

Expanding Employment Opportunities for Employees with Disabilities

House Bill 5150 creates the “Centralized Reasonable Accommodations Program” to empower the Department of Licensing and Regulatory Affairs (LARA) to manage employer requests for assistance in making accommodations for workers with disabilities.

House Bill 5151 secures the funding for the program through the Workmen’s Compensation Second Injury Fund.

Second Injury Fund

The Second Injury Fund is one of three funds created by the Worker’s Disability Act to directly pay employees or reimburse insurance carriers with benefits outlined in the Act.

Source of Funding

The Second Injury Fund is 100% funded by insurers who write workers’ compensation policies in Michigan and employers who self-insure their workers’ compensation risk.

Fund Responsibilities

The Second Injury Fund has five distinct responsibilities:

- Total and Permanent Disability Provision
- **Vocationally Handicapped Provision**
 - a. **Encourages Michigan employers to hire individuals with disabilities where impairments cause a substantial obstacle to employment**
- Dual Employment Provision
- Seventy Percent Reimbursement Provision
- Two Years of Continuous Disability Provision

Common Qualifying Modifications

- Providing a ramp
- Modifying workplace furniture, equipment or devices
- Making restrooms and breakrooms accessible
- Providing resources like dictation software, recording devices and qualified readers
- Providing software that magnifies computer screens to enable employees with low vision to correctly read and enter information



State Representative
JON HOADLEY