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July 2020

Happy July!

We are beginning to reach the peak of the summer season. Millions of U.S. workers are exposed to heat in their workplaces. Although illness from exposure to heat is preventable, every year, thousands become sick from occupational heat exposure, and some cases are fatal. Most outdoor fatalities occur within the first few days of working in warm or hot environments because the body needs to build tolerance to the heat gradually.

As an employer, take extra measures to keep your employees cool and hydrated. Make sure employees have access to cold water and try to provide functioning fans or air conditioners, if possible. Remember to stay informed of the symptoms of different heat-related illness, such as heat stroke, heat exhaustion, heat cramps, sunburn and heat rash. Below, you will find symptoms and solutions for heat-related illnesses as advised by the CDC.

Our staff at AultComp wish you and your family a happy and safe 4th of July!

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HEAT-RELATED ILLNESSES

WHAT TO LOOK FOR

WHAT TO DO

HEAT STROKE

- High body temperature (103°F or higher)
 - Hot, red, dry, or damp skin
 - Fast, strong pulse
 - Headache
 - Dizziness
 - Nausea
 - Confusion
 - Losing consciousness (passing out)
- Call 911 right away—heat stroke is a medical emergency
 - Move the person to a cooler place
 - Help lower the person's temperature with cool cloths or a cool bath
 - Do not give the person anything to drink

HEAT EXHAUSTION

- Heavy sweating
 - Cold, pale, and clammy skin
 - Fast, weak pulse
 - Nausea or vomiting
 - Muscle cramps
 - Tiredness or weakness
 - Dizziness
 - Headache
 - Fainting (passing out)
- Move to a cool place
 - Loosen your clothes
 - Put cool, wet cloths on your body or take a cool bath
 - Sip water
- Get medical help right away if:**
- You are throwing up
 - Your symptoms get worse
 - Your symptoms last longer than 1 hour

HEAT CRAMPS

- Heavy sweating during intense exercise
 - Muscle pain or spasms
- Stop physical activity and move to a cool place
 - Drink water or a sports drink
 - Wait for cramps to go away before you do any more physical activity
- Get medical help right away if:**
- Cramps last longer than 1 hour
 - You're on a low-sodium diet
 - You have heart problems

SUNBURN

- Painful, red, and warm skin
 - Blisters on the skin
- Stay out of the sun until your sunburn heals
 - Put cool cloths on sunburned areas or take a cool bath
 - Put moisturizing lotion on sunburned areas
 - Do not break blisters

HEAT RASH

- Red clusters of small blisters that look like pimples on the skin (usually on the neck, chest, groin, or in elbow creases)
- Stay in a cool, dry place
 - Keep the rash dry
 - Use powder (like baby powder) to soothe the rash



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Ohio Governor Mike DeWine announced the Ohio Bureau of Workers' Compensation (BWC) is deferring the due date for employers to pay their June, July, and August premium installments until **September 1**.

Manager Tips

Coach Your Employees to Improved Performance

- **Ask guiding tips.** Open-ended, guiding questions lead to more detailed and thoughtful answers, which lead to more productive coaching conversations.
- **Recognize what is going well.** Coaching well requires a balance of criticism and praise. If your coaching conversations are only focused on what is not working and what the employee has to do to change, then the employee will not be motivated.
- **Listen and empower.** Coaching requires both encouragement and empowerment. As a manager and leader, your job is to build one-on-one relationships with employees that result in improved performance.



Click [HERE](#) to read the full article.

OSHA National News Release

As More Businesses Reopen, Worker Safety and Health Remains U.S. Department of Labor Priority

As more workplaces begin to reopen, the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) is reminding employers that worker safety remains a priority amid both coronavirus and common workplace hazards.

In all phases of reopening, employers need to plan for potential hazards related to the coronavirus, as well as those stemming from

routine workplace processes. Employers should be aware that the pandemic might increase employee stress, fatigue and distractions and should consider these factors in planning their employees' return to work to ensure operations resume in a safe and healthful manner. Employers should also carefully plan before attempting to increase production or tasks to make up for downtime to avoid exposing employees to additional safety and health hazards.

As part of their reopening plans, OSHA recommends employers provide workers with "refreshers" on safety and health training and address maintenance issues they may have deferred during a shutdown. Employers should also revisit and update standard operating procedures and remember that exposures to hazards may increase during shutdown and start-up periods. It is important for employers to review and address process safety issues – including stagnant or expired chemicals – as part of their reopening effort. Employers also should remember that Section 11(c) of the Occupational Safety and Health Act, 29 U.S.C. 660(c), prohibits employers from retaliating against workers for raising concerns about safety and health conditions.



WE MANAGE WHAT MATTERS

For 23 years, AultComp MCO focuses on what matters most: our community and personalized care. We assist with the efficient return to work for your employees, all while delivering exceptional customer service.

ABOUT US

Specializing in workers' compensation medical management, AultComp MCO's mission is to deliver high-quality services to our business partners. As we strive to exceed customer expectations, we will continually manage our resources cost-effectively, and maintain trust and integrity in all our partnerships.

OUR SERVICE



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