NATIONAL GUARD BUREAU
1411 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3231

NGB-J1 22 October 2010

MEMORANDUM FOR Human Resource Officers of all States, Puerto Rico, the U.S. Virgin Island, Guam, and the District of Colombia.

SUBJECT: Implementation of The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment (TN-10-29)

1. Reference: White House Memorandum, July 19, 2010, same subject as above.

2. The Safety, Health, and Return-to-Employment (SHARE) Initiative which ended in FY 2009, resulted in improved performance by most government agencies by reducing the number of federal employee injuries, increasing timely claim processing and safely returning injured employees to the workforce. That said, due to the number, severity and resulting disabilities incurred by federal employees' workplace injuries or illnesses during the 2009 chargeback year, the total cost to our taxpayers was almost $1.6B. The National Guard was successful in reducing its injury costs by $774k in FY 2010, and continues to enhance its workers' compensation programs.

3. We are now challenged by the new Presidential initiative, Protecting Our Workers and Ensuring Reemployment (POWER), to improve not only those prior goals under SHARE, but additional targets for reducing these costs over the next four years. The POWER goals, as stated in the attachment, identify aggressive performance measurements for each branch of federal service in their reemployment efforts of injured workers, direct progressively decreased lost production days, and expect improved timeliness of filing claims for entitlements.

4. The National Guard's opportunity to successfully accomplish these new goals under the POWER Initiative is dependent on each state's Federal Employees Compensation Act (FECA) Working Group activity. The intent is for the Working Group to meet the National Guard goals through a collaborative effort to analyze injury and illness claims correctly, apply innovative strategies for injury prevention and initiate aggressive management of injured employees' cases.

5. I instructed the Regional Office of Workers Compensation Program (OWCP) Liaisons to increase their efforts to provide effective assistance in your workers' compensation injury programs and training activities. They received the White House memorandum which contains detailed goal descriptions. Our OWCP Liaisons will continue to work with you to develop local initiatives for re-employment of our injured

employees, improve the timeliness in claims processing and clearly focus on the injury and illness data analysis results. The NGB OWCP Liaisons are available to assist you in ensuring your injury compensation program receives guidance, resources and tools for state FECA program's continuity. They will encourage and strive to retain cohesiveness across the lanes of responsibility between the Human Resources Office, as the proponent for the FECA program and their Safety and Occupational Health counterparts, as appropriate. These FECA Working Group partners will succeed in achieving the POWER Initiative's goals for FY 2011 through 2014.

6. Questions concerning this matter should be referred to Ms. Candace Schupay, NGB OWCP Liaison Supervisor, candace.schupay@ng.army.mil, 703-607-0777. Referenced memorandum may be found at www.whitehouse.gov/the-press-office/presidential-memorandum-presidential-power-initiative-protecting-our-workers.

KEVIN J. CROWLEY
Deputy Director, Manpower and Personnel
National Guard Bureau

Encl
White House Memorandum,
19 July 2010

CF:
The Adjutants General

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release July 19, 2010

July 19, 2010

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment

Each year Federal civilian employees are injured or fall ill on the job in significant numbers. Although the Federal Government has made progress in reducing workplace injuries and illnesses in recent years, its workers (excluding those employed by the U.S. Postal Service) still filed more than 79,000 new claims and received over $1.6 billion in workers' compensation payments in fiscal year 2009. Many of these work-related injuries and illnesses are preventable, and executive departments and agencies can and should do even more to improve workplace safety and health, reduce the financial burden of injury on taxpayers, and relieve unnecessary suffering by workers and their families.

Therefore, I am establishing a 4-year Protecting Our Workers and Ensuring Reemployment (POWER) Initiative, covering fiscal years 2011 through 2014. The POWER Initiative will extend prior workplace safety and health efforts of the Federal Government by setting more aggressive performance targets, encouraging the collection and analysis of data on the causes and consequences of frequent or severe injury and illness, and prioritizing safety and health management programs that have proven effective in the past.

Under the POWER Initiative, each executive department and agency will be expected to improve its performance in seven areas:

(i) reducing total injury and illness case rates;

(ii) reducing lost time injury and illness case rates;

(iii) analyzing lost time injury and illness data;

(iv) increasing the timely filing of workers' compensation claims;

(v) increasing the timely filing of wage-loss claims;

(vi) reducing lost production day rates; and

(vii) speeding employees' return to work in cases of serious injury or illness.

more

(OVER)

Executive departments and agencies (except the U.S. Postal Service) shall coordinate with the Department of Labor's Occupational Safety and Health Administration and Office of Workers' Compensation Programs to establish performance targets in each category. The Secretary of Labor shall lead the POWER Initiative by measuring both Government-wide and agency-level performance and reporting to me annually.

Each executive department and agency shall bear its own costs for participating in the POWER Initiative, and nothing in this memorandum shall be construed to impair or otherwise affect the authority granted by law to an executive department or agency, or the head thereof.

This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

The Secretary of Labor is authorized and directed to publish this memorandum in the *Federal Register*.

BARACK OBAMA

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