

YOU COULD WIN A GAS CARD!

AULTCOMP MCO

A WORKERS' COMPENSATION MANAGED CARE ORGANIZATION

NAME OUR NEWSLETTER CONTEST

AUGUST 2016

WELCOME !

AultComp MCO is excited to launch a new and improved newsletter! Each month, you will receive updates from us, as well as, important information from the Ohio BWC and useful safety tips. We hope this will become a valuable resource as you continue to keep your employees safe and at work.

To kick-off our newsletter, we want to have a fun contest! Our newsletter needs a name, so we need your help! If you have a fun, creative name for our newsletter, let us know. You could win a \$25 gas gift card if your name is chosen as the grand prize winner!

Just email us your newsletter name by Thursday, August 18. Then, we will pick the top 5 responses and post them to our Facebook page for all of our fans to vote. (If you haven't already, be sure to like us

on Facebook!) The winner will be announced on Friday, August 26. Good luck and have fun!

As always, thank you for choosing AultComp MCO to be your workers' compensation managed care organization. We are proud to serve you!

-AultComp MCO



AultComp MCO employees celebrate "Make IT Matter" week to emphasize If it matters to others, make it matter to you!

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AultComp MCO is on Facebook!



Management Tip:

Stay in touch with an employee who is not working

Don't ignore your absent employee. Neglect causes problems. Assign someone in your company to stay in contact. The employee's supervisor is usually best. Let the employee know that you miss him or her, and you look forward to his or her return. Don't ask about the medical condition. Instead, ask the employee if he or she has questions. Then really listen to the employee's concerns, and get him or her the answers. The employee should feel good about your call.

Ohio BWC NEWS

A portion of House Bill 207 brings a much needed common sense reform to Ohio's workers' compensation system.

The bill allows an employer whose employee is injured in a motor vehicle accident, caused by a third party, to apply to the Ohio Bureau of Workers' Compensation (BWC) and have that claim charged against the BWC Surplus Fund and not their experience. Previously, the claim would have applied to the employer's experience, likely jeopardizing eligibility for discount programs and potentially resulting in dramatic premium spikes. HB 207 protects employers

and employees injured by a third-party in a motor vehicle accident. The bill passed by the legislature prior to summer recess and signed by Gov. Kasich. According to the Ohio Chamber of Commerce, it is scheduled to go into effect 7/2017.

[Click here for more information.](#)



"I was on workers comp for 18 months to recover from a job injury. After that, I had to go to rehab to cure my addiction to daytime TV."

Safety Tip



abc news

WATER. REST. SHADE.

Employers must protect workers from excessive heat.

Under OSHA law, employers are responsible for providing workplaces free of known safety hazards. This includes protecting workers from extreme heat. An employer with workers exposed to high temperatures should establish a complete heat illness prevention program

- Provide workers with water, rest and shade
- Monitor workers for signs of illness

- Allow new or returning workers to gradually increase workloads and take more frequent breaks as they acclimatize, or build a tolerance for working in the heat
- Plan for emergencies and train workers on prevention

To prevent heat related illness and fatalities:

- Drink water every 15 minutes, even if you are not thirsty.
- Rest in the shade to cool down.

- Wear a hat and light-colored clothing.
- Learn the signs of heat illness and what to do in an emergency.
- Keep an eye on fellow workers.
- "Easy does it" on your first days of work in the heat. You need to get used to it.

Working in full sunlight can increase heat index values by 15 degrees Fahrenheit. Keep this in mind and plan additional precautions for working in these conditions.

[Click here for more information.](#)

RECENT NEWS

Medical Marijuana Passes Legislature with Employer Protections

The bill contains a number of protections for employers advocated by the Ohio Chamber. The inclusion of these provisions was crucial in allowing employers to maintain both safety for workers and comprehensive human resource policies. Further, the bill establishes clear and unambiguous rules that will help prevent costly legal battles over how medical marijuana will be handled in the workplace.

These protections include:

- Employers are not required to permit or accommodate an employee's use, possession, or distribution of medical marijuana.
- The bill allows an employer to discharge, refuse to hire, discipline or take adverse employment actions against an individual with respect to tenure, terms, conditions, or privileges

of employment due to the individual's use, possession, or distribution of medical marijuana.

- Nothing in HB 523 will prohibit an employer from establishing and enforcing a drug testing policy, drug-free workplace policy, or zero-tolerance drug policy.
- It is also explicitly stated that HB 523 is not meant to interfere with any federal restrictions on employment, including Department of Transportation regulations.
- Further reiterating the intent of the above protections, the bill does not permit a person to sue an employer for refusing to hire, discharging, disciplining, discriminating, retaliating, or

otherwise taking an adverse employment action against a person with respect to hire, cause of the injury, tenure, terms, conditions, or privileges of employment due to medical marijuana.

- The Bureau of Workers' Compensation (BWC) may still grant rebates or discounts on premium rates to employers who participate in a BWC drug-free workplace program.
- An employee who is discharged due to his or her use of medical marijuana would be ineligible for unemployment compensation benefits if the medical marijuana use was in violation of an employer's drug-free workplace policy, zero-tolerance policy, or other formal program or policy regulating the use of medical marijuana.

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