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January 2020

## Happy January!

It's hard to believe 2020 is upon us. As we begin the new year, I am often asked, *"should we pay our employee Salary Continuation or let BWC pay Temporary Total benefits?"*

Listed below are a few tips to help guide you in making a determination. Many factors regarding the injury should always be taken in account, such as, *"Is the length of time off work short or long term?"* Or, *"Do I have light duty available to meets the current restrictions?"*

In the event of a work related injury, the manager or supervisor should give the injured worker an AultComp MCO injury packet. The packet includes FROI-1, medical release, Medco-14 an and identification card to present to the physician or emergent facility. The ID card includes your company name and policy number, along with AultComp MCO billing and contact information. I can customize this packet to include any other documents you may also want to include (such as, an employee injury report or supervisor report). This information helps to ensure timely and correct filing of the claim. Please contact me to if you would like ID cards or injury packets.

The staff at AultComp MCO values our relationship with you. We look forward to working with you in 2020!

Sam Randazzo

Employer Liaison

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## U.S. Department of Labor Issues Temporary Enforcement Policy for Certifications from Crane Institute Certification



To avoid industry confusion and potential disruptions of construction crane projects, the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has issued an enforcement policy for crane operator certifications issued by Crane Institute

Certification (CIC). OSHA requires crane operators engaged in construction activity to be certified by an entity accredited by a nationally recognized accrediting agency. CIC no longer holds such accreditation.

The policy explains that, although CIC-issued certifications are not compliant with OSHA's operator certification requirement, OSHA does not intend to cite employers for operating equipment that violates that requirement if their operators, in good faith, obtained CIC-issued certifications prior to December 2, 2019, with the belief the certifications met the standard's requirements. Until further notice, OSHA will not accept CIC certifications – including re-certifications – issued on or after December 2, 2019.



## Reporting Requirements

Employers who electronically submit OSHA Form 300A must provide an Employer Identification Number as of Jan. 2, 2020.

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“ We’re exhibiting at ”

March 11-13 • Greater Columbus Convention Center

## Manager Tips

### Encourage Injury Reporting

Unfortunately, just because an injury occurs in the workplace doesn't necessarily mean that it's reported. When injuries go unreported, employers and safety officials are unable to make the necessary changes to prevent future instances of the incident. Workers should

be encouraged to report injuries and safety hazards.

## Maintain Machines and Equipment

If your business uses machines and/or heavy equipment, you should maintain them according to the manufacturer's specifications and federal/state safety laws. Lockout tags, for instance, should be used when a worker performs maintenance on machines or heavy equipment. The purpose of these tags is to prevent the machine from operating while the worker is working on it.

## Prevent Slip-and-Falls

Slip-and-falls are one of the most common types of work-related injuries. Injuries such as these are typically classified as either same level or elevated level. Same-level falls are more common, but elevated level falls are more severe. Employers should focus on preventing all types of falls, maintaining a clean floor and encouraging workers to clean spilled liquids in a timely manner.

## Personal Protection Equipment

The Occupational Safety and Health Administration (OSHA) requires employers to provide their workers with the appropriate personal protection equipment (PPE). This requirement varies, however, depending on the industry and nature of worker's job. A construction worker, for instance, may need steel-toed boots, gloves and a hard hat, while a window-cleaning specialist may need a fall protection system. Keep in mind that it is the employer's responsibility for providing workers with PPE.

### WINTER LESSONS: HOW TO WALK ON ICE



## Should You Pay Salary Continuation?

### Pros:

- Wages paid under salary continuation will not be included in the BWC rate making

- methodology. This could help directly lowering workers' compensation premiums.
- You are not required to pay salary continuation if the injured worker misses seven or fewer days due to a work-related injury or illness. You must pay salary continuation when it is apparent the injured worker will miss eight or more days due to the work-related injury.
- You are eligible to pay salary continuation if you are participating in the deductible program.

### Cons:

- Higher rate of pay than temporary total (TT) benefits from the BWC for average weekly wages.
- BWC Independent Medical Exam cannot be requested for Maximum Medical Improvement status only.
- BWC does not view salary continuation as TT for scheduling a 90-day exam.
- BWC does not authorize you to pay salary continuation in lieu of wage loss, permanent partial, permanent total, death awards or any other awards of compensation.

### Reminder

You must notify BWC within 72 hours when you have discontinued the payment of salary continuation and/or when the injured worker returns to work.

You must submit a *Salary Continuation Agreement (C-55)* or equivalent information, signed by a representative of your company and the injured worker, for each period of salary continuation to be paid. This does not mean for each pay period but for each period of disability as identified on the C-55.

For a complete list, visit BWC Salary Continuation fact sheet at [info.bwc.ohio.gov](http://info.bwc.ohio.gov).

## BWC Training Opportunities

### Canton Service Office

339 E. Maple St., North Canton, OH 44720

- Jan. 22 - First Aid in the Workplace
- Jan. 30 - Combustible Dust Hazards: Recognition, Evaluation and Control Recommendations

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