



WINTER 2019

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Public Employers Workers' Compensation True Up Due February 15

The Bureau of Workers' Compensation's (BWC's) employer true-up period began on January 1st for all public state-funded employers (counties, cities, villages, townships, schools, libraries, conservancy districts, etc.),

Employers will need to report their actual payroll for the previous policy year (1/1/2018 - 12/31/2018) and reconcile any differences in premium paid by the deadline of February 15, 2019.

Click on the images below to access our resource sheet or to review our recorded webinar which provide an overview of the true-up process.

If you have additional questions or concerns regarding the true-up process, please feel free to contact us at (800) 825-6755, option 3.

Resource Sheet



Recorded Webinar



GROUP RETROSPECTIVE RATING ENROLLMENT

If you are a private employer that did not enroll or qualify for a Group Rating premium discount program in November for the 2019 policy year, Group Retrospective Rating may be an excellent option for your organization to still consider.

Group Retrospective Rating is a performance-based incentive program designed to recover a portion of premium for employers that reduce injury rates and lower associated claims costs. It is similar in concept to Group Rating, as employers are evaluated as if the group was one big organization.

However, with this program, organizations continue to pay their own individual premium but have the opportunity to receive retrospective premium adjustments (refunds or assessments based on the performance of the group) at the end of each of the three evaluation periods performed by the Ohio Bureau of Workers' Compensation (BWC). To have successful outcomes in a group retrospective rating program, employers must be committed to improving workplace safety and accident prevention and take appropriate action to reduce the frequency and severity of accidents involving their employees.

For the 2019 policy year, the enrollment deadline is Thursday, January 31, 2019. In order for CompManagement to timely file all enrollment information with the Ohio Bureau of Workers' Compensation (BWC), we request that your enrollment materials be received by our office on or before **Wednesday, January 30, 2019**.

If you are evaluating other group retrospective rating programs, we recommend carefully analyzing the savings quote to make sure you are comparing similar discounts, maximum assessment levels, service offerings and of course, past results of the group administrator.

If you should have questions about group retrospective rating or would like to discuss your options for 2019, please contact CompManagement at (800) 825-6755, option 3 and speak to our customer support representatives.



PROGRAM OVERVIEW

The Group Retrospective Rating Plan is a voluntary performance-based incentive program sponsored by trade associations or professional organizations that is available to state-funded employers. The program is designed to reward participants that are able to keep their claim costs below a predetermined amount. Employers continue to pay their individual premium; however, they have the opportunity to receive retrospective premium adjustments (refunds or assessments) at the end of each of the three evaluation periods. Group Rating is not for every employer. Employers may be assessed additional premium if they are not committed to improving workplace safety and accident prevention and/or do not take appropriate action to reduce the frequency and severity of accidents involving their employees.

ELIGIBILITY REQUIREMENTS

- Private state-funded employer (self-insured and state agency public employers are not eligible)
- Current on any and all premium payments, administrative costs, assessments, fines or amounts owed to the Ohio Bureau of Workers' Compensation (BWC) as of the application deadline.
- Current on all prospective billing true-ups and payments.
- Active coverage by the application deadline.
- No cumulative losses in coverage in excess of 90 days within the 12 months preceding the application deadline.
- May not be a member of more than one retro group or a retro and non-retro group.
- Incomparable with the industry group of the retro group.
- If a workers' compensation claim is incurred in the "green period" (15 month period prior to the experience survey date), the employer shall attend two hours of safety training or complete the BWC's online accident analysis form and online safety class.

PREMIUM REVIEW (REFUNDS & ASSESSMENTS)

A group's retrospective premium will be calculated at 12, 18, and 36 months after the end of the policy year. At the end of each period, the BWC will take a snap-shot of the incurred claims losses (indemnity, medical and reserves) for the retro group and calculate the group's retrospective premium (retro premium plus developed losses¹). If the retrospective premium that is calculated is less than the group's total standard premium, the participants will receive a refund. However, if the retrospective premium is greater than the group's total standard premium, an assessment will be levied by BWC. Each group limits the maximum assessment by selecting a premium cap between 5% - 100% of merit rated premium.

¹ developed losses = incurred losses multiplied by BWC loss development factor



Click on image above to review our Resource Sheet



Please make sure your organization does not miss this opportunity to lower your premium exposure. To wrap up your enrollment today and pay online, please click on the image to the left. To pay by check, please send payment noting your policy number and invoice number to: CompManagement | PO Box 89456 | Cleveland, OH 44101-6456

UPCOMING EDUCATIONAL WEBINAR SESSIONS

Workers' Compensation

Session	Date	Session Start Time
Workers' Comp 101: Understanding Ohio's workers' compensation system (private and public employers)	Feb 12 Apr 11	10:00 am (est/edt) 2:00 pm (est/edt)
Spotlight on Public Employers (counties, cities, villages, townships, schools, conservancy districts, libraries, etc.)	Mar 19 Mar 21	2:00 pm (est/edt) 10:00 am (est/edt)
Public Employers Only: Selecting the Best Premium Savings Program	Apr 30 May 2	10:00 am (est/edt) 2:00 pm (est/edt)

For a full description of the courses, please [click here](#). The client education programs listed above are offered at no charge to current clients of CompManagement. The sessions are approximately 60 minutes in length and are certified by the Ohio Bureau of Workers' Compensation (BWC) for 1-hour of the 2-hour safety training requirement for group and group retrospective-rated employers. To be eligible for the safety training credit, the attendee must remain in the session for at least 75% of the total session time. If the qualification is met, we will send a certificate of attendance via email within 3 business days of the session date.

REGISTRATION

Registration for our Client Education Program webinar session is easy! Simply send an email to: seminarsvp@sedgwickcms.com. Be sure to indicate the following: company name, BWC policy number, session name, session date, name(s) of those wishing to attend and an email address for each person attending.

Unemployment Compensation

Session	Date	Session Start Time
Employment Law Update	Feb 7	1:30 - 3:00 pm (est/edt)
Strategies to Prevail in Unemployment Claims	Mar 13	10:00 - 11:30 am (est/edt)
Unemployment Hearing Process	Apr 4	10:00 - 11:00 am (est/edt)

For a full description of these courses, please [click here](#). The client education program listed above is offered at no charge to current clients of CompManagement. All sessions are approximately 60 - 90 minutes in length.

The sessions are pending approval for recertification credit hours (RCHs) by the American Payroll Association (APA). To be eligible for RCHs per APA, the attendee must remain in the session for at least 75% of the total session time. If the qualification is met, we will send a certificate of attendance via email within 3 business days of the session date. Our organization is only responsible to communicate the RCH's earned per APA. We do not submit documentation on your behalf.

REGISTRATION

Registration for our Client Education Program webinar sessions is easy! Simply send an email to: ucwebinars@sedgwickcms.com. Be sure to indicate the following: company name, session name, session date, name(s) of those wishing to attend and an email address for each person attending.

Unemployment Tax

How can unemployment tax rates increase when benefit charges remain constant or decrease?

This is a great question. Private-sector, taxable employer tax rates are based upon unemployment experience, and overall unemployment activity at the state level. It makes sense that the tax rate will be unchanged or will go down when benefit charges are under control. However, other factors can affect unemployment tax rates, such as:

State schedules and factors

In anticipation of economic downturns, state agencies will adjust the tax rate schedule used to determine rates in order to bolster the state fund in preparation for higher benefit claim outlays. Ohio's 2019 tax rate schedule will result in higher tax rates for some employers who have had no increase in benefit charges in the most recent year. For example, an employer with a 3.2% ratio of reserve balance to taxable payroll would have paid a tax rate of 5.3% in 2018, but will be paying a tax rate of 5.5% in 2019.

Note that rate schedules can also become more favorable and result in tax decreases. Schedule changes have the potential to occur annually from state to state.

In the states that don't use rate schedules to develop tax rates, typically benefit ratio states, the factors applied to the benefit ratios are subject to change on an annual basis. Those factors can create more or less favorable changes in employer tax rates as well.

A substantial increase in taxable payroll In reserve ratio states, of which there are 31, rates are calculated annually by dividing an employer's reserve balance (taxes paid minus benefits charged) by taxable payroll. The higher the ratio of reserve balance to taxable payroll, the lower the tax rate. All other factors remaining constant, a dramatic increase in taxable payroll in the computation period will lower the ratio of reserve balance to taxable payroll which could result in a higher tax rate.

A substantial decrease in taxable payroll

In benefit ratio states, of which there are 17, rates are calculated by dividing benefit charges by taxable payroll.

The higher the ratio of benefit charges to taxable wages, the higher the tax rate. All other factors remaining constant, a dramatic decrease in taxable wages will result a higher tax rate.

Corporate changes resulting in transfers of experience

Mergers and acquisitions or dispositions of business have the potential to impact your unemployment tax rate. In most states, a total acquisition of business will result in a mandatory transfer of experience from the predecessor to the successor employer. A successor also inherits any unpaid balances left by the predecessor, so due diligence is required in the acquisition process to limit liability and avoid costly surprises.

Transitioning from a new employer rate to an experience (calculated) rate

Until the factors used to determine your tax rate become stable, the transition from a non-merit rate, or new

employer rate, to a computed rate can result in a substantial tax rate increase. For instance, it is not unusual for employer rates to increase from 2.7% to over 4.0% when transitioning to a tax rate based on experience in Ohio.

Penalty or delinquency rate

assignments – Please be sure to file your quarterly tax returns on time to avoid a delinquency rate assignment. For instance, the maximum calculated tax rate in Ohio is 9.2% for 2019, but the delinquency rate is 11.5% (125% of the maximum calculated rate).

Please keep in mind that all states have different unemployment rules, regulations, tax rate schedules and/or other rating factors that impact the assignment of tax rates.

The constant controllable factor in the development of unemployment tax rates is managing your claims and minimizing benefit charges.

If you have any questions regarding unemployment cost management, please contact Ken Weber at (513) 774-5866 or at Kenneth.Weber@Sedgwick.com.

EMPLOYER SPOTLIGHT

Transitional Living Centers

Transitional Living Centers located in Valley City, Ohio provides community based housing and daily living training for individuals with developmental disabilities. This family owned and operated organization dates back to 1965 and operates 13 group homes in Medina County. The Owner, Nisi Pozderac is very passionate about her employees and the care that they provide. This commitment and passion has taken a small nursing home to employ 175 people, and with this growth many challenges were presented with one of them being workers' compensation.



To address this problem, Alix Pozderac was named the Risk Management Coordinator and has held this position for over 6 years. Alix knew if they were to be successful in reducing their claims and their costs that educating the staff on safety had to be priority one. If they could prevent an accident from taking place their goal of cost containment would become a reality. To say that Alix is not passionate about her job would be the understatement of the decade for she is on top of every claim.

Alix implemented the following programs to achieve the Transitional Living Centers' goals of cost containment and claims reduction.

- A website was developed to provide staff the opportunity to voice their safety concerns.
- Monthly safety audits are completed by each facility and injuries are examined to see if there is a trend.
- Each claim is thoroughly investigated to determine the root cause and then actions are implemented to prevent a reoccurrence.
- Alix is a certified ALICE instructor and she conducts class sessions to educate their staff of the dangers of an active shooter.
- They are a member of the Medina County Safety Council.
- They conduct an annual Safety Training Fair for their employees.
- Post-accident drug testing is performed.
- A Transitional Work program is in place.
- Quarterly meetings are held with CompManagement as their third party administrator as well as CompManagement Health Systems, their managed care organization.

The implementation of the above mentioned items has taken their penalty rate from a 31% to 9% and a reduction in over \$100,000.00 in premiums. Transitional Living Centers has received several awards from the Medina County Safety Council for reducing their injury rates and have received the AHCA's Silver Quality Award. It is this type of forward thinking that has made them a valued member of the Ohio Healthcare Association.

Without a doubt, safety is stressed from the top down at Transitional Living Centers and Alix will not rest upon the achievements accomplished thus far. We are very proud to have Transitional Living Centers as our client, but even more impressed with their commitment to their employees. Congratulations to them on their commitment to excellence and for being our Spotlight Company.

2019 CompManagement Safety Academy

Throughout 2019, CompManagement will offer several **FREE** Safety Academy webinars. Each webinar will count as 1-hour of credit towards the Ohio Bureau of Workers' Compensation's (BWC) safety training requirement, if participating in a group program. Clients required by the BWC to take 2-hours of safety training have been contacted directly by CompManagement, and will receive another reminder soon.

Session	Date / Time	Register
PERRP Recordkeeping With the upcoming PERRP reporting deadline of Feb 1st, join Kim Mitchem from PERRP who will address PERRP record keeping, reporting requirements, and common mistakes.	Jan 30 1:00-2:00 pm (est/edt)	
Safety Strategies for Claims Prevention This webinar discusses general strategies to help any business reduce or prevent work related accidents. Learn about written policies and procedures, job safety analysis and more.	Feb 9 10:00-11:00 am (est/edt)	
Bureau of Workers' Compensation Safety Grants The BWC has a variety of safety grants available to Ohio private and public employers. Learn about the types of grants, the eligibility criteria and process for applying for grant funds.	March 26 2:00-3:00 pm (est/edt)	
10 Steps to a Better Safety Program The BWC created the "10-Step Business Plan for Safety" with a goal of helping companies develop a culture where all members of the organization actively manage workplace safety and health. This webinar will discuss those 10 steps as well as resources to assist companies put a plan in place.	May 7 10:00-11:00 am (est/edt)	

The BWC Learning Center

Did you know that active private and public Bureau of Workers' Compensation (BWC) policy holders have access to numerous classroom and online training courses for free through the BWC Division of Safety and Hygiene (DS&H) Learning Center? The DS&H offers a wide variety courses in 13 Ohio locations addressing various topics such as:

- | | |
|--------------------|---------------------|
| Industrial safety | Construction safety |
| Industrial hygiene | Ergonomics |
| Safety management | Risk Management |

To create an account and view courses offered through DS&H:

1. Go to www.bwclearningcenter.com.
2. Click Need an Account?
3. Select the user type radio button External User.
4. Enter the employer policy number.
5. Enter a login ID (minimum of four characters).
6. Enter your email address (if applicable and highly recommended although not required field).
7. Enter a password (must be eight characters that includes one capital letter and at least one number); confirm password.
8. Enter your first and last name.
9. Enter your work phone number.
10. Select Enable Accessibility for hearing/vision impairment (for screen readers and speech recognition software).
11. Click Create and receive the welcome screen.
12. Click Home to see the home screen.

Go to <https://www.bwc.ohio.gov/bwccommon/LearningCenterHelp.asp> to find more information and instructions on how to enroll in a class, print a certificate, cancel enrollment for a class or update your login ID, contact or profile information. Prior to setting up an account, please confirm you do not have an existing account in the BWC Learning Center to avoid duplicate information. The BWC cannot merge duplicate accounts; however, they can make them inactive. Call (800) 644-6292 or (614) 995-8622 if you have forgotten your login or password information.

WINTER WEATHER

Plan. Equip. Train. To Prevent Injuries, Illnesses and Fatalities During Winter Storms

OSHA

5 Hazards Workers Face When It Gets Cold and Snowy

In addition to cold stress, there are other winter weather related hazards that workers may be exposed to when performing tasks such as driving in the snow, removing snow from rooftops, and working near downed or damaged power lines.

1. Winter Driving
2. Work Zone Traffic Safety
3. Stranded in a Vehicle
4. Shoveling Snow
5. Using Powered Equipment like Snow Blowers

Winter Driving

Although employers cannot control roadway conditions, they can promote safe driving behavior by ensuring workers: recognize the hazards of winter weather driving, for example, driving on snow/ice covered roads; are properly trained for driving in winter weather conditions; and are licensed (as applicable) for the vehicles they operate.

Employers should set and enforce driver safety policies. Employers should also implement an effective maintenance program for all vehicles and mechanized equipment that workers are required to operate. Crashes can be avoided.

Employers should ensure properly trained workers' inspect the following vehicle systems to determine if they are working properly:

- **Brakes:** Brakes should provide even and balanced braking. Also check that brake fluid is at the proper level.
- **Cooling System:** Ensure a proper mixture of 50/50 antifreeze and water in the cooling system at the proper level.
- **Electrical System:** Check the ignition system and make sure that the battery is fully charged and that the connections are clean. Check that the alternator belt is in good condition with proper tension.
- **Engine:** Inspect all engine systems.
- **Exhaust System:** Check exhaust for leaks and that all clamps and hangers are snug.
- **Tires:** Check for proper tread depth and no signs of damage or uneven wear. Check for proper tire inflation.
- **Oil:** Check that oil is at proper level.
- **Visibility Systems:** Inspect all exterior lights, defrosters (windshield and rear window), and wipers. Install winter windshield wipers.

Turn on the vehicle's engine for about 10 minutes each hour and run the heat to keep warm. Also, turn on the vehicle's dome light when the vehicle is running as an additional signal. Beware of carbon monoxide poisoning. Keep the exhaust pipe clear of snow, and open a downwind window slightly for ventilation.

An emergency kit with the following items is recommended in vehicles: Cellphone or two-way radio, windshield ice scraper, snow brush, flashlight with extra batteries, shovel, tow chain, traction aids (bag of sand or cat litter), emergency flares, jumper cables, snacks, water, road maps, blankets and change of clothes.

Work Zone Traffic Safety

Workers being struck by vehicles or mobile equipment lead to many work zone fatalities or injuries annually. Drivers may skid, or lose control of their vehicles more easily when driving on snow and/or ice covered roads. It is therefore, important to properly set up work zones with the traffic controls identified by signs, cones, barrels, and barriers, to protect workers. Workers exposed to vehicular traffic should wear the appropriate high visibility vest at all times, so that they can be visible to motorists .

Stranded in a Vehicle

If you are stranded in a vehicle, stay in the vehicle. Call for emergency assistance if needed, response time may be slow in severe winter weather conditions. Notify your supervisor of your situation. Do not leave the vehicle to search for assistance unless help is visible within 100 yards. You may become disoriented and get lost in blowing and drifting snow. Display a trouble sign by hanging a brightly colored cloth on the vehicle's radio antenna and raising the hood.

Watch for signs of frostbite and hypothermia. Do minor exercises to maintain good blood circulation in your body. Clap hands and move arms and legs occasionally. Try not to stay in one position for too long. Stay awake, you will be less vulnerable to cold-related health problems. Use blankets, newspapers, maps, and even the removable car mats for added insulation. Avoid overexertion since cold weather puts an added strain on the heart. Unaccustomed exercise such as shoveling snow or pushing a vehicle can bring on a heart attack or make other medical conditions worse.

Shoveling Snow

Shoveling snow can be a strenuous activity, particularly because cold weather can be taxing on the body. There is a potential for exhaustion, dehydration, back injuries, or heart attacks. During snow removal in addition to following the tips for avoiding cold stress, such as taking frequent breaks in warm areas, there are other precautions workers can take to avoid injuries. Workers should warm-up before the activity, scoop small amounts of snow at a time and where possible, push the snow instead of lifting it. The use of proper lifting technique is necessary to avoid back and other injuries when shoveling snow: keep the back straight, lift with the legs and do not turn or twist the body.

Using Powered Equipment like Snow Blowers

It is important to make sure that powered equipment, such as snow blowers are properly grounded to protect workers from electric shocks or electrocutions. When performing maintenance or cleaning, make sure the equipment is properly guarded and is disconnected from power sources.

Snow blowers commonly cause lacerations or amputations when operators attempt to clear jams with the equipment turned on. Never attempt to clear a jam by hand. First, turn the snow blower off and wait for all moving parts to stop, and then use a long stick to clear wet snow or debris from the machine. Keep your hands and feet away from moving parts. Refuel a snow blower prior to starting the machine; do not add fuel when the equipment is running or when the engine is hot.

Source: for the complete list of all 10 hazards go to https://www.osha.gov/dts/weather/winter_weather/hazards_precautions.html

OSHA and PERRP UPDATE

PERRP Rule Update

Recently the Public Employers Risk Reduction Program updated some of its' Ohio Administrative Codes (OAC) and Ohio public employers are now required to report work related fatalities within 8 hours and any employee hospitalization, amputation or loss of an eye to PERRP within 24 hours of the work related incident. Effective 1-1-2019, OAC 4167-6-10 reads as follows:

- A. Within eight hours after the death of any employee from a work-related incident, the employer of any affected employees shall orally report the incident to the superintendent at the phone number indicated on the poster required under rule 4167-4-01 of the Administrative Code.
- B. The employer shall report any of the following within twenty-four hours of a work-related incident:
 - 1. The hospitalization of one or more employees
 - 2. An employee's amputation
 - 3. An employee's loss of an eye
- C. If the employer does not learn of a reportable incident at the time it occurs, the employer shall make an initial report within eight hours of the time the incident is reported to any employer or agent of the employer.
- D. Each initial report required by this section shall relate the following information: establishment name, location of the incident, time of the incident, number of fatalities, hospitalized employees, or injured employees, contact person for the employer, phone number, and a brief description of the incident.
- E. The superintendent shall develop conduct inspections and investigations of reported incidents pursuant to rule 4167-8-01 of the Administrative Code.

Ohio Administrative Codes related to the Bureau of Workers Compensation, the Ohio Industrial Commission or PERRP may be viewed at: <https://info.bwc.ohio.gov/wps/portal/bwc/site/resources/ohioadministrativecode>.

For questions regarding a specific PERRP code, they may be reached at (800) 671-6858 or via email at BWCPERRPRequests@bwc.state.oh.us.

OSHA/PERRP Important Deadlines

Private Employers

Due Date	Action Item
February 1, 2019	Deadline to post the 300A (Summary of Work-Related Injuries and Illnesses) at each location (must remain posted until April 30)
March 2, 2019	Establishments with 20 - 249 employees in certain high risk industries must submit information from their 2018 Form 300A to OSHA.

Public Employers

Due Date	Action Item
February 1, 2019	Deadline to submit 300AP (Summary of Work-Related Injuries and Illnesses) to PERRP
February 1, 2019	Deadline to post the 300AP at each location (must remain posted until April 30)

BWC UPDATES

Important Dates to Remember

Most Ohio Bureau of Workers' Compensation (BWC) discount and refund programs require annual re-enrollment or participation in safety training. For more information regarding those requirements, click on the links below to visit BWC's website.

If you have any questions regarding safety requirements, or if you would like to learn more about these discount programs and the potential savings these programs have to offer to your organization, please contact Lora Brooks, Program Specialist, at (800) 825-6755, extension 65436.

Private Employers

Due Date	Action Item
January 31, 2019	Application deadline for Deductible Program, Group Retrospective Rating, Individual Retrospective Rating and One Claim Program for the 7/1/2019 rating year.
March 29, 2019	Last date to request through BWC a change in estimated payroll or installment plan for the current 7/1/2018 through 6/30/2019 rating year (final true-up of actual payroll will need to be completed by 8/15/2019).
March 29, 2019	Drug Free Safety Program annual report due for those in the 7/1/2018 program.
March 29, 2019	EM Cap safety requirements must be completed for those in the 7/1/2018 program.
March 29, 2019	One Claim Program education requirements must be completed for those in the 7/1/2018 program.

Public Employers

Due Date	Action Item
January 31, 2019	Drug Free Safety Program accident analysis training and safety management self-assessment (SH-26) must be submitted for those in the 1/1/2019 program (new supervisors have 60 days from their hire date to complete training).
January 31, 2019	Industry Specific Safety Program safety management self-assessment (SH-26) must be submitted for those in the 1/1/2019 program.
February 15, 2019*	Deadline to submit 2018 payroll true-up report and premium payment if estimated payroll was less than actual (a credit will be applied if estimated payroll was greater than actual).
February 15, 2019	Last day to submit settlement applications (C240) for settlement to be applied to the 2020 experience.
March 2, 2019	Drug Free Safety Program action plan (DFSP-5) must be submitted for those in the advanced program for 1/1/2019.
March 31, 2019	Survey date (claim cost snapshot) for 1/1/2020 experience rating calculations.

*Failure to report and pay by the February 15th deadline can prove to be very costly to employers. Employers that report and/or pay late will be removed from any current discount/rebate programs (2019 rating year) and will be ineligible for next year's programs (2020 rating year). Additionally, if any rebates are still outstanding from 2018 rating year programs, those rebates will be forfeited. Contact your CompManagement Rate Analyst at (800) 825-6755 if you have any questions regarding the True-Up process.

Private Employers

Industry Specific Safety Program Participants

If your organization is currently participating in the Ohio Bureau of Workers' Compensation's (BWC) Industry Specific Safety Program (ISSP) for the 2018 policy year, we would like to remind your organization of the BWC safety requirement for participating in the program. To achieve a 3% refund, you must complete the required number of loss prevention activities based on the total amount of your payroll no later than June 30, 2019.

Payroll of \$100,000 or Less	Payroll Greater Than \$100,000 but Less Than \$300,000	Payroll Greater Than \$300,000
Complete 1 activity listed below	Complete 2 activities listed below	Complete 3 activities listed below (activities 1 & 2 may be completed more than once (with different titled sessions))
1. Attend at least 3 hours of online classes or any industry-specific one-half day or full-day class offered by BWC's Safety & Hygiene division Click here .	1. Attend any industry-specific one-half day or full-day class offered by BWC's Safety & Hygiene division (online classes are not permitted). Click here .	1. Attend any two industry-specific one-half day or one full-day class offered by BWC's Safety & Hygiene division (online classes are not permitted). Click here .
2. Obtain on-site safety consulting via BWC's Safety & Hygiene division and complete an online survey. Click here .	2. Obtain on-site safety consulting via BWC's Safety & Hygiene division and complete an online survey. Click here .	2. Obtain on-site safety consulting via BWC's Safety & Hygiene division and complete an online survey. Click here .
3. Participate in the annual Ohio Safety Congress & Expo (to be held March 6-8, 2019 at Columbus Convention Center). Proof of attendance at three 1-hour sessions, one half-day workshop or full-day workshop needed. Click here to register today .	3. Participate in the annual Ohio Safety Congress & Expo (to be held March 6-8, 2019 at Columbus Convention Center). Proof of attendance at three 1-hour sessions, one half-day workshop or full-day workshop needed. Click here to register today .	3. Participate in the annual Ohio Safety Congress & Expo (to be held March 6-8, 2019 at Columbus Convention Center). Proof of attendance at three 1-hour sessions, one half-day workshop or full-day workshop needed. Click here to register today .

To check your program status online via your e-account on the BWC's website's ISSP progress page, [click here](#). If you have any questions about the ISSP requirements and the necessary training to complete, please contact our Customer Support Unit at (800) 825-6755, option 3.

Public Employers

EM Cap Program Participants

If your entity is a participating member of the Ohio Bureau of Workers' Compensation's (BWC) EM Cap Program for the 2019 policy year, there are safety training requirements that must be met by later this year.

If in the first policy year, a one-half day industry-specific safety program prescribed by BWC's division of Safety & Hygiene must be completed by September 30, 2019.

If in subsequent years of the program, an online training class prescribed by BWC's division of Safety & Hygiene must be completed by September 30, 2019.

To review the BWC's division of Safety & Hygiene's training center courses, click on the image to the right.



School Safety and Security Grant Program

The Bureau of Workers' Compensation's grant program helps Ohio public and private pre-kindergarten through 12th grade educational facilities ensure the safety of their staff while they are providing instructional services to children. Employers can apply for up to \$40,000 to purchase equipment that will improve the safety and security of facilities and reduce or eliminate injuries or illnesses. For more information, [click here](#).

Motor Vehicle Accident Claims

LET US DO THE WORK FOR YOU!

Under House Bill 207, Ohio employers are allowed to request that a workers' compensation claim resulting from a motor vehicle accident that is likely to be subrogated be paid from the Ohio Bureau of Workers' Compensation's (BWC) surplus fund account rather than be charged to the employer's experience.

Over the past year and a half since this House Bill went into effect on July 1, 2017, CompManagement has filed and received relief on hundreds of claims. These claim costs, which are now being charged to the surplus fund result in premium reductions for employers.

As a client of CompManagement we are reviewing all motor vehicle claims to see if they are eligible for this cost relief. If it is determined to be eligible, we are trying to obtain the three (3) pieces of documentation to be filed along with the BWC AC-28 form:

1. Police report showing at fault party
2. Citation
3. Proof of insurance

If we are unable to obtain this information, we will reach out to you, the employer, for assistance. For more information, [click here](#) to access our resource sheet.

If you have questions regarding any of your motor vehicle accident claims, please contact your CompManagement Claims Examiner at (800) 825-6755.

Ohio Safety Congress & Expo 2019 Registration Now Open



CONNECTING YOU
to Safety & Health

Greater Columbus Convention Center



Registration is now open for the Ohio Safety Congress & Expo hosted by the Ohio Bureau of Workers' Compensation (BWC). Plan now to attend the 2019 [Ohio Safety Congress & Expo](#) (OSC19) March 6-8, 2019 at the Greater Columbus Convention Center.

Last year, more than 8,000 representatives from Ohio businesses and government attended this **FREE** safety congress, the largest and longest-running regional occupational, safety, health and workers' compensation conference in the U.S.

The Ohio Safety Congress & Expo offers the Midwest's largest most diverse agenda of educational sessions for safety and health professionals, risk managers and human resource specialists. Once again, over 200 topics will be offered covering subjects such as safety management, government and regulation, health, wellness and rehabilitation, emergency preparedness and response, workers' compensation, driving and transportation and training and education and personal protective equipment. For a full list of course offerings, [click here](#).

To register, [click here](#). Attendance is free but you will need your workers' compensation policy number in order to complete your registration.

While at OSC19, remember to also visit the expo marketplace and visit with our colleagues at [booth 415](#) and register to win a RING Doorbell!

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