

Workers Compensation Personal Effects Voluntary Payment Guideline

Under the Wisconsin Workers Compensation statute, some personal items, such as glasses are not covered for reimbursement unless a medical injury occurred. In cases as this, we follow the law and do not generally reimburse the employee for torn clothes etc. Some exceptions can be made however for medically necessary equipment needed to perform the job, such as glasses. Nevertheless, making a claim under the employee vision benefit is the proper place to provide reimbursement.

Exceptions are rare, and must meet the following criteria for approval as a voluntary workers compensation expense.

- We received a proper notice of injury and the injury would have been covered under the Act had a medical claim occurred.
- The employee exercised the benefit insurance option that was available. (If the employee does not purchase the coverage under a benefit program that is their choice and not necessarily a reason for workers compensation reimbursement.)
- The benefit could not be used since the time period was exhausted, such as, provisions of one pair of glasses within a two-year time period.
- The employee provides documentation as to purchase, price etc.
- The item to be replaced is necessary to the job, for example, glasses.

Under these strict circumstances we could approve of a voluntary payment for the basic cost of eyewear or medical device. Additional cost for designer frames etc. is not reimbursable.