

GROUP RETROSPECTIVE RATING PROGRAM

FACT SHEET

1. Group retrospective rating is a voluntary workers' compensation alternative rating program offered by the Bureau of Workers' Compensation (BWC) through certified sponsoring organizations. Group retrospective rating is designed to provide a financial incentive — in the form of potential premium rebates — to employers to contain their claims costs.
2. OMA only invites employers to participate in the OMA group retrospective rating plan that it believes have effective safety management practices and value claims management practices that promote injured worker wellness and contain costs.

To protect savings potential for all group members, the OMA makes every attempt to invite only employers that — based on our analysis — have demonstrated effective safety and claims management practices. That said, group retrospective rating is not a guarantee of savings because it's based on future claims performance.

3. All group retrospective participants pay their company's own calculated premium in the plan year in which they participate.
4. The BWC will reconcile premium paid by group retrospective rating participants to their claim costs three times over an evaluation period.

Annual evaluations will occur three times during the evaluation period: at 12, 24, and 36 months following the end of the retrospective policy year. The BWC typically issues refunds or assessments as follows: 80% at first evaluation date, 10% at second evaluation date, and the remainder to total 100% at the third evaluation date. (Employers are not obligated to remain in the group during the evaluation period.)

The BWC has four months from the evaluation date to send premium refunds, if earned. If additional premium is owed, it will be included in the employer's next BWC invoice.

Example: For the retrospective rating policy year of July 1, 2022 – June 30, 2023, the evaluation period/dates are June 30 of 2024, 2025, and 2026.

5. Group sponsors establish a maximum premium ratio for each group to protect employer costs. For example, 115% or 125%. This means you will not pay any more than 115% or 125% of standard premium for the policy year if the claims experience of the group exceeds the expected experience as policy year losses develop during the evaluation period. (Standard premium means the total premium paid by an employer for a given policy year, excluding the assessments for the BWC's disabled workers' relief fund [DWRP] and administrative cost fund.)
6. Group retrospective rating participants cannot take advantage of discounts associated with certain other BWC programs, including: Group experience rating, One claim program, Deductible program, EM capped, Drug Free Safety Program, or Individual retrospective rating.

If you opt for group retrospective rating, you will be able to participate in the Safety Council discount program, Go Green, and Lapse-Free discounts. If you have a question about which programs are best for you, contact your OMA account manager.

7. Safety management is the key to maximizing potential premium refunds. All participants are required to have an effective safety management program. We recommend the no-charge safety services of the BWC Division of Safety & Hygiene. And OMA offers **free** monthly safety webinars that are also available in the OMA's online Video Library. These provide an easy way to meet the BWC's 2-hour safety training requirement if you should have a claim.
8. Claims management is essential to containing costs. All employers that participate in the OMA group retrospective rating program will have the OMA claims management, hearing representation, and consulting benefits of OMA Workers' Compensation Services.