

# RETRO Review 2025 Adjustment

(for 2021-22, 2022-23, 2023-24 Plan Years)

REFUNDS EARNED BY MEMBERS

# \$87,049,864

REFUND AT FINAL  
ADJUSTMENT **27%**

# 1,980

Safety  
Engagements

# 96%

Claims Closed

**2025 EXCELLENCE IN SAFETY AWARDS  
WINNER**



Next opportunity for you to apply: EARLY 2026



The WFIA program has  
**outstanding customer service**  
year over year.

# WFIA RETRO



The Washington Food Industry Association has been promoting, supporting, & protecting businesses in the food, beverage, & convenience industry in WA State for over 100 years. Membership offers many industry support programs and valuable benefits, one being the Retrospective Rating Program (Retro).

WFIA partners with ERNwest and their highly skilled team of workers' compensation experts, who work to help your company keep employees safe, reduce claim costs, decrease the time and frustration dealing with Labor and Industries and earn a REFUND!

# BENEFIT HIGHLIGHTS



## No upfront retro fees!

Keep more of your money.

## Helping Keep Refunds High with Cost-Saving Strategies

**Return to Work (RTW)** – WFIA members are required to offer light/modified duty work to injured workers.

**Kept on Salary (KOS)** – WFIA members are required to provide KOS for 14 work days per incident.

### Stay at Work (SAW) Reimbursements –

Get reimbursed 50% of base wages for up to 120 days or \$25,000 per claim\* when you bring an injured employee back to work. Go online for more information.

[ERNwest.com/WFIA-Return-to-Work](https://ernwest.com/WFIA-Return-to-Work)

\*For injuries on or after Jan 1, 2025. Claims prior to Jan 1, 2025, are reimbursed 50% of base wages for up to 66 workdays or \$10,000 per claim.

## Workplace incident or injury?

### Contact ERNwest first.

Report incidents immediately so that your claims manager is aware and can help guide you through the process. Call, email or go online to [ernwest.com/report-an-incident](https://ernwest.com/report-an-incident).

We are here to help. Please contact us with any questions or concerns.

### Contacts at WFIA

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**Robert Mitchell**, Finance and Retro Mgr  
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### Contacts at ERNwest

**Julie Osterberg**, Performance Specialist  
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**Andrew Heard**, Retro Sales Rep  
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## STAY AT WORK (SAW) REIMBURSEMENTS

Member rewards for bringing employees back to modified duty and utilizing the SAW program.

# \$1,863,000

(Total over the 3 plan years)

## DOSH Citation Support

This service helps members navigate and reduce or remove penalties if a compliance officer shows up to their place of business. Please contact the WFIA Loss Control manager.