MONTANA BOARD OF REGENTS OF HIGHER EDUCATION
Policy and Procedures Manual

SUBJECT: PERSONNEL
Policy 713.2 – Workers Compensation – Early Return to Work/Modified Duty
Adopted: March 20, 2003 Revised: September 20, 2012 Revised: July 9, 2026

I. Board Policy:

The Montana University System will support Stay-at-Work/Return-to-Work assistance for eligible MUS employees in accordance with Montana Workers' Compensation Act (MCA Title 39 Chapter 71 Part 10) and Administrative Rules published by the Montana Department of Labor (ARM 24.29.1801-1821).

II. Procedures:

A. MUS Workers' Compensation Committee shall adopt and revise as necessary a written SAW/RTW Assistance Policy that explains to the employee the process for evaluating and providing services to assess and help assist the injured worker return to work, within the worker's physical abilities and for which the worker is qualified, as soon as possible following a work-related injury or occupational disease.

B. MUS Campus personnel with designated Work Comp Program responsibilities will lead the SAW/RTW assistance efforts in collaboration with others the Campus or Program considers instrumental to the SAW/RTW assistance process, including outside experts if deemed in the best interest of the MUS and the employee.

C. MUS Work Comp Program Director will facilitate appropriate communication, provide technical assistance, monitor effectiveness of the Program's SAW/RTW Assistance Policy and comply with DLI reporting requirements.

D. Funding for SAW/RTW assistance and transitional employment assignments, other than specific allocated claim costs, are the responsibility of each employee's campus.

History:

Item 118-104-R0303, Workers' Compensation Proposal, Early Return to Work/Modified Duty, approved by the Board of Regents March 20, 2003. Item 156-101-R0912, revised September 20, 2012. Revised July 9, 2026 ITEM 225-101-R0726.