

# ANNUAL REPORT 2025

A Catalyst for Improving  
Workers' Compensation  
Systems


# WHY WCRI?

## OBJECTIVE DATA AND ANALYSIS

Founded in 1983, the Workers Compensation Research Institute (WCRI) is an independent, not-for-profit research organization that strives to help those interested in making improvements to the workers' compensation system by providing highly regarded, objective data and analysis.

The Institute does not take positions on the issues it researches; rather, it provides information obtained through studies and data collection efforts that conform to recognized scientific methods. Objectivity is further ensured through rigorous, unbiased peer review procedures.


# BALANCED, CREDIBLE RESEARCH USED BY:




EMPLOYERS




GOVERNMENT




HEALTHCARE PROVIDERS



INSURERS



LABOR UNIONS



SERVICE PROVIDERS

Policymakers and other system stakeholders — employers, government, healthcare providers, insurers, labor unions, and service providers — use WCRI’s credible research to monitor state systems on a regular basis and identify incremental changes to improve system performance. This results in a more enduring, efficient, and equitable system that better serves the needs of workers and employers.

# Mission

TO BE A CATALYST FOR SIGNIFICANT IMPROVEMENTS IN WORKERS’ COMPENSATION SYSTEMS, PROVIDING THE PUBLIC WITH OBJECTIVE, CREDIBLE, HIGH-QUALITY RESEARCH ON IMPORTANT PUBLIC POLICY ISSUES.

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To WCRI Members and Friends:

As new challenges emerge—ranging from severe weather events and policy changes to shifts in the healthcare system impacting workers’ compensation—it’s essential to rely on independent, data-driven research to stay informed about how the system is evolving. At WCRI, we remain dedicated to providing unbiased, trusted information, funded by stakeholders who support our mission to deliver research free from recommendations or opinions.

Over the past year, WCRI published more than 40 studies on key issues, including psychosocial factors in outcomes, attorney involvement, high-cost claims, and more. Our benchmarking studies have helped track important trends across states, such as changes in medical pricing, drug payments, and cost-containment strategies. These efforts assist policymakers and stakeholders in making well-informed decisions.

One study that attracted attention this year explored the impact of excessive heat on work-related injuries. It was featured in outlets like the *Wall Street Journal*, *New York Times*, and *Newsweek*, and contributed to the development of a proposed Occupational Safety and Health Administration rule on heat injury prevention. This research exemplifies how our work provides valuable information that helps inform policy decisions and promote worker safety.

WCRI’s reach continues to grow. We had more than 1,500 webinar registrants last year, a sold-out annual conference, and more than 57,000 views of our YouTube videos. Our research was cited nearly 400 times in the media, reflecting the increasing demand for our objective, evidence-based information. Looking ahead, we will continue to address key issues affecting the future of workers’ compensation, including recreational marijuana laws, the aging workforce, emerging technologies like artificial intelligence, and medical workforce shortages.

We are grateful to our members, whose data, funding, and expertise enable our success. If you believe in our mission, we encourage you to introduce just one new member to WCRI. Expanding our membership allows us to conduct research in more states and explore a wider range of topics, increasing our ability to create a meaningful impact on the workers’ compensation system.

Thank you for your continued support. We are excited to continue this journey and look forward to achieving even more in the year ahead.

Sincerely,

Ramona Tanabe  
President & CEO



## WHERE OUR WORK WAS USED



**National:** A study that updated WCRI's *Long COVID in the Workers' Compensation System Early in the Pandemic* using WCRI data was cited in a [guidance statement](#) on long COVID from the American College of Occupational and Environmental Medicine.

**National:** Data from WCRI's study *Impact of Attorney Representation on Workers' Compensation Payments* was cited during a [panel](#) of workers' attorneys at the 2024 National Workers' Compensation & Disability Conference entitled "Why Do Injured Workers Lawyer Up?"

**National:** WCRI's study *Impact of Excessive Heat on the Frequency of Work-Related Injuries* was cited in OSHA's [proposal](#) for new heat injury standards for indoor and outdoor work settings.

**National:** WCRI's study *A Primer on Behavioral Health Care in Workers' Compensation* was cited in a paper, "[Mental health comorbidities in workers' compensation patients and the effect on pain, disability, quality of life, and return to work after lumbar spine surgery](#)," published in the *Journal of Neurosurgery*.

**National:** WCRI's study *Effects of Opioid-Related Policies on Opioid Utilization, Nature of Medical Care, and Duration of Disability* was cited in a paper, "[Beyond the brink: Unraveling the opioid crisis and its profound impacts](#)," in the journal *Economics & Human Biology*.

**National:** WCRI's *Designing Workers' Compensation Medical Fee Schedules and Workers' Compensation Medical Cost Containment: A National Inventory, 2011* studies were cited in a post about [workers' compensation regulations in Arizona](#) on the American Physical Therapy Association's website.

**National:** WCRI's *Correlates of Opioid Dispensing* was cited in an article, "[Drug poisoning deaths by occupation and drug type, Massachusetts 2010–2019](#)," in the journal *Annals of Work Exposures and Health*.

**California:** The California Division of Workers' Compensation proposed changes to its pharmacy fee schedule. In [the initial statement of reasons](#), multiple WCRI studies were cited (*Physician Dispensing of Higher-Priced New Drug Strengths and Formulation*, *The Impact of Physician Dispensing on Opioid Use and Topical Analgesic Use in Workers' Compensation*).

**Delaware:** WCRI's study, *Trends in the Delaware Workers' Compensation System, 2017–2022*, was mentioned in the [Delaware Compensation Rating Bureau's 2023 Annual Report](#).

**Illinois:** WCRI's research has informed key discussions on workers' compensation policy in the state. At the 2024 Southern Illinois Healthcare Workers' Compensation Symposium, a WCRI advisory committee member presented findings from multiple WCRI studies, including the *CompScope™ Benchmarks for Illinois, 24th Edition*; *Comorbidities and Recovery after Physical Therapy for Low Back Pain*; and *Long COVID in the Workers' Compensation System in 2020 and 2021*. In addition, the Illinois Manufacturers Association referenced three WCRI studies in a letter to the Illinois Workers' Compensation Commission, urging them to address ambulatory surgery centers that are not adhering to the fee schedule.

**Indiana:** WCRI's provider choice research was cited in a [fiscal analysis statement of House Bill 1246](#), which would permit an employee to choose the attending physician who will provide services and goods resulting from an employment injury or occupational disease.

**Kentucky:** WCRI's study *The Impact of Opioid Prescriptions on Duration of Temporary Disability* was cited in a research paper, "[Association of Cancer Status with Persistent Opioid Use in Kentucky Medicaid Patients Undergoing Colorectal Surgery](#)."

**Louisiana:** WCRI's research has been actively referenced in legislative and policy discussions across the state. WCRI CEO Ramona Tanabe was invited to [present an overview](#) of the Institute and its research to the Louisiana House Committee on Labor and Industrial Relations. During the House floor debate on [House Bill No. 863](#), which addresses a medical reimbursement schedule, Louisiana State Representative Michael Echols cited multiple WCRI studies while responding to questions from fellow legislators. Additionally, key findings from the 24th edition of *CompScope™ Benchmarks for Louisiana*, including the average cost per claim and the duration of temporary disability, were highlighted in a panel discussion at the 2024 Louisiana Department of Insurance Annual Conference.

**Massachusetts:** WCRI's *CompScope™ Benchmarks for Massachusetts, 16th Edition* and *CompScope™ Medical Benchmarks for Massachusetts, 20th Edition* were [cited in a rate filing](#) by the Workers' Compensation Rating and Inspection Bureau of Massachusetts.

**Minnesota:** The 24th edition of *CompScope™ Benchmarks* and *Medical Benchmarks* were referenced in the Minnesota Department of Labor and for Minnesota Industry's [2024 Workers' Compensation System Report](#).

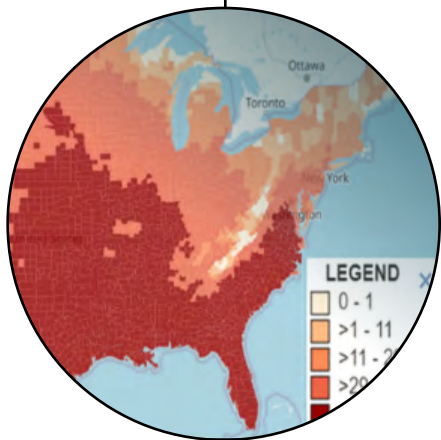
**Montana:** Joe Paduda gave a webinar presentation to the Montana Self-Insurers Association called "The Flea on the Tail: Outside Factors Influencing Workers' Compensation" and cited WCRI's vertical integration research.

**Pennsylvania:** WCRI's prescription drug research has played a significant role in shaping discussions and decisions about prescription drug payments in the state. The director of the Pennsylvania Bureau of Workers' Compensation cited WCRI's studies when reviewing how prescription drug payment disputes are resolved across states following the *Federated Insurance Company v. Summit Pharmacy* case. Similarly, the Pennsylvania Compensation Rating Bureau referenced WCRI's drug trends study in a report on prescription drug payments. In addition, [during a Pennsylvania House Labor Committee hearing](#) on the *Federated Insurance Company v. Summit Pharmacy* case, focusing on the use of Redbook to determine the average wholesale price of prescription drugs for workers' compensation reimbursements, several witnesses cited WCRI's research on prescription drug costs in the state.

**Wisconsin:** Representatives from the Wisconsin Department of Workforce Development (DWD) used WCRI's *CompScope* studies in a presentation to the Wisconsin State Bar Association. The studies were also featured in a DWD [press release](#) about the length of time employees miss work after accidents.



# RESEARCH SPOTLIGHT



## IMPACT OF EXCESSIVE HEAT ON THE FREQUENCY OF WORK-RELATED INJURIES

The main goal of the study is to measure the extent to which excessive heat has increased the incidence of work-related injuries in recent years by considering injuries like heat exhaustion, as well as accidents such as falling off a ladder on a hot day. It also answers the following questions:

- Is there variation in how excessive heat increases the frequency of work-related accidents in various regions of the country?
- How does excessive heat affect worker populations in a more diverse set of climates than in just a specific state?
- Is the effect of excessive heat on the frequency of injuries greater in certain industries and on certain injury types?

This study uses claims data and weather data from 2016 to 2021 across 24 states. The study’s findings can inform public policy debates on the importance of preventing the effects of excessive heat.



## IMPACT OF ATTORNEY REPRESENTATION ON WORKERS’ COMPENSATION PAYMENTS

The workers’ compensation system was designed to be a straightforward way of handling work-related injuries, but legal disputes are still common, often leading to the involvement of attorneys.

This study looks at how attorney involvement affects the indemnity payments workers receive to help cover their lost income after a work injury. It uses a method that accounts for the fact that lawyers are more likely to get involved in cases with more serious injuries or where disputes arise. These underlying factors, which are often hard to measure, have made it difficult to determine the true impact of attorney involvement in the past.

The study analyzes data from workers injured between October 1, 2012, and September 30, 2019, across 31 states. The data reflect experience through March 2022.

## FACTORS ASSOCIATED WITH HIGH-COST CLAIMS

Many studies show that healthcare costs are concentrated among a small percentage of individuals with diverse needs. This new study defines high-cost claims as those in the top 5 percent of medical payments at 36 months of injury and identifies key factors that likely contribute to a higher or lower probability of claims becoming high-cost claims. Among the key findings, it highlights the importance of monitoring claims that exhibit patterns of late-occurring, resource-intensive care to keep treatment on track as planned and prevent unnecessary delays in recovery.

The study examined over 720,000 open and closed claims involving more than seven days of lost time across 32 states. These claims stemmed from injuries occurring between October 1, 2015, and March 31, 2019, with outcomes tracked for up to 36 months from the date of injury, through March 31, 2022. Collectively, the 32 states accounted for more than 80 percent of workers’ compensation benefits paid in the U.S. during the study period.



## MEDICAL PAYMENTS IN WORKERS’ COMPENSATION DURING THE RECENT INFLATIONARY PERIOD—A WCRI FLASHREPORT

In recent years, inflation in the workers’ compensation system has been a concern as inflation in the overall economy spiked at 9 percent in June 2022. This new report examines the most recent trends in medical inflation to assess whether there was any accelerated medical price growth in workers’ compensation due to a potential lagged effect of the overall inflationary trends. The study offers a framework for workers’ compensation policymakers and stakeholders when considering changes in medical payments in the near- or medium-term.

The study focused on the period from 2012 through 2023 for the discussion of general inflation in the overall population and in the healthcare sector, as well as the growth in the price component of workers’ compensation medical costs. For the discussion of trends in workers’ compensation medical payments per claim, WCRI studies provide information for claims from 2012 to 2022, with experience through March 2023



**INTERSTATE VARIATION AND TRENDS IN WORKERS’ COMPENSATION DRUG PAYMENTS, 5TH EDITION—A WCRI FLASHREPORT**

This study provides a high-level view of the changing costs of prescription drugs in workers’ compensation in recent years through the first quarter of 2023 across 28 states. It categorizes prescription drugs into several key groups (dermatological agents, NSAIDs, opioids, anticonvulsants, etc.) that account for the majority of all payments for prescription drugs in workers’ compensation. This allows for an analysis of where the prescribing dollars are being spent and whether spending on these drug groups is increasing or decreasing.

The study includes prescriptions dispensed for non-COVID-19 claims with injuries occurring within three years of the prescription fill date and paid under workers’ compensation during each quarter. The 28 states in the study are Arkansas, California, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Nevada, New Jersey, New Mexico, New York, North Carolina, Pennsylvania, South Carolina, Tennessee, Texas, Virginia, and Wisconsin.

**WORKERS’ COMPENSATION MEDICAL COST CONTAINMENT: A NATIONAL INVENTORY, 2024**

With medical benefits representing the single largest cost component for many state workers’ compensation systems, this new study provides a basic understanding of the cost containment strategies used in all 50 states and 3 federal workers’ compensation programs as of January 1, 2024.

The study includes tables of statutory provisions, administrative rules, and processes used by states, which come from surveys completed by state and federal administrators. One of the most popular tables compares fee schedule allowances for eight of the most common medical procedures (e.g., knee arthroscopy, lumbar surgery) in states that regulate fees. New to the report are more details about fee regulations for paying hospitals and ambulatory surgical centers.

Medical cost containment strategies fall into the categories of price management and utilization management—with a goal of either curbing the cost of a particular service or reducing the amount of services provided. Cost containment regulatory initiatives usually entail a balancing act of limiting the cost of services and inappropriate or unnecessary treatment without negatively affecting the quality of treatment or access to care for workers.

**HOSPITAL OUTPATIENT PAYMENT INDEX: INTERSTATE VARIATIONS AND POLICY ANALYSIS, 13TH EDITION**

With rising hospital costs a focus of public policy debates across the country, this study compares hospital outpatient payments across states and monitors the impact of fee schedule reforms from 2005 to 2022. It also includes a benchmark comparing workers’ compensation hospital outpatient payments and Medicare rates.

The study captures payments for services provided and billed by hospitals. Professional services billed by nonhospital medical providers (e.g., physicians, physical therapists, and chiropractors); transactions for durable medical equipment and pharmaceuticals billed by providers other than hospitals; and payments made to ambulatory surgery centers are excluded.

The 36 states in this study, which represent 88 percent of the workers’ compensation benefits paid in the United States, are Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Nebraska, Nevada, New Jersey, New Mexico, New York, North Carolina, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Virginia, West Virginia, and Wisconsin.

**COMPSCOPE™ MEDICAL BENCHMARKS, 25TH EDITION**

The factors behind trends in medical payments per claim in 17 state workers’ compensation systems and the impact of legislative and regulatory changes on those costs are examined in this edition.

The studies examine trends in payments, prices, and utilization of medical care for workers with injuries. They provide analyses of recent costs and trends for policymakers and other system stakeholders, reporting how medical payments per claim and cost components vary over time and from state to state. The studies cover the period from 2017 through 2022, with claims experience through March 2023.

The 17 study states—Arkansas, California, Florida, Illinois, Indiana, Iowa, Louisiana, Massachusetts, Michigan, Minnesota, New Jersey, North Carolina, Pennsylvania, Tennessee, Texas, Virginia, and Wisconsin—represent about 60 percent of the nation’s workers’ compensation benefit payments. Individual reports are available for every state except Arkansas, Iowa, and Tennessee.

The results we report reflect experience on claims through March 2023, including non-COVID-19 claims from the pandemic period (March 2020–September 2022). The study, therefore, provides a perspective of how the pandemic impacted non-COVID-19 workers’ compensation claims in the three years after the start of the pandemic.

Learn more about these studies and other important research at [www.wcrinet.org](http://www.wcrinet.org).





PUBLISHED IN 2024

*An Alternative Grouping of Complex Conditions in Workers' Compensation*

*CompScope™ Benchmarks, 24th Edition*  
(14 individual studies)

*CompScope™ Medical Benchmarks, 25th Edition*  
(14 individual studies)

*Factors Associated with High-Cost Claims*

*Heat-Related Illnesses in the Workplace—A WCRI FlashReport*

*Hospital Outpatient Payment Index: Interstate Variations and Policy Analysis, 13th Edition*

*Impact of Attorney Representation on Workers' Compensation Payments*

*Impact of Excessive Heat on the Frequency of Work-Related Injuries*

*Importance of Psychosocial Factors for Physical Therapy Outcomes*

*Interstate Variation and Trends in Workers' Compensation Drug Payments, 5th Edition—A WCRI FlashReport*

*Medical Payments in Workers' Compensation During the Recent Inflationary Period—A WCRI FlashReport*

*Overview of Workers' Compensation Claims Composition—A WCRI FlashReport*

*Trends in the Delaware Workers' Compensation System, 2017–2022*

*Use of Behavioral Health Support Services in the New York Workers' Compensation System*

*WCRI Medical Price Index for Workers' Compensation, 16th Edition (MPI-WC)*

*Workers' Compensation Medical Cost Containment: A National Inventory, 2024*

## The Research Program

The Institute's research program helps those interested in improving workers' compensation systems by providing much-needed data and analyses that help answer these questions:

- How are workers' compensation systems performing?
- How do various state systems compare?
- How can systems better meet workers' needs?
- What factors are driving costs?
- What is the impact of legislative change on system outcomes?
- What are the possible consequences of proposed system changes?
- Are there alternative solutions that merit consideration? What are their consequences?

Too often, public policies are shaped by anecdote and emotion, not by objective evidence about current system performance or the consequences of proposed changes. As a result of WCRI research, policymakers and stakeholders can make information-based decisions that prove to be more enduring because they are more efficient, more equitable, and better designed to meet the needs of workers and employers. Specifically, WCRI research meets these important stakeholder needs:

- Measuring system results to encourage continuous improvement and move the system away from the historic cycle of crisis-reform-crisis that has frequently characterized workers' compensation in the past.
- Examining disability and medical management by evaluating and measuring the outcomes of medical care. These studies provide regulators with information about managing workplace injuries, what regulatory barriers are unnecessary or counterproductive, and what regulatory protections are needed for injured workers to ensure quality outcomes. These studies also help guide business decisions.

- Identifying system features that improve performance or drive costs, and quantifying their impact on system performance. These studies focus attention on system strengths and opportunities for improvement. They also provide lessons from successful states that other states may follow.

Like all of WCRI's research, studies are free for members and can be downloaded from our website: [www.wcrinet.org](http://www.wcrinet.org).

Impact of Attorney Representation on Workers' Compensation Payments



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Affiliated with The Institutes

## PRESENTATIONS & EDUCATION

### EDUCATING DIVERSE GROUPS

Below is a sample of the diverse groups with whom we shared our research over the past year.

- California Commission on Health and Safety and Workers' Compensation
- Idaho Industrial Commission
- Indiana Manufacturers Association
- Louisiana Department of Insurance
- Louisiana Workforce Commission
- Massachusetts Attorney General's Office
- Massachusetts Department of Industrial Accidents
- Massachusetts Executive Office of Health and Human Services
- Miami-Dade County
- New York State Workers' Compensation Board
- North Dakota Workforce Safety & Insurance
- Pennsylvania Chamber of Business & Industry
- Pennsylvania Workers' Compensation Advisory Council
- Temple University Health System
- Wisconsin Department of Workforce Development
- WorkCover Queensland
- Workers' Injury Law & Advocacy Group®

### RESEARCH PRESENTED

Below is a sample of the events and venues we were invited to present at during the past year.

- 2024 AMCOMP Annual Meeting
- 2024 ASHEcon Conference
- 2024 ASIA Conference
- 2024 Minnesota Department of Labor & Industry Workers' Compensation Summit
- 2024 National Workers' Compensation and Disability Conference
- 2024 WCI Conference
- 2024 WCIRB Annual Conference
- 2024 WMC Workforce & Human Resources Conference
- 76th Annual SAWCA Convention
- California Workers' Compensation Institute Annual Member meeting
- Inaugural PCRB & DCRB Workers Compensation Symposium
- National Association of Independent Review Organization (NAIRO) Webinar
- New York Self-Insurers Association Annual Meeting



PRESENTATIONS & EDUCATION (continued)



[CLICK HERE](#)  
to view photos and  
articles about many of  
the sessions.

2024 ANNUAL CONFERENCE

The 2024 WCRI Issues & Research Conference in Boston was a sold-out event, featuring top experts in workers’ compensation. Harvard labor economist David Cutler opened the conference with insights on healthcare challenges like long COVID and artificial intelligence. WCRI authors shared research on topics such as comorbidities in low back injury recovery, vertical integration’s impact on healthcare, and rising medical costs. Panels on the first and second days discussed pressing issues, with reflections on the keynotes and research. Our day-two keynote speaker, Dr. Constance (Connie) Noonan Hadley, addressed workplace loneliness and its impact on health and productivity.

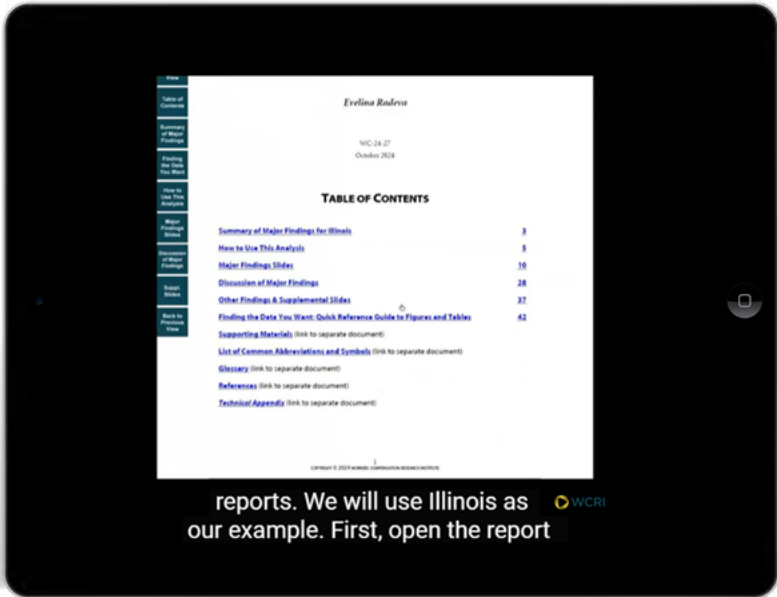
WEBINARS

- Highlights of the Pennsylvania Workers’ Compensation System (number registered: 510)
- Impact of Excessive Heat on Workplace Injuries (number registered: 355)
- Impact of Attorney Representation on Workers’ Compensation Payments (number registered: 256)
- Trends in Workers’ Compensation Drug Payments Across States (number registered: 205)
- Time to First Medical Service (number registered: 187)
- Impact of Vertical Integration on Prices, Medical Utilization, and Outcomes (number registered: 165)

[Click here](#) to watch these and other webinars.

VIDEOS

With video increasingly becoming the preferred way to convey information, WCRI produces video clips for each study we publish. In these videos, we walk viewers through the studies so they can better understand the purpose of the studies, see what lies inside, and understand how to access the information.



In 2024, videos on our YouTube channel received more than 57,434 individual views. In addition to video clips for each of our studies, our YouTube channel includes videos about the benefits of becoming a member of WCRI and attending our annual conference.

All our videos can be viewed on our [YouTube channel](#) or website at [www.wcrinet.org](http://www.wcrinet.org).



# THE IMPACT OF SOCIAL MEDIA

On platforms such as [Facebook](#), [Instagram](#), [LinkedIn](#), [X](#), and [YouTube](#), WCRI disseminates news and information to a broad audience interested in workers' compensation issues.

## SAMPLE POSTS ABOUT WCRI:



**Michael Hernandez** · 3rd+  
Chronovo Inc. / Dezzanne Partners / Edensbliss.com  
1yr · 🌐

Structures equal security! Check out this post from our CEO Ken Paradis. [#claimsmanagement](#) [#claimsettlement](#) [#claimsadjuster](#) [#casualtyinsurance](#) [#propertyandcasualtyinsurance](#) [#injuredworkers](#) [#injuryclaim](#)



**Ken Paradis** · 2nd  
Chief Executive Officer at Chronovo  
1yr · 🌐

WCRI has documented a 34% increase in medical claims costs in non-fee schedule jurisdictions between 2008 and 2021. [KFF Health News](#) / KFF Peterson has documented a general lift in healthcare costs of 58% during the same period. Combined with a 4.9% lift in the Consumer Price Index in just the last 12 months that will likely fuel increases in workers' compensation COLA cases, the cost of legacy cases is accelerating. With interest rates fueling increased value for structures, the time is ripe to revisit the caseload for settlement opportunities. We at Chronovo welcome the opportunity to leverage structures for better outcomes all around. [#claimsmanagement](#) [#claimsadjuster](#) [#claims](#) [#workerscompensation](#) [#workerscomp](#) [#workerscompensationclaims](#)



WC Claims Medical Costs In Non-Fee Schedule Jurisdictions Are Increasing--Even Faster



**Stephen Norris** · 3rd+  
Provider Partnership Strategist | Catalyst for...  
7mo · 🌐


This is incredible! From [Joseph Paduda's](#) blog:

"In workers' comp opioid over-prescribing is over - and with it the risk of addiction, dependency, and abuse is greatly reduced. Data from WCRI as well as CompPharma's annual survey show opioids now represent just 5% of drug spend - down from over 25% ten years ago."



**James Morgan, CWCA, MWCA** · 3...  
Senior Vice President at Towne Insurance  
6mo · 🌐

Fast fact: Over a third (37.5 percent) of all workplace injuries occurred within the first year of tenure and half of all injuries occurred during the first two years of employment. Industries experiencing particularly high rates of injuries in the first two years include restaurants (62 percent), construction (60 percent), and agriculture (59 percent). – Workers' Compensation Research Institute (WCRI) [#workcomp](#) [#preventfirst](#) [#insurelast](#) [#safetymatters](#)



**David J. Fletcher** · 2nd  
Physician/Medical Director at Safeworks Illinois  
7mo · Edited · 🌐


On Wednesday, July 24th, I had the privilege of attending the Workers' Compensation Research Institute (WCRI) Illinois Advisory Committee meeting at the Illinois Workers Compensation Commission (IWCC) in Chicago. As a long-standing member of the committee since 2011, I am now the senior physician member, contributing to discussions on improving workers' compensation benefit delivery systems.

The committee, comprising senior public officials, including IWCC Chairman [Michael Brennan](#) and key opinion leaders from various stakeholder groups, analyzed WCRI's latest research findings presented by Evelina Radeva, including the [CompScope™ Medical Benchmarks](#) for Illinois. This research sheds light on payments, prices, and utilization in the Illinois workers' compensation system, positioning Illinois favorably in terms of cost reduction efforts.


WCRI's data reveals a significant improvement in Illinois' workers' compensation costs, now ranking in the middle among US states, a stark contrast to being one of the highest-cost states before 2011. This positive shift underscores the state's commitment to enhancing its work comp system, showcasing a more business-friendly environment compared to neighboring states.

Moreover, WCRI's recent Flash study, presented by [Andrew Kenneally](#) the WCRI Communications Director, highlighted crucial insights into work-related injuries. The study found that over half of work injuries occur within the first two years of employment, with a significant percentage involving workers with one year or less tenure. Notably, work-related injuries have been more prevalent among younger and older workers, a trend observed post-pandemic at [Safeworks Illinois](#) due to lapses in proper vetting of new hires.

This wealth of information from WCRI plays a pivotal role in dispelling misconceptions about Illinois' workers' compensation system, emphasizing its cost-efficiency and potential for economic development. It is essential for policymakers to leverage this data to drive informed decisions and promote the state as an attractive hub for businesses. [#workcomp](#)



with [Andrew Kenneally](#) and 6 others




**WORK COMP ANALYSIS GROUP**  
Alex O'Neal · 2nd  
1yr · 🌐

WCRI does a fantastic job of providing helpful regulatory information. UR is a small, but important piece of their work. Below are a few thoughts from [Arbicare](#).

I'd encourage everybody to purchase their work. Link to do so is in the comments.

[#workerscompensation](#) [#utilizationmanagement](#) [#wcric](#)  
<https://lnkd.in/emdTicJY>



WCRI - UR Notes  
2/28/2024  
ARBICARE

**WCRI UR Notes**  
Alex O'Neal  
WCRI just released its annual Medical Cost Containment Inventory for 2024. Below are simpl...

# MEDIA COVERAGE

This past year, our research was mentioned nearly 400 times in newspapers and blogs all across the country. This is a sample of the organizations that covered our research.

















# AT A GLANCE



57,434

YOUTUBE VIEWS



20,971

EMAIL LIST SUBSCRIBERS



8,760

SOCIAL MEDIA FOLLOWERS



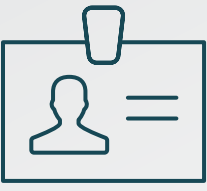
1,678

WEBINAR REGISTRATIONS



394

PRESS MENTIONS



198

ORGANIZATIONS THAT ARE MEMBERS



60

BRIEFINGS AND PRESENTATIONS TO EXTERNAL AUDIENCES



42

STUDIES PUBLISHED



# GIVING BACK

WCRI is committed to corporate social responsibility, focusing on giving back to the community and supporting efforts to protect the environment for future generations. This commitment is reflected in both ongoing and new initiatives.

Over the years, the Institute has contributed time, resources, and funding to organizations such as **Cradles to Crayons**, **Kids' Chance**, the **Greater Boston Food Bank**, and **Tailored for Success, Inc.**

In 2024, as part of Giving Tuesday, WCRI organized a food drive to support **Healthy Waltham**, a local food pantry near our office. While modest in scale, this effort allows us to show our appreciation and assist those in need.

WCRI donates \$2 for every completed post-webinar and conference feedback survey to **Kids' Chance**, supporting children whose parents have been seriously injured or killed on the job and helping them pursue their educational aspirations.



"I have found that among its other benefits, giving liberates the soul of the giver."  
- Maya Angelou



# MEMBER SPOTLIGHT

WCRI conducts quarterly interviews with members to learn why they became members, the value they derive from our research, and other details. Here are some examples of how members responded to one of the questions:

**“WHAT VALUE DO YOU DERIVE FROM BEING A MEMBER OF WCRI?”**



*“Since Pennsylvania is a benchmark state, it’s so interesting for us to get that big-picture perspective—seeing where Pennsylvania stands, watching trends, and understanding how changes in other states impact claims costs, prescription use, and so on. It’s really helpful in reminding me that there’s a bigger picture out there beyond what I deal with on a daily basis.”*

– Marianne Saylor, Director, Pennsylvania Bureau of Workers’ Compensation



*“The benchmarking has been incredibly valuable. We get the Minnesota report, which shows data from other states as well. Since we have a presence in Arizona, Florida, and Wisconsin, I can see how we compare in those states, too. I love being able to look at these metrics in one snapshot and see how we’re doing in different locations. It helps me identify areas where we’re doing well or where we may need to improve.”*

– Stacy Kohlnhofer, Division Chair, the Mayo Clinic



*“The value, I think, is something that many of us realize in working in coalition, with groups that have like interests. For sure, our members will benefit from any of the information and knowledge and the experiences that are being shared at the WCRI conferences and all of your media outlets that provide information. That’s all beneficial for our members.”*

– Fred Yamashita, Secretary-Treasurer & Executive Director, Arizona AFL-CIO



*“The data from WCRI is just amazing to me. The research they do helps us when making policy decisions. We could go out and gather data on our own—Zurich is a large organization—but getting the data from WCRI, which combines data from other companies, really helps us get better outcomes for both our employees and employers.”*

– Neil DeBlock, Vice President and Head of Workers’ Compensation, Zurich North America

Watch the full versions of these interviews at [www.wcrintet.org/news/member-spotlight](http://www.wcrintet.org/news/member-spotlight).

# GOVERNANCE (AS OF 12/31/2024)

The responsibility for policymaking rests with the Institute’s board of directors — a representative group of members who are elected by the membership for staggered three-year terms and meet three times a year. Operating responsibility is vested by the board in the president and CEO, with direction from the board and advice from committees established by the board.

The Research Committee, composed of representatives of member companies, gives the president and CEO guidance on the Institute’s research program.

The Disability and Medical Management Advisory Board provides guidance to the president and CEO, as well as funding for issues related to disability and medical management.

Project advisory committees assist the research staff in the formulation and conduct of specific studies. These committees are made up of representatives of member companies, public officials, academic researchers, and others knowledgeable about the specific topics before them.

## BOARD

- Joseph Wells, Everest Insurance — Chair
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# MEMBERS & SUPPORTERS (AS OF 12/31/2024)

### Employers

Ahold USA  
Albertsons Companies  
American Electric Power Company  
Averitt Express  
Bimbo Bakeries USA  
Costco Wholesale  
Duke University  
Kaiser Permanente  
Marriott International  
Mass General Brigham  
Mayo Clinic  
Publix Super Markets, Inc.  
Sherwin Williams  
Stanford University  
United Airlines  
United Parcel Service  
WalMart, Inc.  
The Walt Disney Company

### Service Providers

Ametros  
Aon Risk Services, Inc.  
Arbicare  
Ascellus  
Athens Administrators  
Athletico Physical Therapy  
ATI Physical Therapy  
Bardavon  
Benchmarks Administrators  
Best in Class MD  
Broadspire  
Cadence Rx  
Carisk  
CBCS, LLC  
CCMSI  
Chronovo  
CONCENTRA, Inc.  
Conduent  
CorVel Corporation  
Emperion Inc.  
Enlyte  
Epic Insurance Brokers  
Exam Works Compliance Solutions  
FAIR Health, Inc.  
Figur8, Inc.  
First MCO

FTI Consulting  
Gallagher Bassett Services, Inc.  
Goodman McGuffey LLP  
Healthsystems  
Holmes Murphy & Associates  
HOMELINK  
Horizon Casualty Services  
Injured Workers Pharmacy, LLC (IWP)  
Injury Guard Solutions  
IMA Group  
Intercare Holdings, Inc.  
ISYS Solutions  
Ivy Rehab  
Lockton Companies  
Marsh  
McConnaughay, Coonrod, Pope, Weaver, & Stern PA  
MedRisk  
MTI America  
myMatrixx, an Express Scripts Company  
Nexus Medical  
Nova Medical Centers  
One Call  
Optum  
Perspecta, LLC  
Paradigm  
Rising Medical Solutions  
Sedgwick Claims Management Services, Inc.  
Shearwater Health  
Shirley Ryan Ability Labs  
SMS National  
Tristar Insurance Group  
Verisk

### Insurers

AF Group  
AIG  
American Equity Underwriters  
American Property Casualty Insurance Association  
AmFed National Insurance Company  
Atlantic Charter  
California Joint Powers Insurance Authority  
CNA Insurance  
Eastern Alliance Insurance Group  
Everest National Insurance Company  
Hanover Insurance  
The Hartford Insurance Group

Kentucky Employers' Mutual Insurance  
Liberty Mutual Group  
Mitsui Sumitomo Insurance Co. of America  
New Jersey Manufacturers Insurance Company  
New Mexico Mutual  
Omaha National  
Penn National Insurance Co.  
PMA Companies  
Progressive Insurance  
Safety National  
Selective Insurance Company of America, Inc.  
Sentry Insurance a Mutual Company  
Society Insurance  
SUNZ Insurance  
The Builders Group  
The Travelers Companies, Inc.  
Trean  
Zenith Insurance Company  
Zurich North America

### Associate Members — Labor Organizations

Alabama AFL-CIO  
Arizona AFL-cio  
Canadian Union of Public Employees  
CISCO (Construction Industry Service Corporation)  
Indiana AFL-CIO  
IN, IL, IA Foundation for Fair Contracting  
Kentucky AFL-CIO  
Maryland & DC AFL-CIO  
Massachusetts AFL-CIO  
Minnesota AFL-CIO  
Professional Fire Fighters Association of Louisiana  
Professional Fire Fighters of New Hampshire  
Tennessee AFL-CIO Labor Council  
Tuscan Fire Fighters Association, Local 479  
UAW Local 3520 North Carolina  
United Steel Workers Local 1155L  
Wisconsin State AFL-CIO

### Rating Bureaus

Compensation Advisory Organization of Michigan  
Delaware Compensation Rating Bureau  
Indiana Compensation Rating Bureau  
Massachusetts Workers' Compensation Rating & Inspection Bureau

Minnesota Workers' Compensation Insurers Association  
New Jersey Compensation Rating & Inspection Bureau Association  
New York Compensation Insurance Rating Board  
North Carolina Rate Bureau  
Pennsylvania Compensation Rating Bureau  
Wisconsin Compensation Rating Bureau

### Associate Members — Public Sector United States

Alabama Department of Labor, Workers' Compensation Division  
Alaska Division of Workers Compensation  
Arizona Industrial Commission  
Arkansas Insurance Department  
Arkansas Workers' Compensation Commission  
California Commission on Health and Safety and Workers' Compensation  
California Division of Workers' Compensation  
City and County of San Francisco  
Colorado Department of Labor and Employment – Workers' Compensation Division  
Connecticut Workers' Compensation Commission  
Delaware Office of Workers' Compensation  
District of Columbia Office of Worker's Compensation  
Florida Department of Financial Services, Division of Workers' Compensation  
Hawaii Department of Labor and Industrial Relations  
Idaho Industrial Commission  
Illinois Workers' Compensation Commission  
Iowa Division of Workers' Compensation  
Kansas Department of Human Resources/ Division of Workers' Compensation  
Kentucky Department of Workers' Claims  
Louisiana Department of Insurance  
Louisiana Office of Risk Management  
Louisiana Office of Workers' Compensation Administration  
Maryland Workers' Compensation Commission  
Massachusetts Center for Health Information and Analysis  
Massachusetts Department of Industrial Accidents  
Massachusetts Human Resources Division, Workers' Compensation Section  
Massachusetts Port Authority

Massachusetts State Rating Bureau, Division of Insurance  
Michigan Workers' Compensation Agency  
Minnesota Department of Labor and Industry  
Mississippi Workers' Compensation Commission  
Missoula County Workers  
Montana Department of Labor & Industry  
National Institute for Occupational Safety and Health (NIOSH)  
Nebraska Workers' Compensation Court  
Nevada Department of Business and Industry, Division of Industrial Relations, Workers' Compensation Section  
New Hampshire Department of Labor  
New Mexico Workers' Compensation Administration  
New York State Workers' Compensation Board  
Oregon Department of Consumer & Business Services  
Pennsylvania Department of Labor and Industry  
Rhode Island Department of Labor and Training  
South Carolina Workers' Compensation Commission  
South Dakota Department of Labor and Regulation  
Tennessee Department of Labor  
Texas Department of Insurance, Division of Workers' Compensation  
Texas State Office of Risk Management  
United States Department of Labor  
Utah Labor Commission, Industrial Accidents Division  
Vermont Department of Labor  
Virginia Workers' Compensation Commission  
Wisconsin Department of Workforce Development

### Associate Members — Public Sector International

WorkSafe BC  
Worksafe Safety and Insurance Board Ontario  
Worksafe Victoria  
ReturntoWorkSA  
Safe Work Australia  
State Insurance Regulatory Authority (SIRA)  
WorkCover Queensland  
Workers Compensation Board of Manitoba  
Workers Compensation Independent Review Office

### CompScope™ Funders

Compensation Advisory Organization of Michigan  
Delaware Compensation Rating Bureau, Inc.  
Florida Department of Financial Services, Division of Workers' Compensation  
Illinois Workers' Compensation Commission  
Indiana Compensation Rating Bureau Check with Andrew if this is correct  
Louisiana Department of Insurance  
Massachusetts Workers' Compensation Rating and Inspection Bureau  
Minnesota Workers' Compensation Insurers Association  
New Jersey Compensation Rating and Inspection Bureau  
New York Compensation Insurance Rating Board  
North Carolina Rate Bureau  
Pennsylvania Compensation Rating Bureau  
Texas Department of Insurance  
Virginia Workers' Compensation Commission  
Wisconsin Compensation Rating Bureau

### Disability and Medical Management Research Funders

Ametros  
Broadspire Services, Inc.  
Carisk Partners  
CNA Insurance  
Enlyte  
Healthsystems, LLC  
Liberty Mutual Insurance  
MedRisk, Inc.  
myMatrixx  
One Call Care Management  
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The Travelers Companies, Inc.



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