

**SECRETARY OF LABOR**  
**WASHINGTON, D.C. 20210**

**FEB 25 2020**

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: EUGENE SCALIA 

SUBJECT: The PEER Initiative: Protecting Employees, Enabling Reemployment

Each year, federal civilian employees sustain too many preventable work-related injuries and illnesses. There are steps we can take to prevent workplace hazards and to improve programs intended to help ill and injured federal employees and their families.

On January 9, 2020, Office of Management and Budget Acting Director Russell T. Vought sent a memorandum to heads of executive departments and agencies announcing the creation of the Protecting Employees, Enabling Reemployment (PEER) Initiative. The PEER Initiative serves as an opportunity for heads of federal departments and agencies to recommit to a safety and health-conscious federal workforce—and a workforce that receives timely benefits through a modern and efficient workers' compensation system.

The PEER Initiative supports the President's Management Agenda – Modernizing Government for the 21st Century, as well as the President's Initiative to Stop Opioid Abuse and Reduce Drug Supply and Demand. The Initiative creates seven goals for all federal agencies and the United States Postal Service to achieve in fiscal years 2020 through 2022.<sup>1</sup> These goals are as follows:

- **Goal 1** requires agencies to reduce total injury and illness case rates by one percent or four percent per year below the actual rate from two years prior, depending on whether the agency's rate is below or above the national average.<sup>2</sup>
- **Goal 2** requires agencies to reduce lost-time injury and illness case rates by one percent or four percent per year below the actual rate from two years prior, depending on whether the agency's rate is below or above the national average.<sup>3</sup>
- **Goal 3** requires agencies to increase the timely filing rate for workers' compensation claims forms CA-1 and CA-2 by three percent per year above the agency's FY 2018 performance result or to meet established minimum filing percentages, whichever is higher.<sup>4</sup> Maximum targets will be set at 98 percent unless the agency's FY 2018 performance was higher.

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<sup>1</sup> The United States Postal Service (USPS) is subject to the Office of Workers' Compensation Programs' goals. It is also covered by the Occupational Safety and Health Act (the Act) due to a 1998 amendment to the Act.

<sup>2</sup> If agencies maintain a total or lost-time case rate of 1.0 or less per year, no further reductions are required.

<sup>3</sup> If agencies maintain a total or lost-time case rate of 1.0 or less per year, no further reductions are required.

<sup>4</sup> The minimum for FY 2020 is 87 percent, increasing three percent (of the 87, for example) per year thereafter.

- **Goal 4** requires agencies to increase the timely filing rate for wage-loss claim form CA-7 by three percent per year above the agency's FY 2018 performance result or to meet established minimum filing percentages, whichever is greater.<sup>5</sup> Maximum targets will be set at 98 percent unless the agency's FY 2018 performance was higher.
- **Goal 5** requires agencies to increase the rate of return-to-work for traumatic injuries during the initial 45-day post-injury period, with annual targets to be established after measuring for the agency's initial baseline year.
- **Goal 6** requires key agencies to increase the rate of return-to-work within a two-year period for those federal employees who sustain moderate to severe workplace injuries or illnesses. The agencies subject to this goal<sup>6</sup> are expected to improve one percent per year above the agency's FY 2018 performance result or to meet established minimum targets,<sup>7</sup> whichever is greater. Maximum targets will be set at 98 percent unless the agency's FY 2018 performance was higher.
- **Goal 7** tracks agencies' use of the Department of Labor's electronic filing system, Employees' Compensation Operations and Management Portal (ECOMP). ECOMP provides consistent processing and payment of claims, which allows the Department's Office of Workers' Compensation Programs (OWCP) to effectively address improper payments and facilitates opioid education for all filers. All employers must use ECOMP to file all notices of injury and compensation claims by September 30, 2020.

Goals one through six are designed to reduce taxpayer burdens and assist workers. Goal seven will standardize and improve efficiency in the claims process, so workers receive compensation in a timely manner. The seventh goal will also enable direct and immediate communication with injured workers. This will help ensure prompt treatment as well as timely opioid and pain management education.

I encourage executive departments and agencies to coordinate with the Department's Occupational Safety and Health Administration (OSHA) and OWCP as you develop plans to achieve these individualized performance targets. Agencies should review the enclosed table for information about agency-specific performance targets. Agency targets and performance information are available on the Division of Federal Employees' Compensation website at <https://www.dol.gov/owcp/dfec/>.

I appreciate your assistance as we work together to achieve these shared goals.

Enclosure

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<sup>5</sup> The minimum for FY 2020 is 87 percent, increasing three percent (of the 87, for example) per year thereafter.

<sup>6</sup> While all federal agencies are encouraged to improve their return-to-work percentages, the 11 agencies with the largest case volumes (i.e., a total of 100 or more new serious injury cases measured for the FY 2017 and FY 2018 period) are subject to this goal. The enclosed chart denotes the agencies subject to this goal.

<sup>7</sup> The minimum target for FY 2020 is 85 percent, increasing one percent (of the 85, for example) per year thereafter.

**PEER Targets (Goals 1-6)  
FY 2020 through FY 2022**

<b>Executive Branch</b>	<b>FY18 Baseline Performance</b>	<b>FY20 Targets</b>	<b>FY21 Targets</b>	<b>FY22 Targets</b>
<b>All Government</b>				
Total Case Rate <sup>1</sup>	1.93	1.85	4% below 2019	4% below 2020
Lost Time Case Rate <sup>1</sup>	1.04	1.00	1.00 or below	1.00 or below
CA-1/CA-2 Timeliness	94.70%	97.54%	98.00%	98.00%
CA-7 Timeliness	93.81%	96.62%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	Baseline Year	TBD	TBD
Return to Work Rate	90.06%	90.96%	91.87%	92.79%
<b>Departments</b>				
<b>Department of Agriculture</b>				
Total Case Rate	3.77	3.62	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.41	1.35	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	86.10%	88.68%	91.34%	94.08%
CA-7 Timeliness	93.12%	95.91%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	89.10%	89.99%	90.89%	91.80%
<b>Department of Air Force</b>				
Total Case Rate	1.12	1.11	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.03	1.02	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	98.55%	98.55%	98.55%	98.55%
CA-7 Timeliness	97.64%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	89.50%	90.40%	91.30%	92.21%
<b>Department of Army</b>				
Total Case Rate	1.64	1.62	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.00	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	95.40%	98.00%	98.00%	98.00%
CA-7 Timeliness	84.75%	87.29%	89.91%	92.61%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	89.70%	90.60%	91.50%	92.42%
<b>Department of Commerce</b>				
Total Case Rate	0.62	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.4	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	99.48%	99.48%	99.48%	99.48%
CA-7 Timeliness	96.95%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Defense (excluding components)</b>				
Total Case Rate	1.10	1.09	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.70	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	95.49%	98.00%	98.00%	98.00%
CA-7 Timeliness	90.01%	92.71%	95.49%	98.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	87.50%	88.38%	89.26%	90.15%
<sup>1</sup> Requires agencies to reduce case rates by 1% or 4% per year below the actual rate from two years prior, depending on whether the agency's rate is below or above the national average. If agencies maintain a total or lost time case rate of one or less per year, no further reductions are required.				

**PEER Targets (Goals 1-6)  
FY 2020 through FY 2022**

<b>Department of Education</b>				
Total Case Rate	0.22	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.15	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	80.00%	87.00%	89.61%	92.30%
CA-7 Timeliness	0.00%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Energy</b>				
Total Case Rate	1.14	1.13	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.39	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	86.52%	89.12%	91.79%	94.54%
CA-7 Timeliness	85.42%	87.98%	90.62%	93.34%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Health and Human Services</b>				
Total Case Rate	0.65	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.46	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	81.49%	87.00%	89.61%	92.30%
CA-7 Timeliness	79.41%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Homeland Security</b>				
Total Case Rate	4.72	4.53	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	2.30	2.21	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	87.92%	90.56%	93.27%	96.07%
CA-7 Timeliness	77.56%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	88.49%	89.37%	90.27%	91.17%
<b>Department of Housing and Urban Development</b>				
Total Case Rate	0.69	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.43	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	100.00%	100.00%	100.00%	100.00%
CA-7 Timeliness	100.00%	100.00%	100.00%	100.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Interior</b>				
Total Case Rate	4.24	4.07	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.47	1.41	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	95.56%	98.00%	98.00%	98.00%
CA-7 Timeliness	72.00%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	84.12%	85.81%	86.67%	87.54%

**PEER Targets (Goals 1-6)  
FY 2020 through FY 2022**

<b>Department of Justice</b>				
Total Case Rate	3.10	2.98	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	2.01	1.93	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	96.11%	98.00%	98.00%	98.00%
CA-7 Timeliness	90.02%	92.72%	95.50%	98.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	87.28%	88.15%	89.03%	89.92%
<b>Department of Labor</b>				
Total Case Rate	1.39	1.38	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.52	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	100.00%	100.00%	100.00%	100.00%
CA-7 Timeliness	99.44%	99.44%	99.44%	99.44%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Navy</b>				
Total Case Rate	1.51	1.49	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.97	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	98.68%	98.68%	98.68%	98.68%
CA-7 Timeliness	95.24%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	92.56%	93.49%	94.42%	95.36%
<b>Department of State</b>				
Total Case Rate	0.22	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.16	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	65.33%	87.00%	89.61%	92.30%
CA-7 Timeliness	53.18%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Transportation</b>				
Total Case Rate	1.00	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.52	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	99.38%	99.38%	99.38%	99.38%
CA-7 Timeliness	82.70%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Treasury</b>				
Total Case Rate	0.62	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.39	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	92.29%	95.06%	97.91%	98.00%
CA-7 Timeliness	74.12%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	87.74%	88.62%	89.50%	90.40%
<b>Department of Veterans Affairs</b>				
Total Case Rate	2.17	2.08	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.01	1.00	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	91.20%	93.94%	96.75%	98.00%
CA-7 Timeliness	95.41%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	89.93%	90.83%	91.74%	92.65%

**PEER Targets (Goals 1-6)  
FY 2020 through FY 2022**

<b>Independent Agencies</b>	<b>FY 18 Baseline Performance</b>	<b>FY20 Targets</b>	<b>FY21 Targets</b>	<b>FY22 Targets</b>
<b>United States Postal Service</b>				
Total Case Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Lost Time Case Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
CA-1/CA-2 Timeliness	97.26%	98.00%	98.00%	98.00%
CA-7 Timeliness	96.03%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	90.55%	91.46%	92.37%	93.29%
<b>Environmental Protection Agency</b>				
Total Case Rate	0.49	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.26	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	80.49%	87.00%	89.61%	92.30%
CA-7 Timeliness	86.67%	89.27%	91.95%	94.71%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>General Services Administration</b>				
Total Case Rate	0.28	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.19	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	70.00%	87.00%	89.61%	92.30%
CA-7 Timeliness	54.17%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>National Aeronautics and Space Administration</b>				
Total Case Rate	0.24	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.09	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	100.00%	100.00%	100.00%	100.00%
CA-7 Timeliness	No Data Available	87.00%	87.00%	87.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Social Security Administration</b>				
Total Case Rate	0.60	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.52	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	86.42%	89.01%	91.68%	94.43%
CA-7 Timeliness	68.64%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Tennessee Valley Authority</b>				
Total Case Rate	0.94	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.21	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	92.37%	95.14%	98.00%	98.00%
CA-7 Timeliness	90.91%	93.64%	96.45%	98.00%
Return to Work Rate During COP Period	Not Applicable	TBD	TBD	TBD
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal