

# AultComp MCO's Lifeline

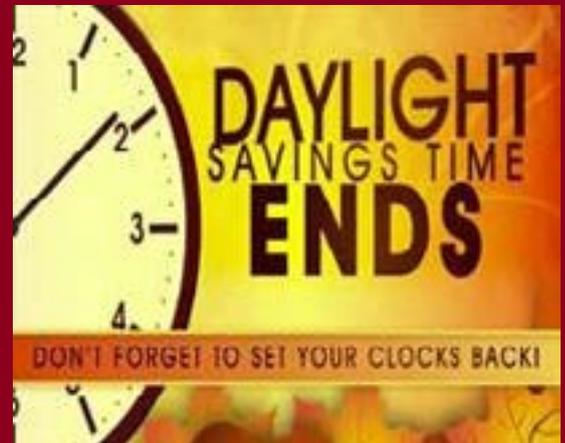
Don't learn safety by accident

November, 2018

## Welcome November!

Don't forget to fall back, Daylight Saving Time ends every year on the first Sunday in November. Remember to set your clock back 1 hour in most areas of the country. As house bill 523 fast approaches wanted to provide you with some information and as a reminder would be a good time to review your employee policy manual. If you would like further details please contact Ed Murray L.P.A at 330-497-0700. The staff at AultComp MCO hopes you and your family have a safe Thanksgiving.

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## HOUSE BILL 523 OVERVIEW

- Codified as Revised Code Chapter 3796.
- Patients with particular medical conditions can use marijuana in designated forms.
- Permitted marijuana use is based on physician recommendation.
- Smoking marijuana is expressly prohibited.

## ELIGIBLE CONDITIONS FOR CERTIFICATION

- |                                    |                                       |
|------------------------------------|---------------------------------------|
| • AIDS                             | • Multiple sclerosis                  |
| • ALS                              | • Chronic, severe or intractable pain |
| • Alzheimer's                      | • Parkinson's disease                 |
| • Cancer                           | • HIV                                 |
| • Chronic Traumatic Encephalopathy | • PTSD                                |
| • Crohn's disease                  | • Sickle cell anemia                  |
| • Epilepsy                         | • Spinal cord disease or injury       |
| • Fibromyalgia                     | • Tourette's syndrome                 |
| • Glaucoma                         | • Traumatic brain injury              |
| • Hepatitis C                      | • Ulcerative colitis                  |
| • Inflammatory bowel disease       |                                       |

## WHAT HAPPENS AT WORK

Can employers discriminate against medical marijuana users? ORC 3796.28(A)(2) nothing "[p]rohibits an employer from refusing to hire, discharging, disciplining, or otherwise taking an adverse employment action against a person with respect to hire, tenure, terms, conditions, or privileges of employment because of that person's use, possession, or distribution of medical marijuana." ORC 3796.28(A)(1) nothing "[r]equires an employer to permit accommodate an employee's use, possession, or distribution of medical marijuana." ORC 3796.28(A)(5) medical marijuana users are prohibited from suing employers for discrimination

## IMPACT ON DRUG TESTING

ORC 3796.28 (A) (3): Nothing "[p]rohibits an employer from establishing and enforcing a drug testing policy, drug-free workplace policy, or zero-tolerance drug policy."



## MANAGER TIPS

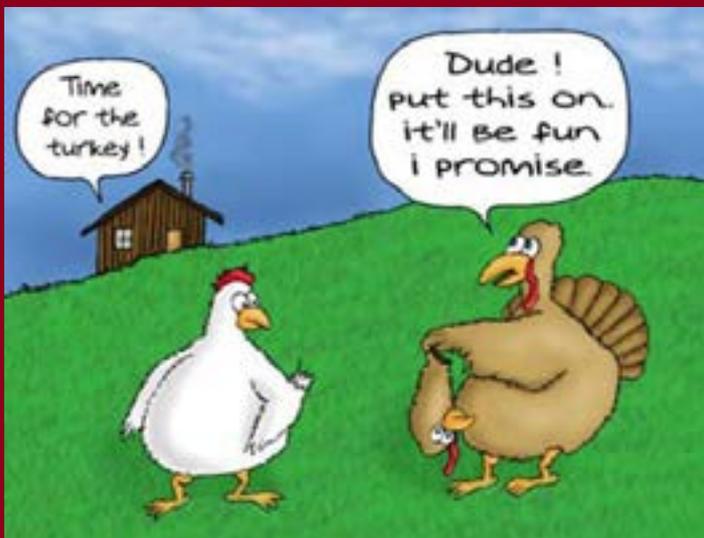
Leadership is not about being the best. Leadership is about making everyone else better.

### Change

Changes can make employees nervous and often need help processing the information. Give the background on what's not working and why and the reason behind the change.

### Recognize

Employees want to feel appreciated, but a simple "great job" isn't always motivation. Showing interest in the story behind the accomplishment, you honor the results as well as the person.



# BWC NEWS

## Ohio Law Enforcement Body Armor Grant program

BWC is funding the Ohio Law Enforcement Body Armor Grant program in collaboration with the Office of the Ohio Attorney General. The program provides money to eligible law enforcement organizations (LEOs) for the purchase of body armor vests to enhance the safety and prevent injuries among law enforcement officers. The program is open to LEOs with an active Ohio State Insurance Fund policy with BWC. An eligible local law enforcement agency may request up to \$40,000 of grant money during fiscal year 2019 for the purchase of body armor vests, with a local match of 25 percent. The Office of the Ohio Attorney General administers the program. Information about the grant is available through the portal for LEOs found at the Ohio Law Enforcement Gateway (OHLEG) website.

Email questions about the program to the Office of the Ohio Attorney General.

(Source Ohio BWC library)

Policy Activity Rebate (PAR), webinar BWC, is conducting a free 15-minute educational webinar

Thursday, November 8, 2018, at 2:00 PM



## **BWC Classroom Training at the North Canton Office:**

**Nov. 1: Measuring Safety Performance**

**Nov. 7: Electrical Basics**

**Nov. 7: Understanding and Identifying Ergonomic Risk Factors**

**Nov. 30: First Aid in the Workplace**

[Location and contact information:](#)

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

Phone: 800-644-6292

Register at [www.bwclearningcenter.com](http://www.bwclearningcenter.com)



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