

Salary Continuation

What is salary continuation?

Salary continuation, which are wages in place of temporary total compensation, allows an employer to pay an employee who has a lost-time claim their regular wages and benefits while they recover from a workplace injury or illness.

This fact sheet provides an overview of responsibilities and rights for injured workers and employers related to salary continuation. This list is not all-inclusive. Contact us if you have questions.

The injured worker's responsibilities and rights

- o You don't have to accept salary continuation (unless a union contract states otherwise).
- o You may apply for temporary total compensation if you reject salary continuation or your employer stops paying it. Contact us for more information.
- o Salary continuation does not affect workplace seniority. You will continue to receive your workplace benefits while receiving salary continuation.

The employer's responsibilities and rights

- o You don't have to pay salary continuation (unless a union contract states otherwise).
- o You can stop paying salary continuation at any time (unless a union contract states otherwise).
- o Payment of salary continuation may follow a period of temporary total compensation (TT) once TT benefits have been stopped.
- o You must notify BWC when you stop paying salary continuation and/or when your employee returns to work.
- o You must pay your injured worker's full pay on the next scheduled pay date after the injury or illness occurs. Do not wait until BWC or the Ohio Industrial Commission makes a decision.
- o You must pay salary continuation when it's clear your employee will miss eight or more days due to the work-related injury or illness. Some employers mistakenly

think they can wait until a worker misses 14 consecutive days before paying for the first seven days. That is incorrect.

- o Salary continuation does not affect workplace seniority. Your injured worker will continue to receive their workplace benefits while receiving salary continuation.
- o We encourage you to review medical records to confirm your employee remains off work for the allowed condition(s). This will also help you determine if your employee can return to work on light duty.
- o You cannot pay salary continuation to an injured worker who is no longer your employee.
- o You can pay salary continuation if you take part in the deductible program. If you're in that program, you cannot pay salary continuation for claims with a date of injury prior to July 1, 2012.

General information

- o While an injured worker receives salary continuation, the employer, BWC, or the Ohio Industrial Commission (IC) may schedule an independent medical exam. The exam addresses several issues:
 - o Return-to-work capability
 - o Functional limitations/restrictions
 - o Vocational rehabilitation potential
 - o Maximum medical improvement
 - o Appropriateness of current treatment
- o Maximum medical improvement has no impact on salary continuation. As a result, neither BWC nor the IC schedules an exam for the sole purpose of determining maximum medical improvement.

If you have questions about our salary continuation policy, contact your claims service specialist or employer services specialist at your local claims office, or call **1-800-644-6292**.



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