Supplemental insurance coverage may help reduce workers' compensation costs

Workers' compensation insurance is an important and, in many states, required benefit that pays employees a portion of their salary when they are out of work due to an injury or illness sustained on the job. Because of the high direct and indirect costs of claims, employers are naturally looking for ways to reduce their workers' compensation claims. Supplemental insurance benefits could be the answer.

Today's workers' compensation landscape

Claim severity is **rising 5–6%**, increasing the cost per claim.[1]

U.S. employers reported **2.5 million** workplace injuries and illnesses in 2024.[2]

Known as the Monday Effect, workplace injury claims occur **more often on Mondays**, particularly for strains and sprains.[3]

How supplemental benefits can help

Supplemental accident and disability insurance can play a key role in reducing workers' compensation pressure.

- Benefits design and financial protection can influence claim duration, medical spending and overall costs.[4]
- Strong workplace support and recovery resources can significantly improve return-to-work outcomes.[5]

Why it works:

Provides financial support for off-the-job injuries.

Reduces reliance on workers' compensation for borderline claims.

Helps employees recover faster and return to work sooner.

Improves overall workforce financial security.

Aflac®

A smarter benefits strategy

Today's leading employers are leveraging supplemental coverage to help:

- Manage workers' compensation costs more effectively
- Strengthen recruitment and retention
- Support employee financial well-being
- Enhance their overall benefits offering – at little to no direct cost

Find out how Aflac supplemental insurance coverage can support a more effective workers' compensation strategy and help keep your workforce healthier, financially secure and productive.

Contact your Aflac representative to learn more.

[1] NCCI. "2025 in Sight, 2024 in Review: The Latest Results for Workers Compensation." Published 10.8.25. Accessed 5.29.26.
[2] U.S. Bureau of Labor Statistics. "Employer-Reported Workplace Injuries and Illnesses." Published 1.22.26. Accessed 5.29.26.
[3] Frontiers. "Why are there more accidents on Mondays? Economic incentives, ergonomics or externalities." Published 3.18.25. Accessed 5.29.26.
[4] American Economic Association. "The Impact of Benefit Generosity on Workers' Compensation Claims: Evidence and Implications." Published 7.3.24 Accessed 5.29.26.
[5] WorkCare. "Return-to-Work Programs: How to Create Pathways for Safe Recovery and Productivity." Published 11.3.25. Accessed 5.29.26.

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