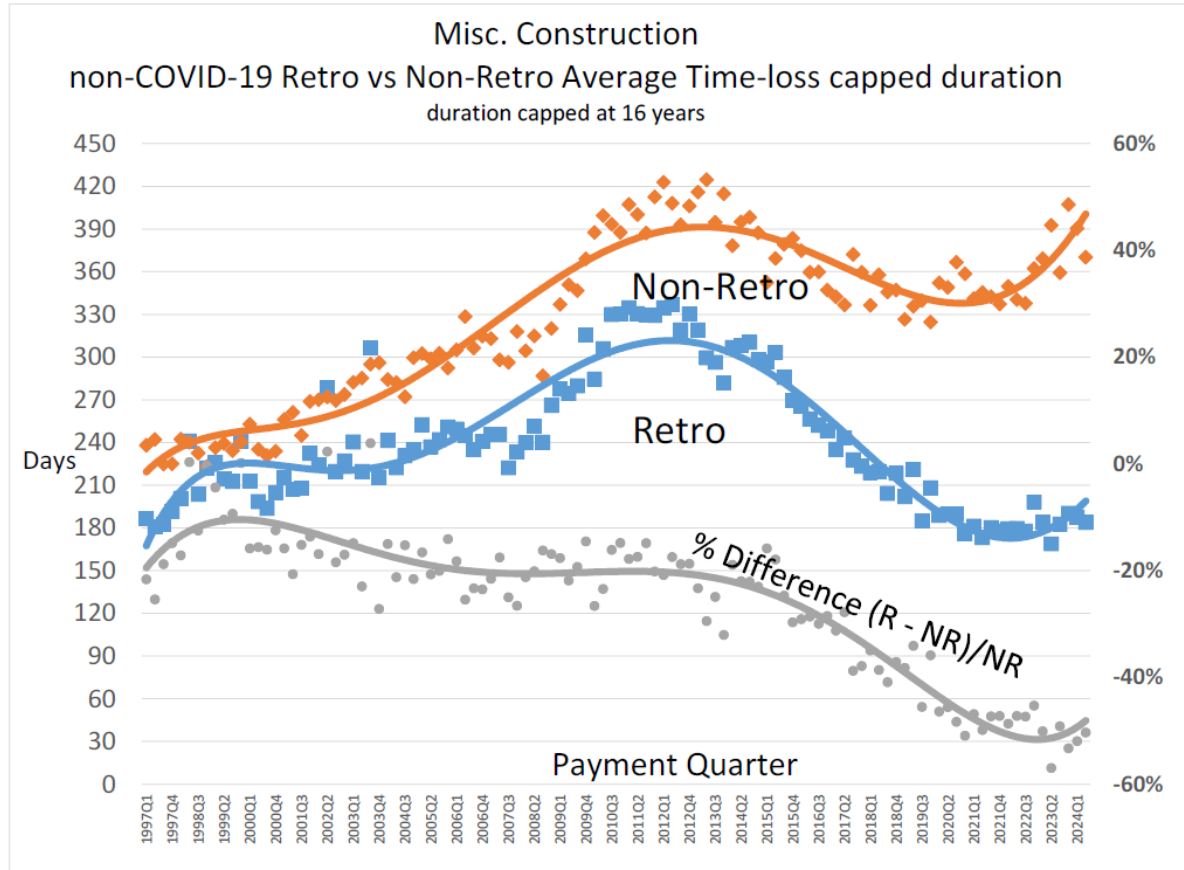
Building Construction & Trades:

Retro has recently averaged 53% lower Time-loss capped duration



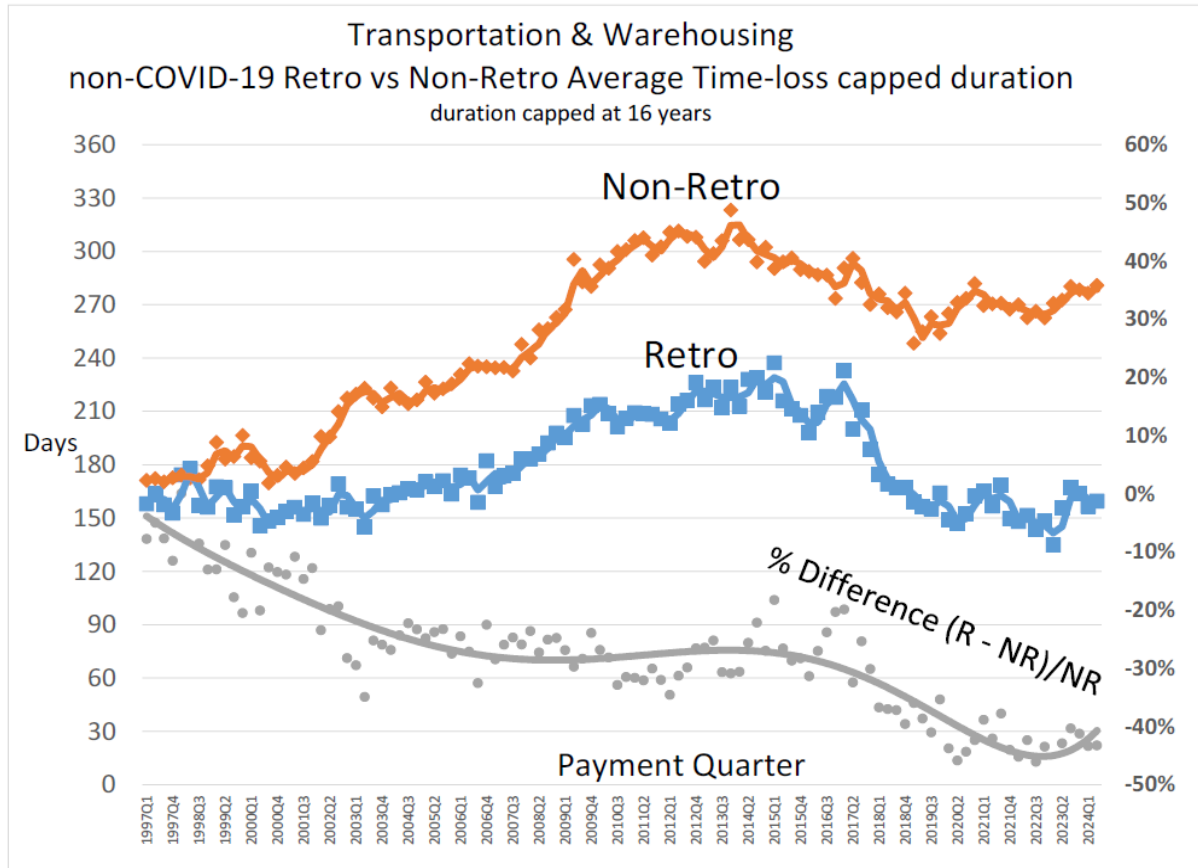
Miscellaneous Construction:

Retro has recently averaged 51% lower Time-loss duration



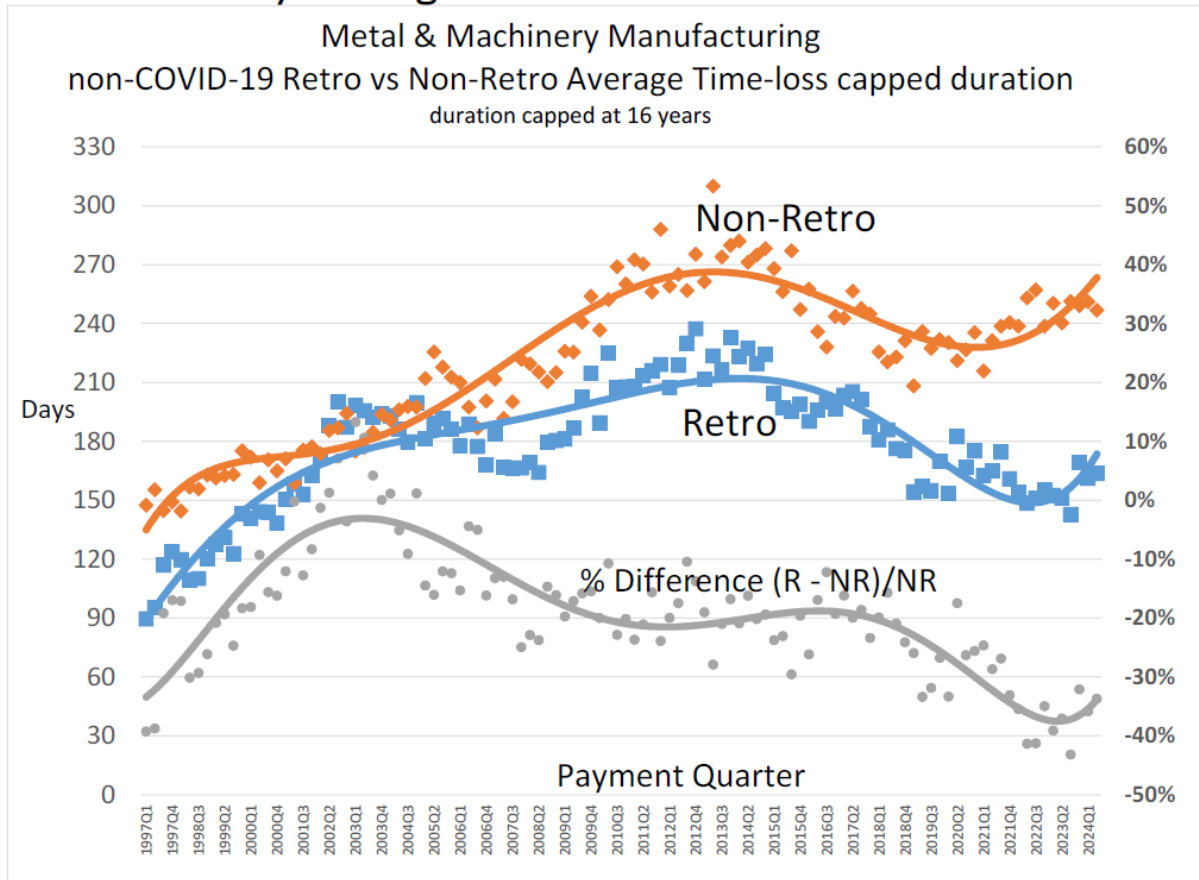
Transportation & Warehousing:

Retro has recently averaged 42% lower Time-loss capped duration



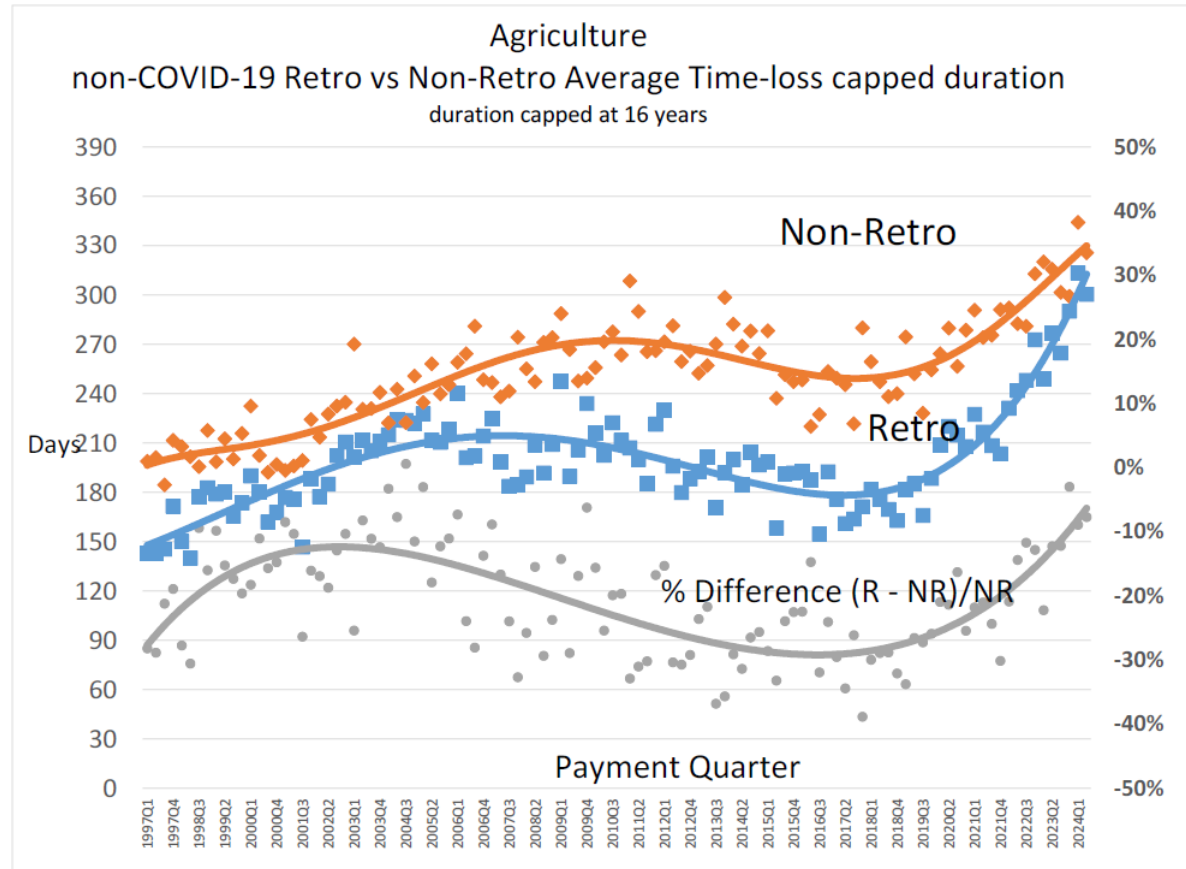
Metal & Machinery Manufacturing:

Retro has recently averaged 36% lower Time-loss capped duration



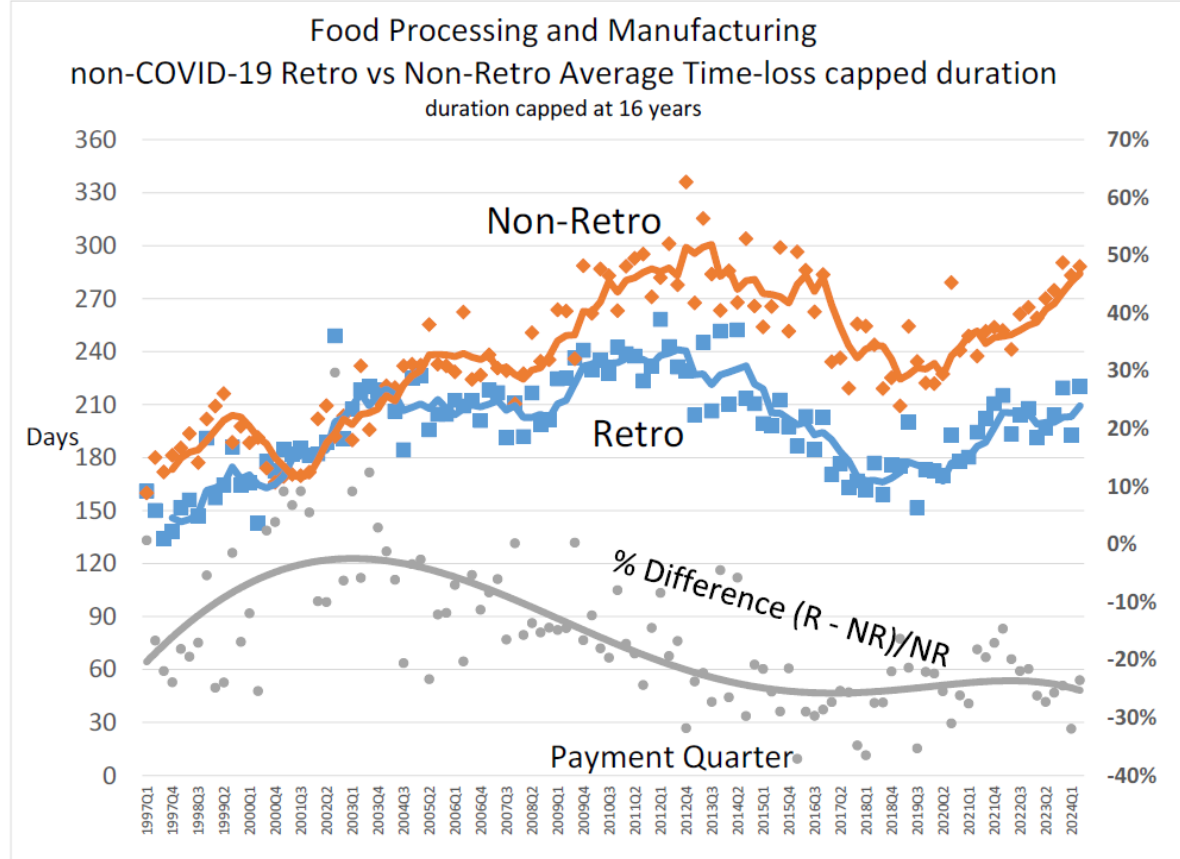
Agriculture:

Time-loss duration has been dramatically increasing for 5 years.

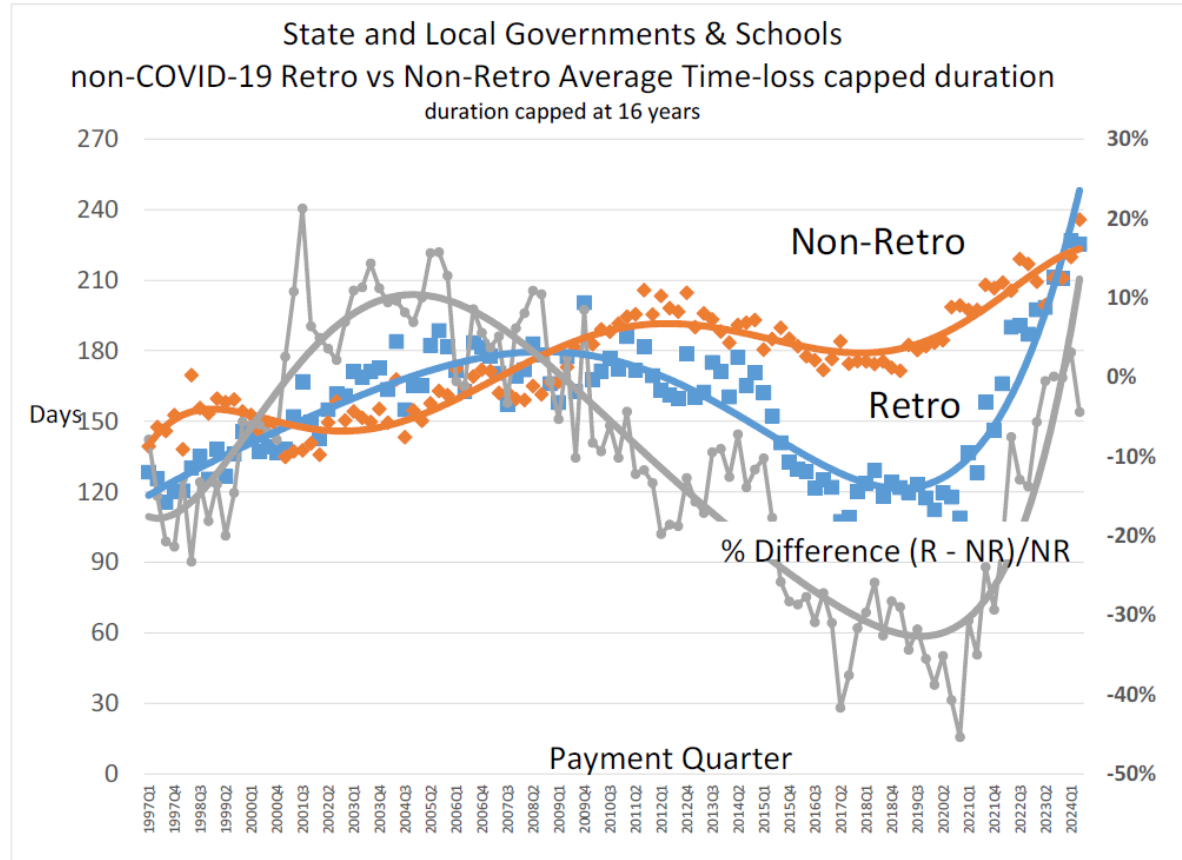


Food Processing and Manufacturing:

Retro has recently averaged 26% lower Time-loss duration

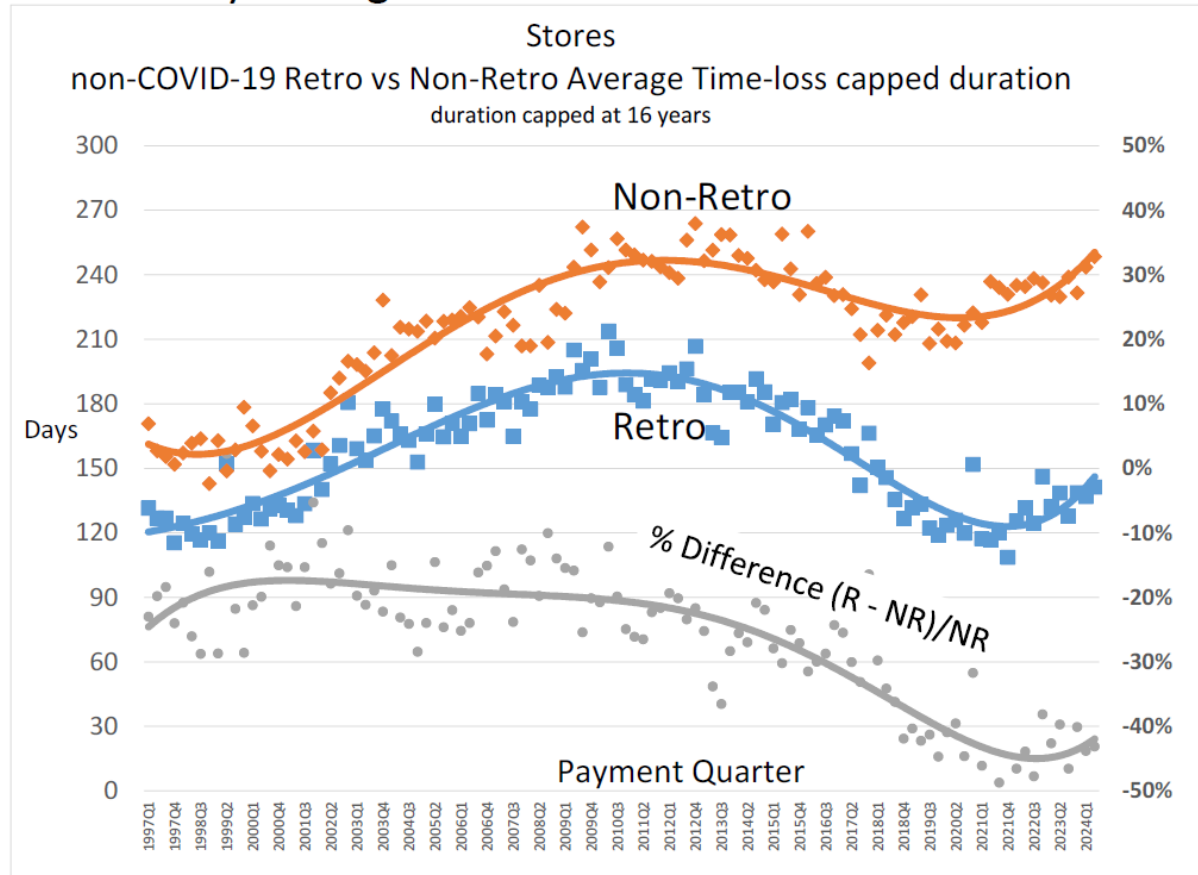


State and Local Government & Schools: Time-loss duration has increased during the Pandemic



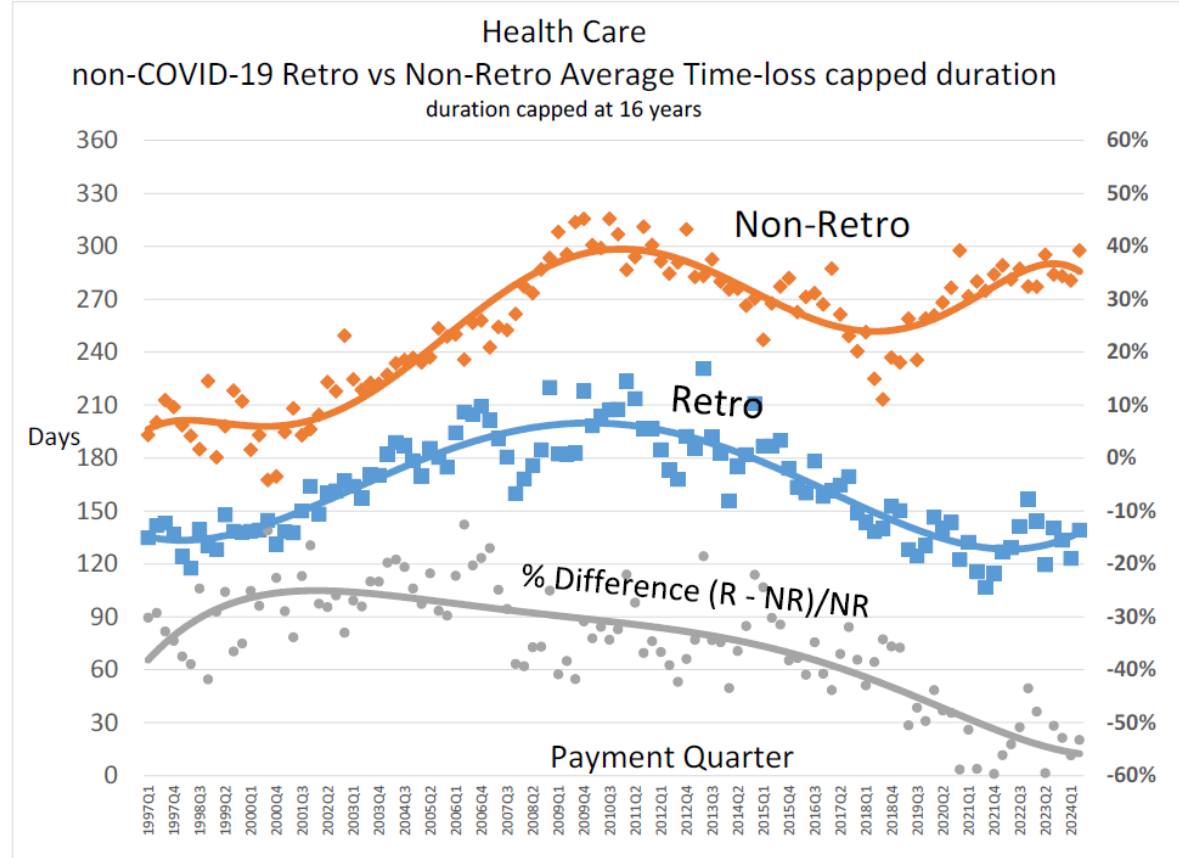
Stores: Time-loss duration has recently increased

Retro has recently averaged 43% lower Time-loss duration



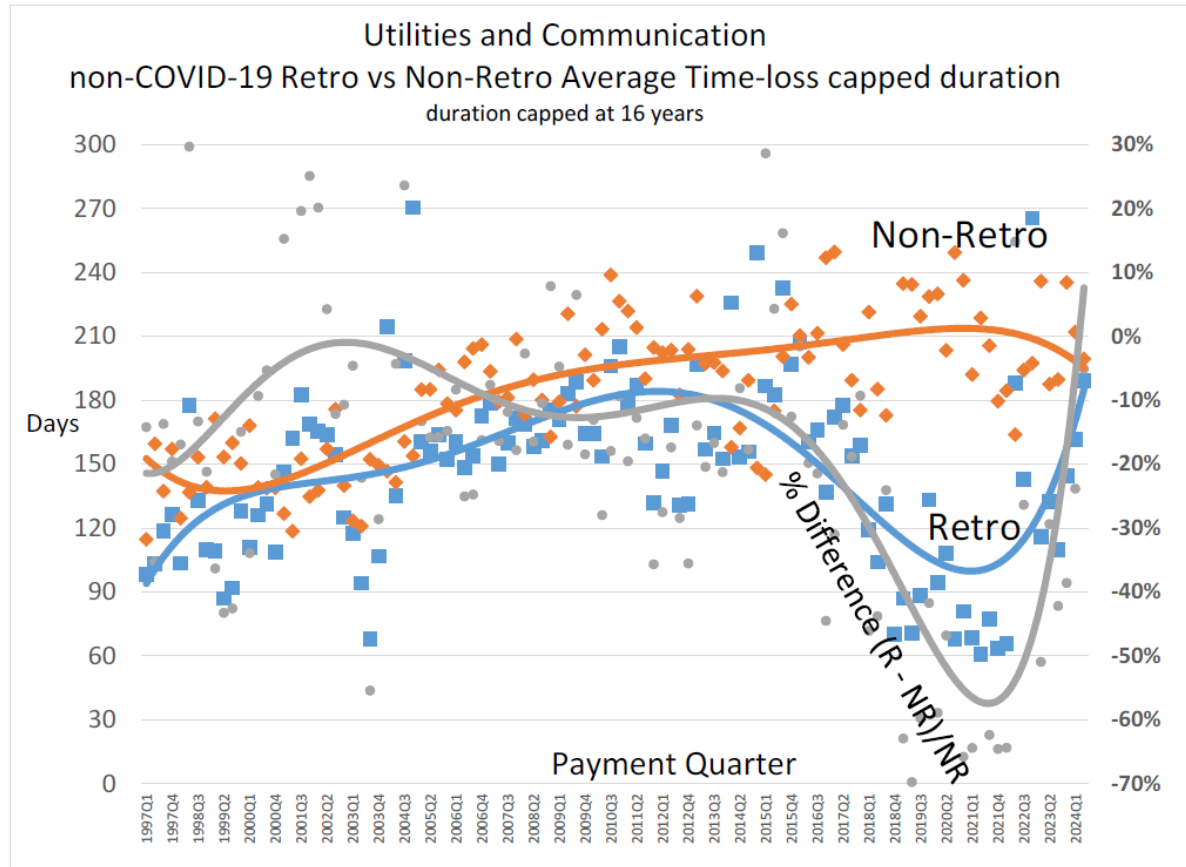
Health Care: Non-Retro duration has recently increased

Retro has recently averaged 53% lower Time-loss duration



Utilities & Communication: Retro duration has recently increased

Retro Time-loss duration has recently increased back



Non-COVID-19 Time-loss Duration Comparison

By Industry: Last four quarters

Comparison (R-NR)/NR	2023Q3	2023Q4	2024Q1	2024Q2	4 Quarter Average	Retro Duration	nonRetro Duration
Agriculture	-12%	-3%	-9%	-8%	-8%	292	318
Building Construction	-55%	-55%	-56%	-57%	-56%	177	400
Dealers and Wholesalers	-42%	-37%	-42%	-41%	-40%	152	255
Food Processing and Manufacturing	-26%	-24%	-32%	-24%	-26%	209	284
Forest Products	-56%	-55%	-50%	-49%	-53%	156	330
Government	1%	2%	8%	-1%	3%	243	237
Health Care	-51%	-53%	-56%	-53%	-53%	134	286
Metal and Machinery Manufacturing	-43%	-32%	-36%	-34%	-36%	159	250
Misc. Professional and Clerical	-26%	-40%	-34%	-25%	-31%	169	246
Miscellaneous Construction	-49%	-53%	-52%	-50%	-51%	186	382
Miscellaneous Manufacturing	-28%	-9%	-22%	-25%	-21%	202	257
Miscellaneous Services	-48%	-47%	-47%	-47%	-47%	148	281
Schools	-36%	-44%	-50%	-53%	-46%	95	176
Stores	-47%	-40%	-44%	-43%	-43%	136	241
Temporary Help	-42%	-34%	-43%	-50%	-42%	163	284
Trades	-49%	-47%	-52%	-49%	-49%	165	324
Transportation and Warehousing	-40%	-41%	-43%	-43%	-42%	162	279
Utilities and Communications	-42%	-39%	-24%	-5%	-27%	151	209
ALL	-40%	-37%	-40%	-39%	-39%	172	282

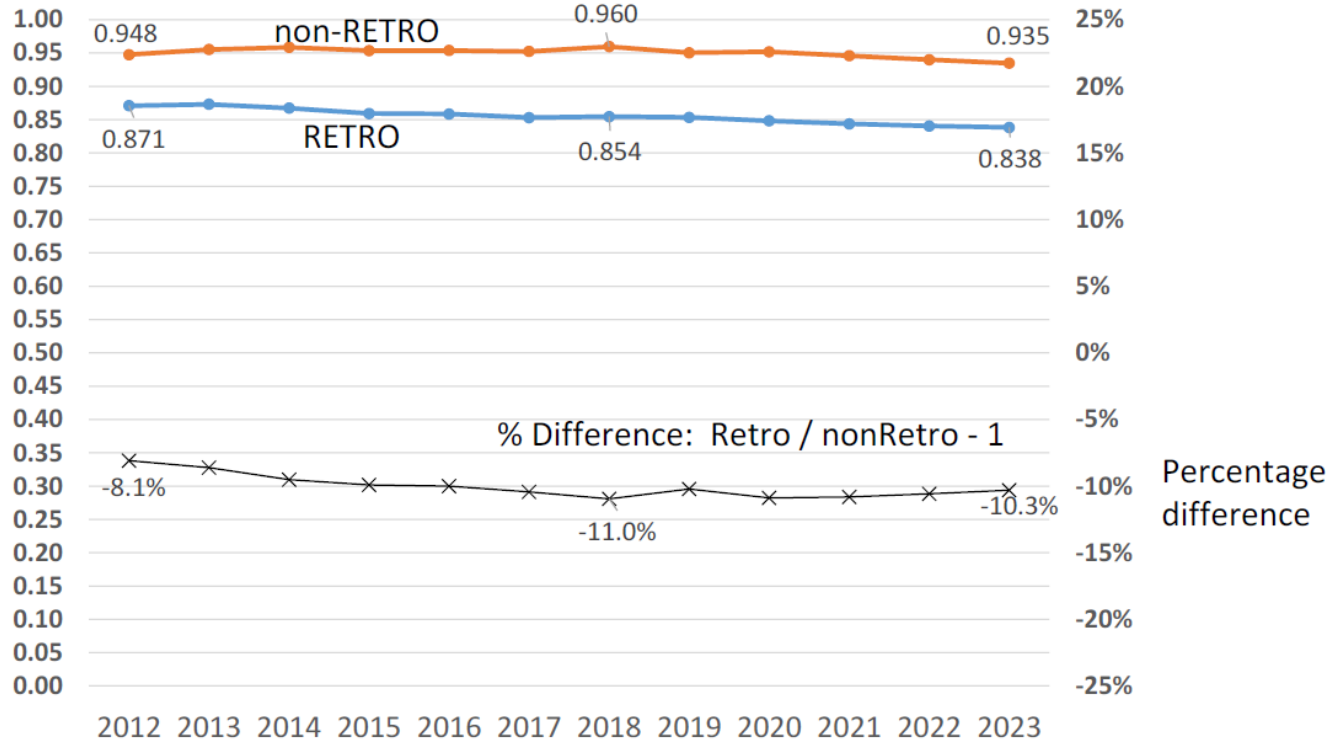
Retro Experience Rating Trends by Industry

Average Experience Modification Factors

Bldg Construction and Trades Retro

average \$210 million Accident, Medical Aid, + SAW premium 2020 - 2023 at 2024 rate levels

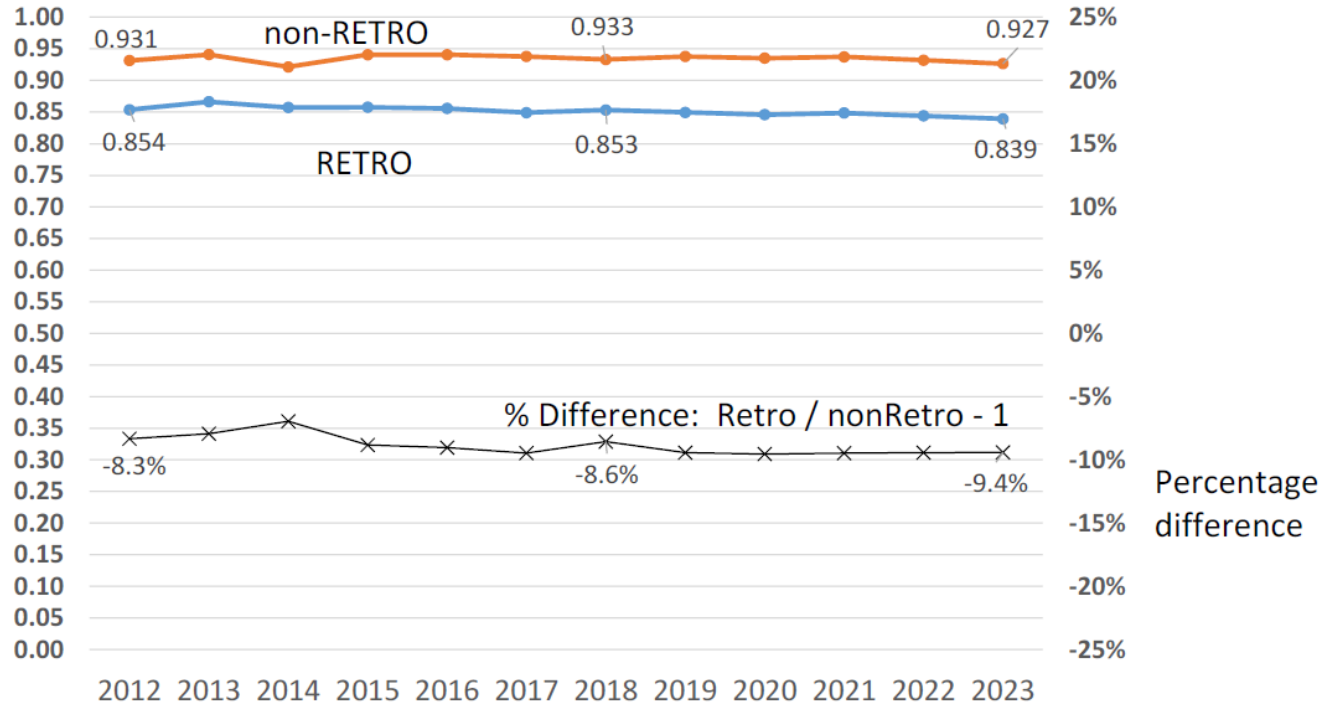
46% Market Share



Average Experience Modification Factors

Misc. Construction & Mining Retro

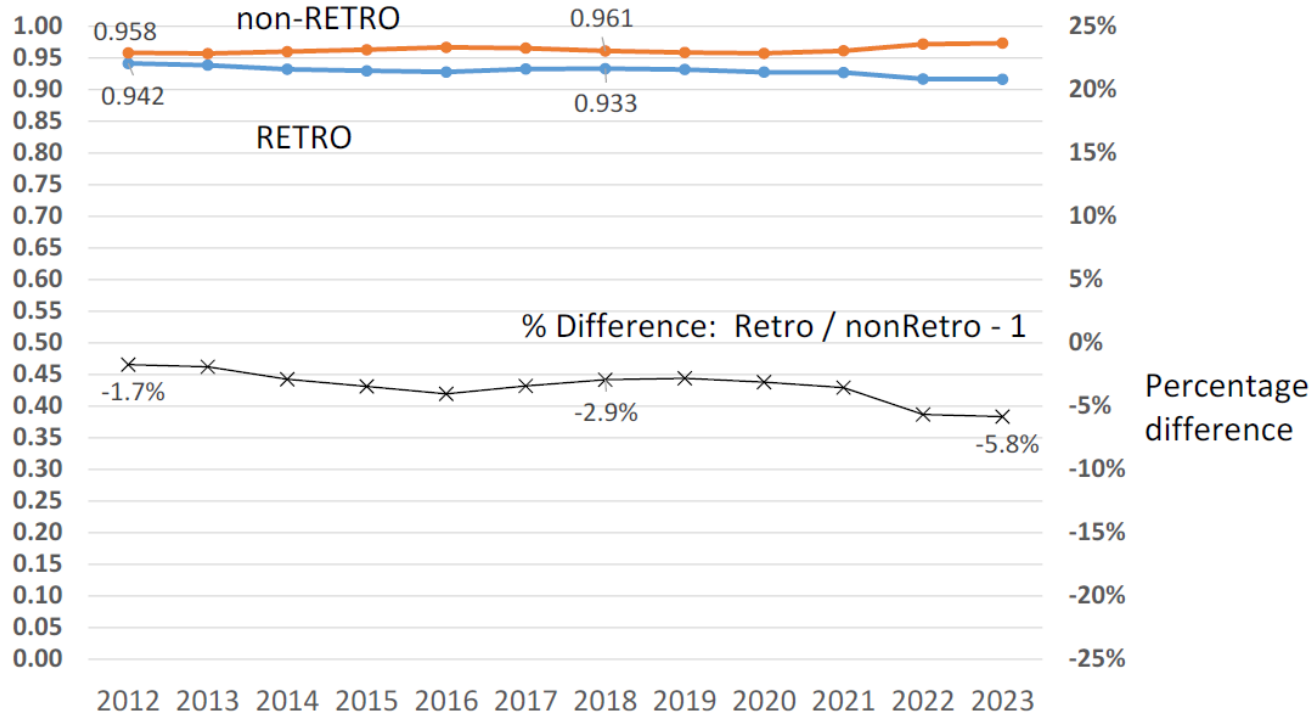
average \$68 million Accident, Medical Aid, + SAW premium 2020 - 2023 at 2024 rate levels
52% Market Share



Average Experience Modification Factors

Misc. Services Retro

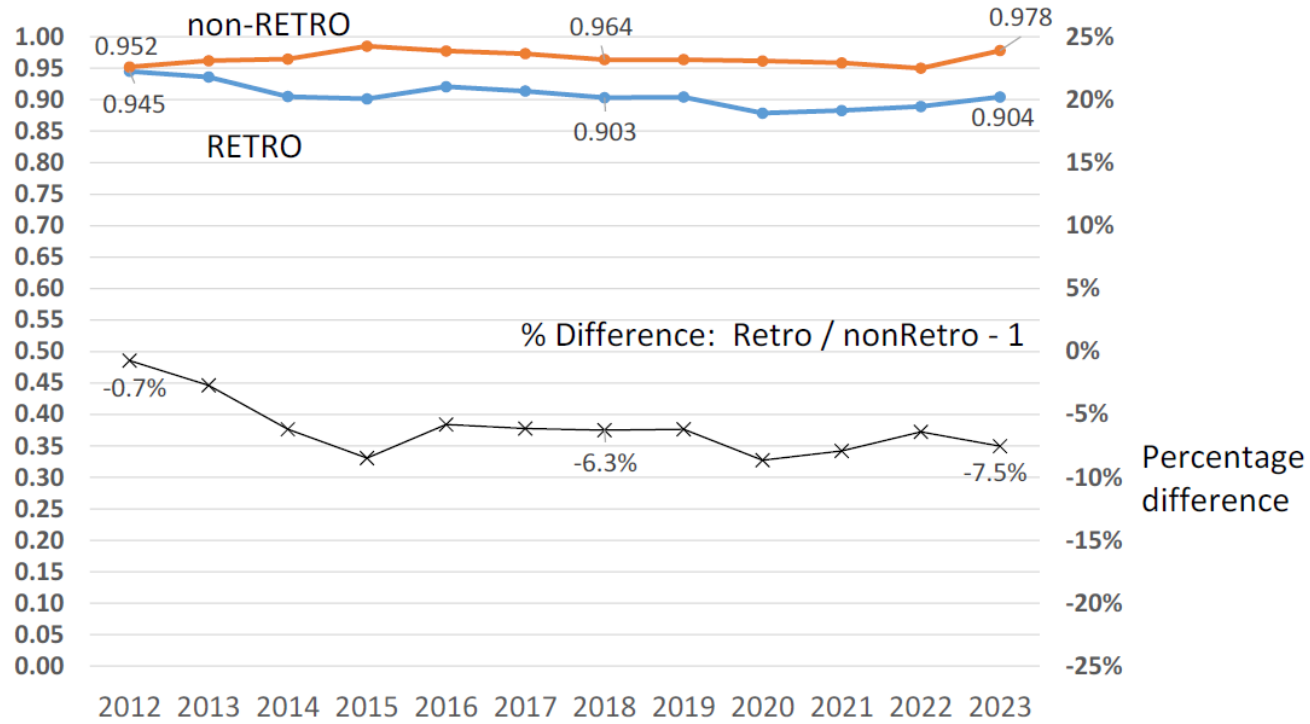
average \$112 million Accident, Medical Aid, + SAW premium 2020 - 2023 at 2024 rate levels
34% Market Share



Average Experience Modification Factors

Transportation & Warehousing Retro

average \$54 million Accident, Medical Aid, + SAW premium 2020 - 2024 at 2024 rate levels
25% Market Share

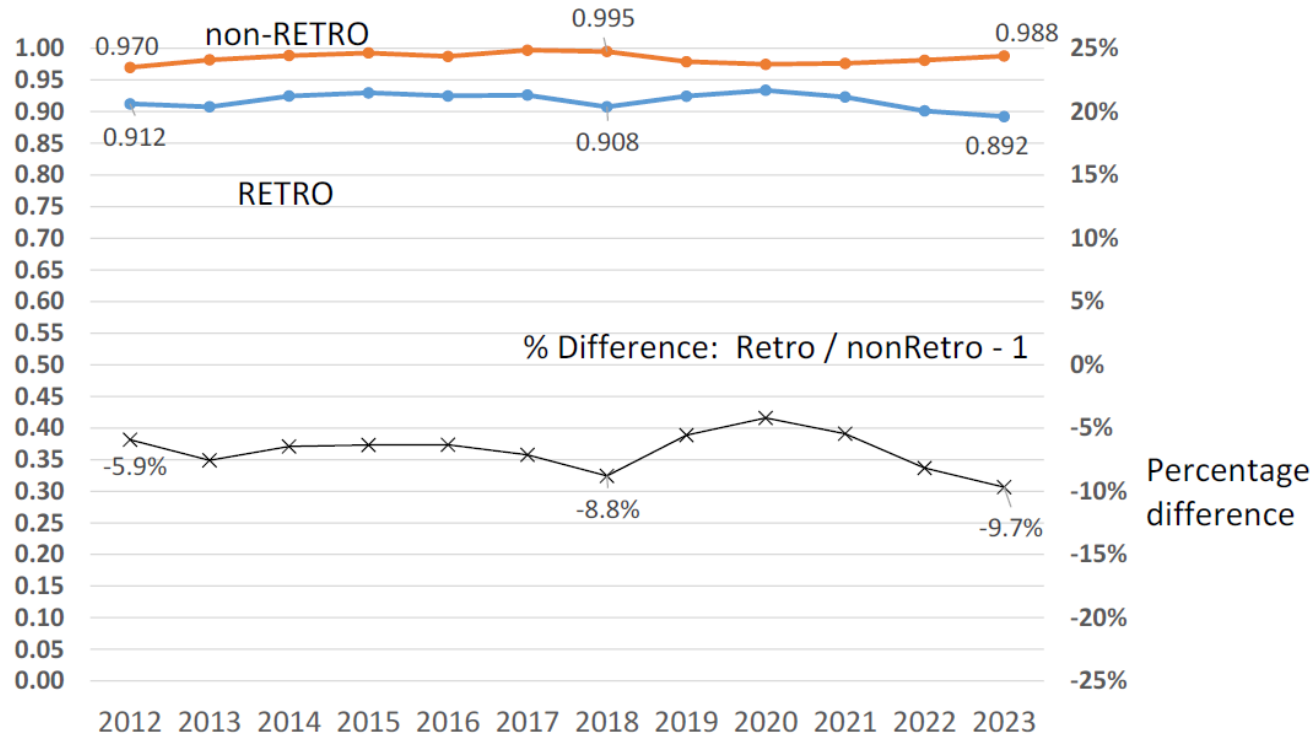


Average Experience Modification Factors

Agriculture Retro

average \$37 million Accident, Medical Aid, + SAW premium 2020 - 2023 at 2024 rate levels

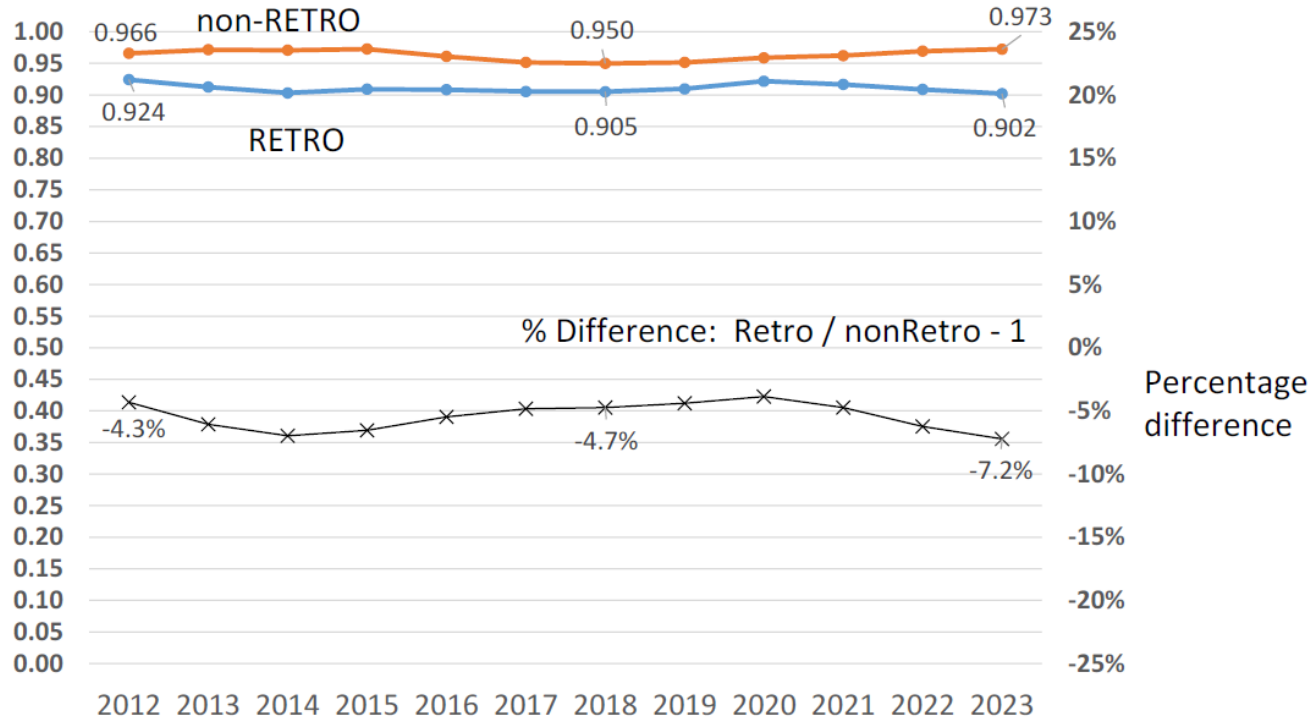
29% Market Share



Average Experience Modification Factors

Metal & Machinery Manufacturing Retro

average \$33 million Accident, Medical Aid, + SAW premium 2020 - 2023 at 2024 rate levels
55% Market Share

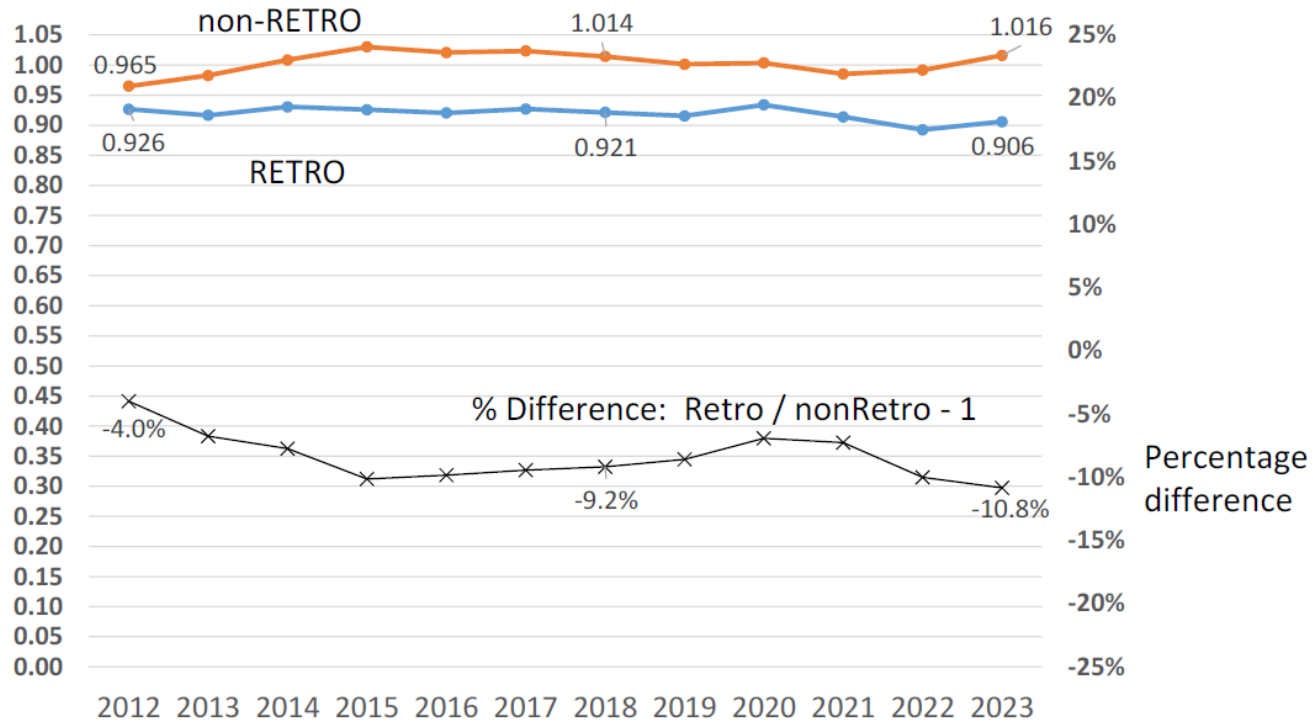


Average Experience Modification Factors

Food Processing & Manufacturing Retro

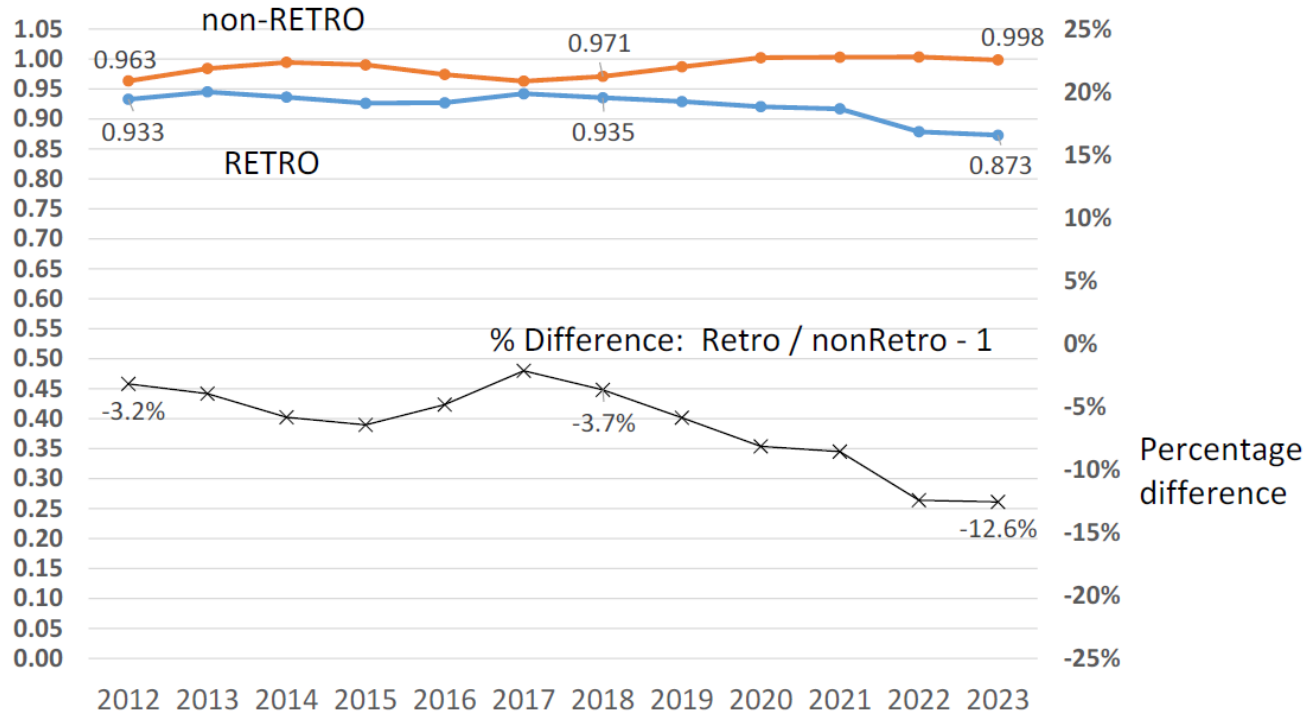
average \$31 million Accident, Medical Aid, + SAW premium 2019 - 2022 at 2023 rate levels

38% Market Share



Average Experience Modification Factors Government and Schools Retro

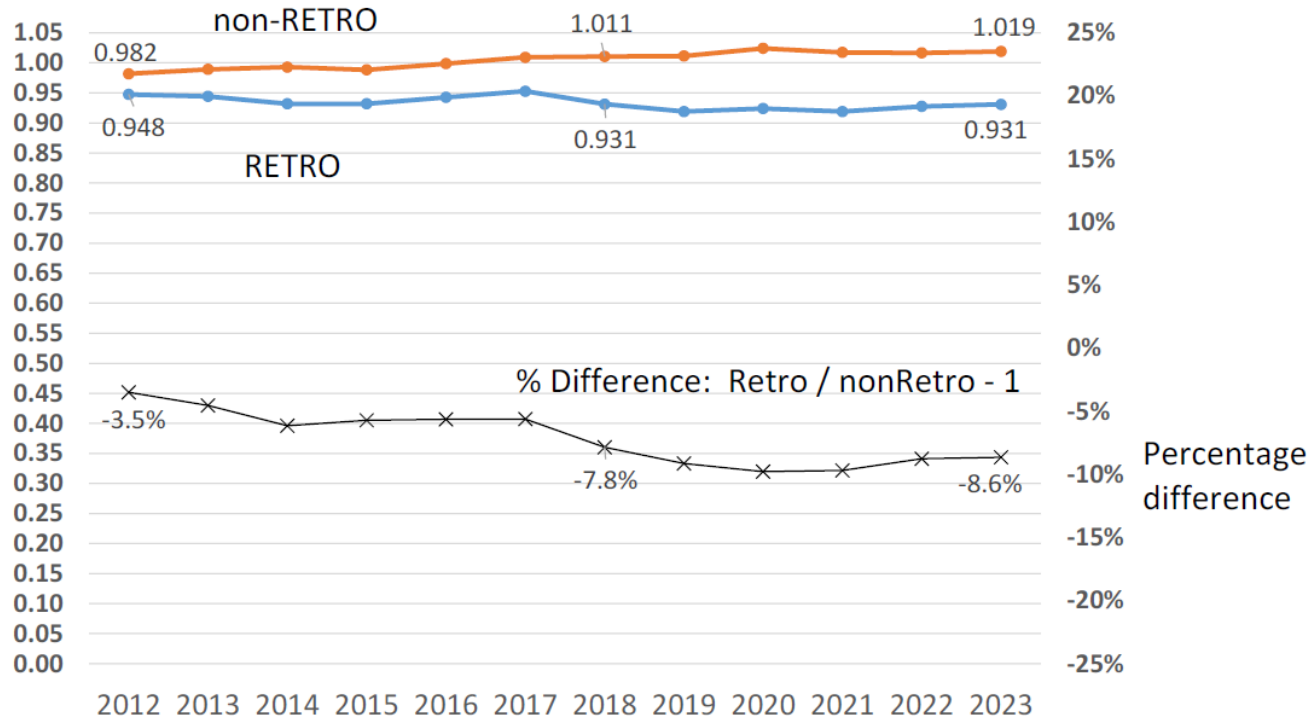
average \$32 million Accident, Medical Aid, + SAW premium 2020 - 2023 at 2024 rate levels
11% Market Share



Average Experience Modification Factors

Stores Retro

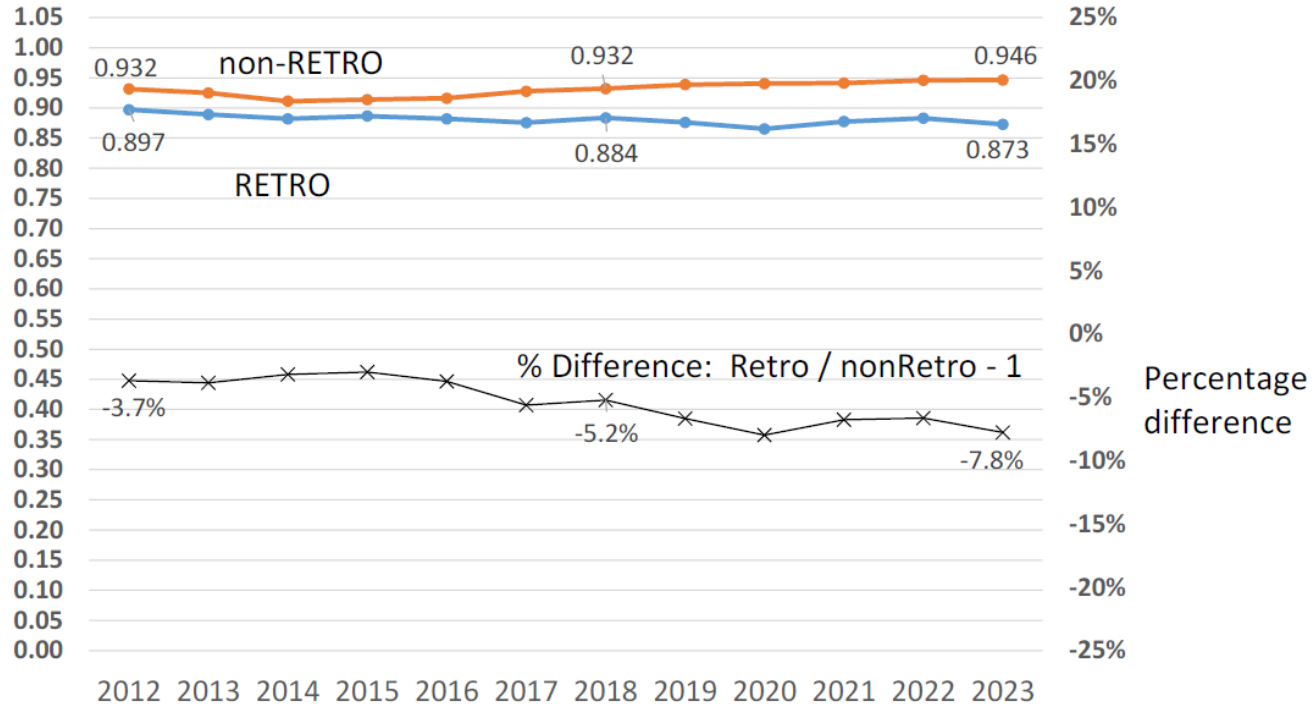
average \$29 million Accident, Medical Aid, + SAW premium 2020 - 2023 at 2024 rate levels
32% Market Share



Average Experience Modification Factors

Forest Products Retro

average \$27 million Accident, Medical Aid, + SAW premium 2020 - 2023 at 2024 rate levels
47% Market Share



Experience Factor % Difference: Retro/NonRetro -1

2020-2023

Average Retro Standard

Premiums	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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ALL CLASSIFICATIONS	739 M	-5%	-6%	-6%	-7%	-7%	-6%	-7%	-7%	-8%	-9%	-10%	-10%
BUILDING CONSTRUCTION AND TRADES	209.8 M	-8%	-9%	-10%	-10%	-10%	-10%	-11%	-10%	-11%	-11%	-11%	-10%
MISCELLANEOUS SERVICES	112.5 M	-2%	-2%	-3%	-3%	-4%	-3%	-3%	-3%	-3%	-4%	-6%	-6%
GOVERNMENT AND SCHOOLS	32.0 M	-3%	-4%	-6%	-6%	-5%	-2%	-4%	-6%	-8%	-9%	-12%	-13%
TRANSPORTATION AND WAREHOUSING	54.4 M	-1%	-3%	-6%	-8%	-6%	-6%	-6%	-6%	-9%	-8%	-6%	-8%
MISCELLANEOUS CONSTRUCTION AND MINING	67.8 M	-8%	-8%	-7%	-9%	-9%	-9%	-9%	-9%	-10%	-9%	-9%	-9%
MISC. PROFESSIONAL AND CLERICAL	14.2 M	-3%	-4%	-4%	-5%	-7%	-5%	-5%	-6%	-6%	-6%	-6%	-6%
AGRICULTURE	37.1 M	-6%	-8%	-6%	-6%	-6%	-7%	-9%	-6%	-4%	-5%	-8%	-10%
STORES	29.1 M	-3%	-5%	-6%	-6%	-6%	-6%	-8%	-9%	-10%	-10%	-9%	-9%
HEALTH CARE	22.8 M	-4%	-5%	-6%	-5%	-3%	-1%	-2%	-3%	-6%	-7%	-11%	-11%
METAL AND MACHINERY MANUFACTURING	33.4 M	-4%	-6%	-7%	-7%	-5%	-5%	-5%	-4%	-4%	-5%	-6%	-7%
FOREST PRODUCTS	26.7 M	-4%	-4%	-3%	-3%	-4%	-6%	-5%	-7%	-8%	-7%	-7%	-8%
DEALERS AND WHOLESALERS	28.8 M	-4%	-3%	-3%	-4%	-3%	-4%	-5%	-6%	-4%	-6%	-6%	-7%
FOOD PROCESSING AND MANUFACTURING	31.3 M	-4%	-7%	-8%	-10%	-10%	-9%	-9%	-9%	-7%	-7%	-10%	-11%
MISCELLANEOUS MANUFACTURING	24.7 M	-2%	-3%	-3%	-4%	-4%	-4%	-4%	-4%	-5%	-5%	-8%	-10%
TEMPORARY HELP	11.3 M	-8%	-4%	0%	-8%	-5%	-1%	-3%	-7%	-12%	-14%	-13%	-14%
UTILITIES AND COMMUNICATIONS	3.5 M	-4%	-6%	-5%	-8%	-4%	-4%	-4%	-6%	-6%	-10%	-16%	-16%

RAC Workgroup Updates

Jessica Nau,
*Retro & Classification
Services Manager*

Rachelle Bohler,
*Retro Operations Manager,
Enrollment & Policies*

RAC Common Ownership Workgroup

Tim Lundin – Archbright, RAC Lead	Mike Williams – L&I Retro Program, Lead
Lauren Gubbe – Associated General Contractors, RAC Co-Lead	Brian Ducey – SMART Association
Kris Johnson – Building Industry Association of WA	

RAC Rule Workgroup

Goal: To review the current rule language regarding common ownership that requires all similar sub accounts to be enrolled, propose recommended changes to the language and partner with the department to implement changes if needed.

RAC Rule Workgroup Update

- Updated AG opinion
- Staffing internally to see how it effects proposal brought forth by the committee early this year

Business & Industry Category Guide Workgroup

Maria McClain – Association of WA Business, RAC Lead	Rachelle Bohler – L&I Retro Program, Lead
Kris Johnson – Building Industry Association of WA	Shannon Elliott – Archbright
Dan Beaty – Vigilant	Curran Bower – Employer Resources NW
Richard Clyne – At-large	

Business & Industry Category Guide Workgroup

Maria McClain – Association of WA Business

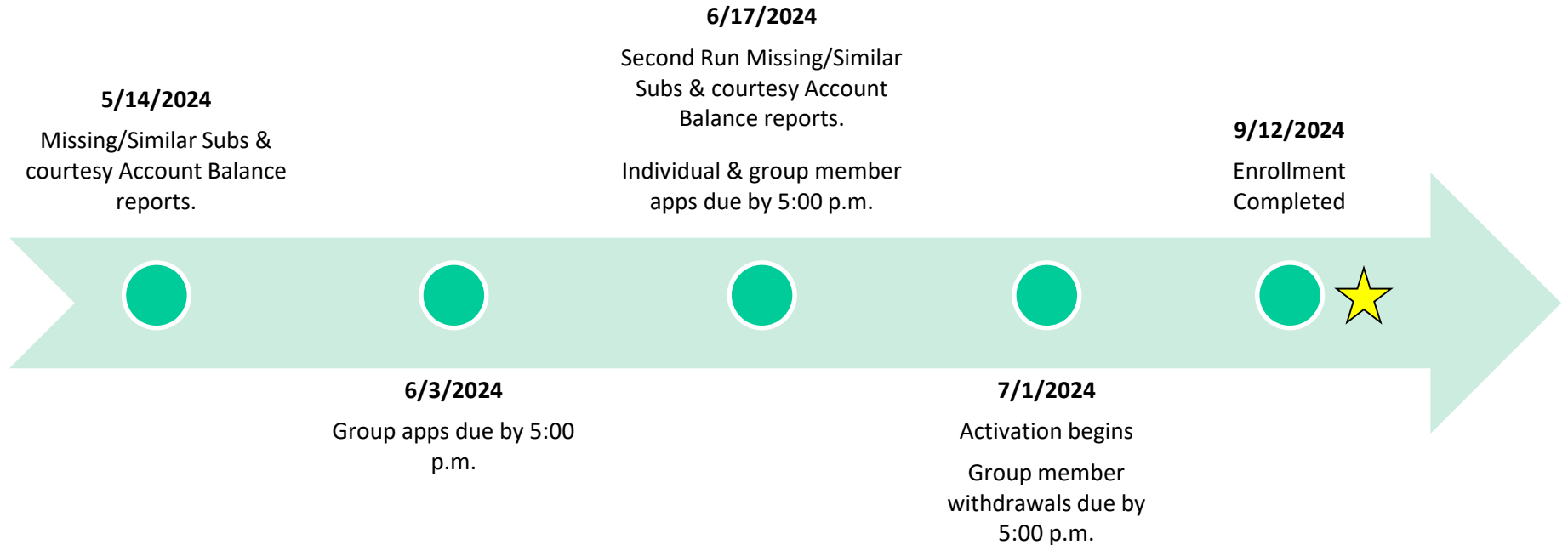
Goal: Review the current and previous category guides and make the necessary improvements and updates based on the Retro community's feedback.

Retro Operational Updates

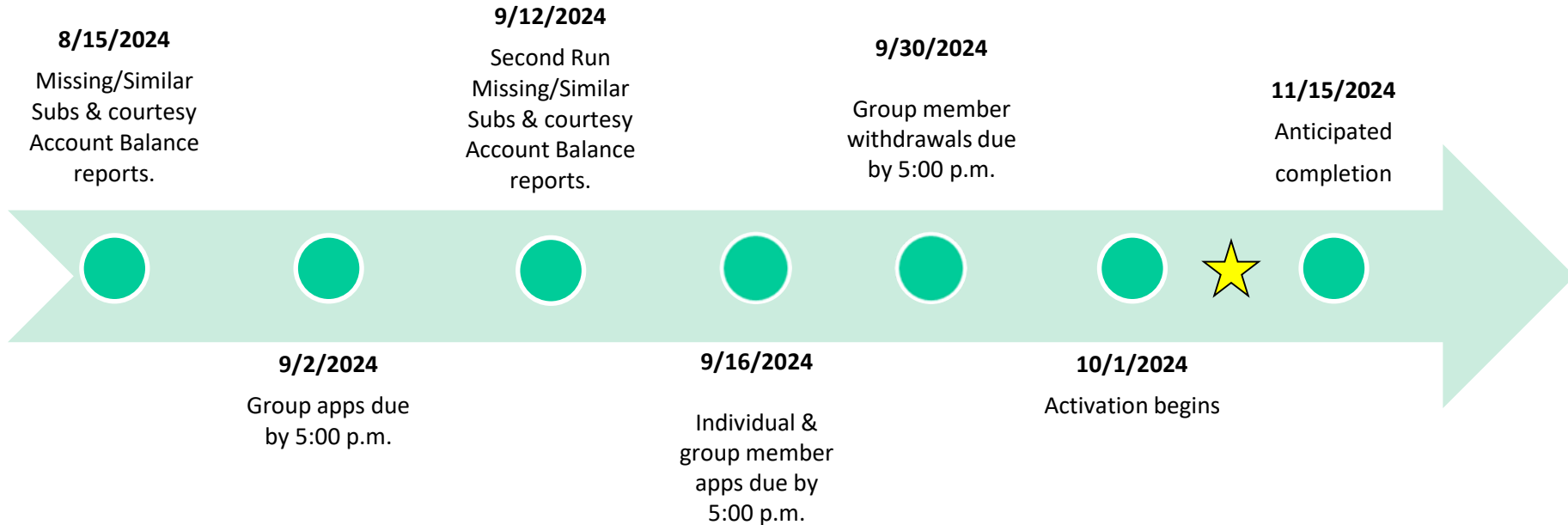
Jessica Nau,
*Retro & Classification
Services Manager*

Rachelle Bohler,
*Retro Operations Manager,
Enrollment & Policies*

July 2024 Coverage Year Enrollment



October 2024 Coverage Year Enrollment



Enrollment Outside of Enrollment

As of 9/30/2024

	Applications Received	Completed Timely*	Avg. days to complete
Sep. 2024	6	6	10
Aug. 2024	18	14	20
Jul. 2024	6	6	18
Jun. 2024	10	10	12
May 2024	9	8	6
Apr. 2024	3	3	14

*Within 30 days.

Adjustment Protests: July Coverage Years

As of 10/30/2024

Adjustment orders ran	5/3/2024
Last day to submit protests	7/2/2024
Last day for timely dept. action	9/30/2024
Claims reviewed	277
Granted	78
Denied	108
Pended	91
Claims not yet reviewed	0
Total claims protested	277
Total refunded to-date	\$3,554,980

Adjustment Protests: October Coverage Years

As of 10/30/2024

Adjustment orders ran	8/5/2024
Last day to submit protests	10/4/2024
Last day for timely dept. action	1/2/2025
Claims reviewed	34
Granted	8
Denied	11
Pended	15
Claims not yet reviewed	0
Total claims protested	34
Total refunded to-date	\$207,152

Retro/Employer Services Merger Update

- Staff Development/Retention
 - Promotions
 - Cross-training
- Strategic Planning
 - Mapping critical program tasks against capacity of all employer services teams
- Administrative & Operational
 - Identifying processes and/or policies that overlap between Employer Services and Retro operations for consistency

Risk Class Exception Criteria

- No hours reported
 - We identify a risk class assigned to an account that has not/will not ever have hours reported
 - As part of our process, we will confirm with the account manager that the risk class was assigned for administrative purposes and is not expected to have any hours reported
- Based on this criteria, we would consider not requiring the subaccount to enroll if an exception request is received

Questions?

Supplemental Slides

2025 RAC Dates

- Thursday, March 13, 2025
- Thursday, August 21, 2025
- Thursday, December 4, 2025

Consolidated Subclasses 2022-2024

2024 Consolidated Subclasses

Where is this subclass going?					Moves to this subclass on 1/1/2024:		
Classification 0601							
0601	08	Temporary floodlights or search lights: Erection	to	0601	07	Electrical machinery and auxiliary apparatus: Installation and repair; temporary floodlights or searchlights: Erection	
Classification 1303							
1303	01	Telegraph companies - All other employees	to	1303	00	Telecommunication service providers - All other employees	
Classification 1801							
1801	01	Lead smelting, sintering, or refining; calcium carbide manufacturing	to	1801	08	Ore or lead smelting, sintering or refining, N.O.C.; Calcium carbide manufacturing; Steel or iron rolling mills, rolling mills, N.O.C.; Metal recovering, refining, or reprocessing	
1801	03	Steel or iron rolling mills; rolling mills, N.O.C.					
1801	09	Metal recovering, refining or reprocessing					
Classification 3602							
3602	03	Sound recording equipment: Manufacturing	to	3602	02	Instrument - Scientific, medical, or professional: Manufacturing; magnetic tape: Manufacturing; sound recording equipment: Manufacturing	
3602	14	Musical instrument - Metal: Repair	to	3602	06	Jewelry: Manufacturing or engraving; trophy assembly or engraving; musical instrument - Metal: Repair	
3602	08	Electrical/electronic ignition assembly, cord set, or radio set: Assembly	to	3602	07	Electronic parts: Assembly; electrical/electronic ignition assembly, cord set, or radio set: Assembly; stereo components: Manufacturing or assembly; watch: Manufacturing	
3602	09	Watch: Manufacturing					
3602	28	Stereo components: Manufacturing or assembly					
3602	24	Stamped metal goods: Manufacturing	to	3602	11	Fishing tackle: Manufacturing or assembly; stamped metal goods: Manufacturing	
Classification 4305							
4305	06	Garbage works or landfill: Reduction or incineration	to	4305	18	Garbage works, landfills, solid waste, refuse or ashes collecting, including reduction or incineration, mobile paper shredding, and tire sorting or tire collection centers	
4305	21	Tire dumps or collection centers					
Classification 5108							
5108	56	Cable or wire rope: Manufacturing with no drawing	to	5108	55	Cable or wire rope: Manufacturing	
5108	57	Cable or wire insulation or covering: Manufacturing					

2023 Consolidated Subclasses

Where is this subclass going?				Moves to this subclass on 1/1/2023:		
Classification 1108			to			
1108	06	Glass frosting, etching, beveling or grinding		1108	02	Glass tempering, frosting, etching, beveling or grinding
Classification 2102			to			
2102	28	Wool or cotton merchants		2102	00	Warehouses - General merchandise
Classification 3503			to			
3503	19	Decorative tile: Manufacturing		3503	17	Pottery, earthenware, ceramics, porcelain, china, decorative tile, or enamel ware: Manufacturing
3503	23	Agate or enamel ware: Manufacturing				
3503	20	Stained or leaded glassware, N.O.C.: Manufacturing	to	3503	21	Glassware, N.O.C.: Manufacturing; Melting, blowing, and forming hot glass. Stained or leaded glassware, N.O.C.: Manufacturing
Classification 3708			to			
3708	15	Linoleum, oil cloth or imitation leather: Manufacturing; Coating, impregnating, laminating or waterproofing textiles, N.O.C.		3708	14	Hide or leather dealers; Coating, impregnating, laminating or waterproofing textiles; Fabric embossing; Pelting; Taxidermists; and linoleum, oil cloth and imitation leather: Manufacturing
3708	22	Pelting				
3708	23	Taxidermists				
3708	16	Bleaching, dyeing or finishing textiles: N.O.C.		3708	26	Net, thread, webbing, yarn, cordage, rope, twine, plush, velvet, felt, batting, wadding or waste, carpet or rug, or bag or sack-industrial size, N.O.C.: Manufacturing; Bleaching, dyeing or finishing textiles: N.O.C., spinning or weaving, or wool combing or scouring N.O.C.
3708	19	Cordage, rope, or twine: Manufacturing				
3708	27	Spinning or weaving, N.O.C. Plush, velvet, felt: Manufacturing				
3708	32	Carpet or rug: Manufacturing				
3708	34	Batting, wadding or waste: Manufacturing; Wool combing or scouring				
3708	40	Bag or sack-industrial size, N.O.C.: Manufacturing				
3708	18	Broom or brush: Manufacturing or assembly, N.O.C.	to	3708	39	Textile goods: Manufacturing N.O.C., Broom or brush: Manufacturing or assembly, N.O.C.
Classification 4301			to			
4301	05	Glue, lard, or tallow: Manufacturing		4301	21	Rendering works, N.O.C.; Glue, lard, or tallow: Manufacturing
Classification 4302			to			
4302	16	Farm kill		4302	15	Custom meat cutting and custom farm slaughter
Classification 5106			to			
5106	08	Blacksmithing; vehicle spring or auto bumper: Manufacturing		5106	10	Forging works, tool forging, blacksmithing, or vehicle spring or auto bumper: Manufacturing
5106	09	Tool forging: Hot forming or stamping				
Classification 6207			to			
6207	02	Amusement rides - Traveling		6207	00	Traveling carnivals and amusement rides
6207	03	Rodeos	to	6207	01	Rodeos and traveling circuses

2023 Consolidated Subclasses Cont.

Where is this subclass going?				Moves to this subclass on 1/1/2023:		
Classification 6208						
6208	03	Boat rental facilities	to	6208	00	Permanent site for amusement parks, exhibition caves or caverns, boat rentals, and kiddie rides
6208	08	Kiddie rides at permanent locations				
6208	07	Miniature golf courses	to	6208	01	Miniature golf courses, shooting galleries, batting cages and ranges
6208	10	Shooting galleries for air rifles only; laser tag, war games, paint ball facilities				
Classification 6607						
6607	01	Billiard or pool halls	to	6607	00	Bingo parlors, card rooms, casinos, indoor simulated golf, pool halls

2022 Consolidate Subclasses

Where is this subclass going?				Moves to this subclass on 1/1/2022:		
Classification 1003						
1003	02	Dry kiln operations	to	1003	03	Creosote works; pile and pole treating, dry kiln operations, pole yards, masts and spars yards and log home manufacturing
1003	04	Pole yards				
1003	05	Masts and spars yards				
1003	06	Log home manufacturing				
Classification 3802						
3802	29	Wig: Manufacturing	to	3802	34	Embroidery or screen printing services on fabric products or garments; knitted fabric; knitted garments; or wigs: Manufacturing
3802	38	Embroidery services; lace: Manufacturing				
3802	42	Knitted fabric or garments or hosiery: Manufacturing				
3802	13	Handbag or pack: Manufacturing	to	3802	40	Miscellaneous soft goods manufacturing: Hand or machine sewing N.O.C.
3802	39	Household furnishings: Manufacturing				
3802	41	Gloves, N.O.C.: Manufacturing				
3802	43	Leather goods, N.O.C.: Manufacture or repair				
3802	46	Tent, tarp, awning or shade, boat cover or sail: Manufacturing				
3802	28	Millinery: Manufacturing; Artificial feather or flower, N.O.C.: Manufacturing	to	3802	44	Shoe, boot, hat, artificial feather, artificial flower, handcarved rug or inlaid rug: Manufacturing; Rubber or pliable goods manufacturing by cutting or gluing, N.O.C.
3802	37	Hand carved or inlaid rug: Manufacturing				
3802	45	Rubber or pliable goods: Manufacturing by cutting or gluing				
Classification 3510						
3510	02	Plastics: Artificial marble manufacturing	to	3510	07	Plastics manufacturing, N.O.C.
3510	03	Plastics: Extrusion, blow molding				
3510	04	Plastics: Vacuum forming				
3510	08	Graphite composite goods: Manufacturing				
Classification 3906						
3906	01	Cracker: Manufacturing N.O.C.	to	3906	00	Bakeries, cracker, potato chip, ravioli/tamale, pasta, and pizza: Manufacturing N.O.C.