

# Alternative Dispute Resolution System



## UCWCP

Union Construction Workers' Compensation Program  
Administered by Wilson-McShane Corporation  
[www.ucwcp.com](http://www.ucwcp.com)

### Our Mission

- Eliminate the adversarial culture of workers' compensation claim administration
- Provide a resource for 'best in class' medical and rehabilitation providers using the most effective treatment protocols
- Ensure payment of appropriate medical and wage loss benefits without delay
- Create a prompt and safe return to union work, wages and benefits to minimize financial losses to injured employees, contractors and insurance providers
- Reduce the costs of workers' compensation insurance for union contractors, thereby increasing their competitiveness

The structure of our dispute resolution process encourages a faster return to work, or a faster claim settlement, reducing the amount of time indemnity benefits are paid while waiting for a hearing in the statutory system. While the statutory system takes an average of 18 months to get to a hearing, our alternative system gets to arbitration within 18 weeks.

### Claims Experience (7/1/1997 to 12/31/2018)

Medical Only	Lost Time	Denied Liability	Total Claims
16,548	4,676	597	21,821

### Dispute Resolution Experience (7/1/1997 to 12/31/2018)

Facilitations	Mediations	Arbitrations	Neutral Exams
1,243	306	37	472

- From July 1, 1997, through December 31, 2018, 21,821 claims were filed with participating contractors, of which 4,676 were lost time accidents. Of these, only 37 claim disputes went to arbitration – less than 1%!
- According to the Minnesota Department of Labor and Industry, 3% of lost-time claims in the state system go to a formal hearing – 300% more than in the UCWCP!
- The UCWCP improves outcomes for contractors and their union workers while reducing claim costs by an average of 30%.

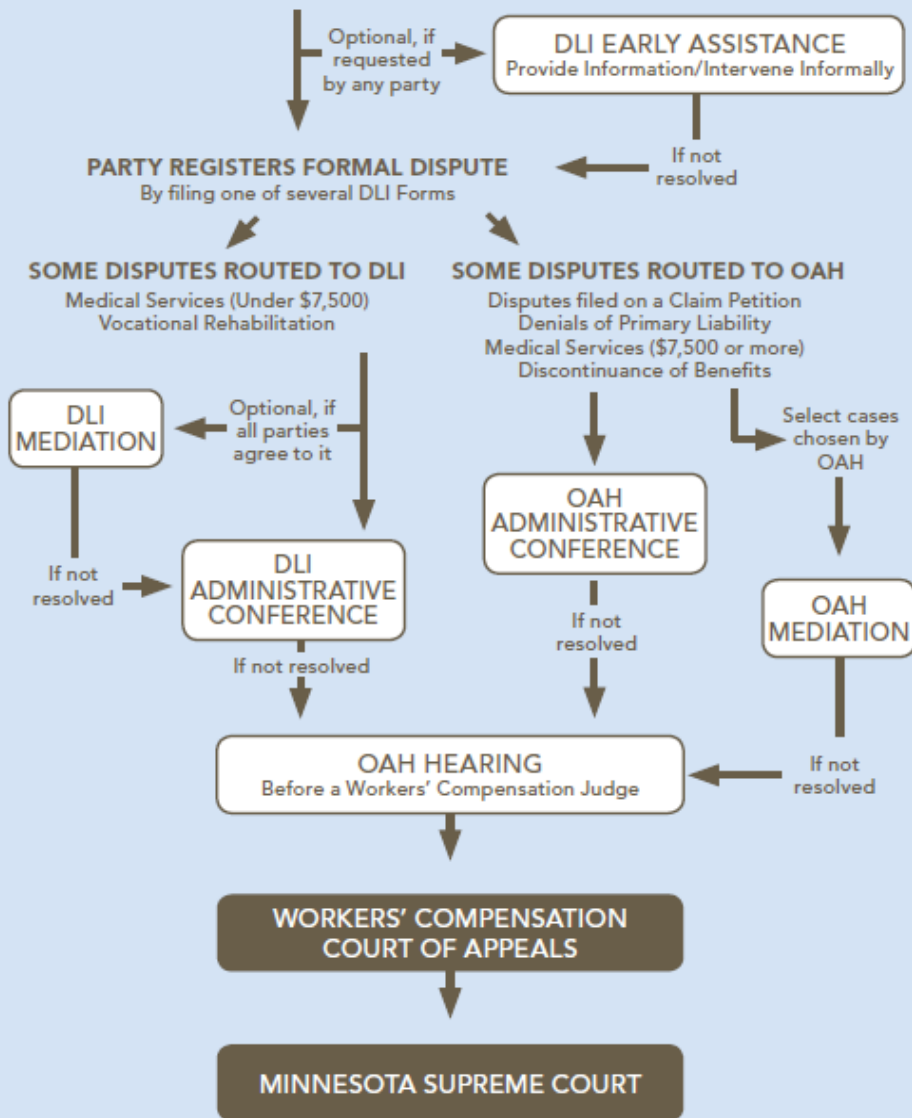
We provide results through a clear system that settles claim disputes in a fair and timely manner. This is most obvious by comparing the UCWCP system to the State's statutory system.

**Compare for yourself: see UCWCP vs. MN Statutory System**

# dispute resolution comparisons

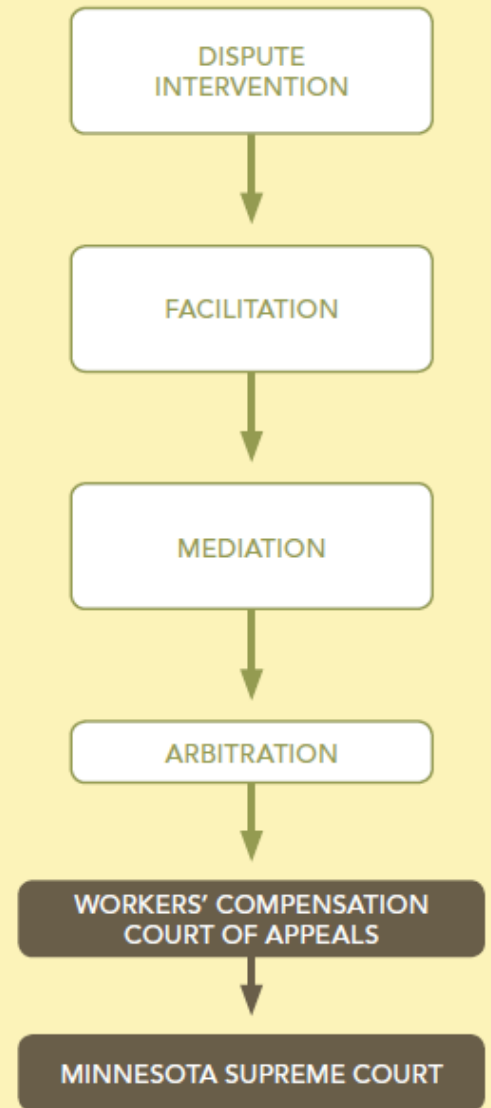
## Minnesota Statutory Workers' Compensation System\*

AFTER INJURY OCCURS:



## UCWCP Workers' Compensation System

AFTER INJURY OCCURS:



MN Statutory Workers' Compensation System

**18-24 MONTHS**

UCWCP Workers' Compensation System

**18-24 WEEKS**

\*NOTES: DLI is the Department of Labor and Industry. OAH is the Office of Administrative Hearings. Disputes may be settled by agreement of the parties (with or without mediation) at any time. If DLI or OAH administrative conferences do not result in mutual agreement, the presiding official will render a decision on the case; disputed decisions go to an OAH hearing. Multiple disputes associated with a single claim may be consolidated at one agency. Also, DLI may refer some complex cases in its jurisdiction to OAH. For simplicity, we refer to several types of OAH proceedings as "administrative conferences." These include settlement conferences for disputes filed on claim petitions, administrative conferences for discontinuance disputes, and medical and rehabilitation conferences.

SOURCE: Office of the Legislative Auditor, analysis of Minnesota's dispute resolution system for workers' compensation. The full evaluation report can be found on our website [www.ucwcp.com](http://www.ucwcp.com).