

AULTCOMP MCO

A WORKERS' COMPENSATION MANAGED CARE ORGANIZATION

AultComp MCO's Lifeline

December, 2016

Don't Learn Safety by Accident!

Happy Holidays!

As 2016 comes to a close, AultComp MCO realizes we have much to be thankful for this holiday season. At the top of our list is YOU – our employers! Thank you for your loyalty and support. We sincerely appreciate your business.

AultComp MCO wishes you a wonderful holiday season with your family and friends, and a happy new year filled with peace, joy, and much success.

Happy Holidays!

From all of us at AultComp MCO



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AultComp MCO is on Facebook!



Management Tip*:

Reach out to BWC & your MCO for assistance.

When an episode begins, get your managed care organization (MCO) or BWC involved right away. They may be able to help you explore remain-at-work options and coordinate return-to-work plans. BWC offers free on-site injury-prevention consultative services that can give you pointers on modifying work stations and re-designing processes. These changes can prevent additional problems and help facilitate a safe early return-to-work.

*Information from **BWC Tips for Supervisors**

OHIO BWC INFO

Intoxication, Under the Influence and Rebuttable Presumption

A common misconception from our employers is that a claim for an employee will automatically be denied if the employee was found to be intoxicated or under the influence of a controlled substance not prescribed by a physician. This is not necessary the case.

An employer seeking to disallow a claim that involves a positive test for alcohol or any of the nine controlled substances identified in section 4123.54(B) of the Ohio Revised Code must meet certain conditions specified by the state legislature. [Click here for more information.](#)

Here is an example of a claim that could be allowed by the BWC even if the IW failed the post-accident drug

and alcohol test. The employee was pushing a cart of supplies to his work station when another employee stuck him with a forklift causing him to fall and hurt his knee. Even though the employee tested positive in the post accident drug test, it is possible the BWC would allow the claim as the intoxication was not the proximate cause of the injury.

The most common reason the BWC does not consider rebuttable presumption in the initial claim determination or the Ohio Industrial Commission does not consider it during the appeals process is inadequate documentation.

That is why it is important to follow these Best Practices, [at this link.](#)

Safety Tip

12 Ways to Have a Healthy Holiday Season

Take steps to keep you and your loved ones safe and healthy.

Brighten the holidays by making your health and safety a priority. Take steps to keep you and your loved ones safe and healthy—and ready to enjoy the holidays.



1. Wash hands often to help prevent the spread of germs. It's flu season. Wash your hands with soap and clean running water for at least 20 seconds.
2. Manage stress. Give yourself a break if you feel stressed out, overwhelmed, and out of control. Some of the best ways to manage stress are to find support, connect socially, and get plenty of sleep.
3. Don't drink and drive or let others drink and drive. Whenever anyone drives drunk, they put everyone on the road in danger. Choose not to drink and drive and help others do the same.
4. Bundle up to stay dry and warm. Wear appropriate outdoor clothing: light, warm layers, gloves, hats, scarves, and waterproof boots.
5. Be smoke-free. Avoid smoking and secondhand smoke. Smokers have greater health risks because of their tobacco use, but nonsmokers also are at risk when exposed to tobacco smoke.
6. Fasten seat belts while driving or riding in a motor vehicle. Always buckle your children in the car using a child safety seat, booster seat, or seat belt according to their height, weight, and age. Buckle up every time, no matter how short the trip and encourage passengers to do the same.
7. Get exams and screenings. Ask your health care provider what exams you need and when to get them. Update your personal and family history. Get insurance from the Health Insurance Marketplace if you are not insured.
8. Get your vaccinations. Vaccinations help prevent diseases and save lives. Everyone 6 months and older should get a flu vaccine each year.
9. Monitor children. Keep potentially dangerous toys, food, drinks, household items, and other objects out of children's reach. Protect them from drowning, burns, falls, and other potential accidents.
10. Practice fire safety. Most residential fires occur during the winter months, so don't leave fireplaces, space heaters, food cooking on stoves, or candles unattended. Have an emergency plan and practice it regularly.
11. Prepare food safely. Remember these simple steps: Wash hands and surfaces often, avoid cross-contamination, cook foods to proper temperatures and refrigerate foods promptly.
12. Eat healthy, stay active. Eat fruits and vegetables which pack nutrients and help lower the risk for certain diseases. Limit your portion sizes and foods high in fat, salt, and sugar. Also, be active for at least 2½ hours a week and help kids and teens be active for at least 1 hour a day.

Information from: <https://www.cdc.gov/features/healthytips/>

NEWS

OSHA's Final Rule Issued to Improve Tracking of Workplace Injuries & Illnesses

Provisions call for employers to electronically submit injury and illness data that they already record.

Why is OSHA issuing this rule?

This simple change in OSHA's rulemaking requirements will improve safety for workers across the country. One important reason stems from our understanding of human behavior and motivation. Behavioral economics tells us that making injury information publicly available will "nudge" employers to focus on safety. And, as we have seen in many examples, more attention to safety will save the lives and limbs of many workers, and will ultimately help the employer's bottom line as well. Finally, this regulation will improve the accuracy of this data by ensuring that workers will not fear retaliation for reporting injuries or illnesses.

What does the rule require?

The new rule, which takes effect Jan. 1, 2017, requires certain employers to electronically submit injury and illness data that they are already required to record on their onsite OSHA Injury and Illness forms. Analysis of this data will enable OSHA to use its enforcement and compliance assistance resources more efficiently. Some of the data will also be posted to the OSHA website. OSHA believes that public disclosure will encourage employers to improve workplace safety and provide valuable information to workers, job seekers,

customers, researchers and the general public. The amount of data submitted will vary depending on the size of company and type of industry.

How will electronic submission work?

OSHA will provide a secure website that offers three options for data submission. First, users will be able to manually enter data into a web form. Second, users will be able to upload a CSV file to process single or multiple establishments at the same time. Last, users of automated recordkeeping systems will have the ability to transmit data electronically via an API (application programming interface). The site is scheduled to go live in February 2017.

Anti-retaliation protections

The rule also prohibits employers from discouraging workers from reporting an injury or illness. The final rule requires employers to inform employees of their right to report work-related injuries and illnesses free from retaliation, which can be satisfied by posting the already-required OSHA workplace poster. It also clarifies the existing statutory prohibition on retaliating against employees for reporting work-related injuries or illnesses. These provisions become effective August 10, 2016, but OSHA has

delayed their enforcement until Dec. 1, 2016.

Compliance schedule

The new reporting requirements will be phased in over two years:

Establishments with 250 or more employees in industries covered by the recordkeeping regulation must submit information from their 2016 Form 300A by July 1, 2017. These same employers will be required to submit information from all 2017 forms (300A, 300, and 301) by July 1, 2018. Beginning in 2019 and every year thereafter, the information must be submitted by March 2.

Establishments with 20-249 employees in certain high-risk industries must submit information from their 2016 Form 300A by July 1, 2017, and their 2017 Form 300A by July 1, 2018. Beginning in 2019 and every year thereafter, the information must be submitted by March 2.

OSHA State Plan states must adopt requirements that are substantially identical to the requirements in this final rule within 6 months after publication of this final rule.

Information from www.osha.gov/recordkeeping/finalrule/index.html

Reminder:

Don't forget to follow us on [Facebook](#) & visit our new website AultCompMCO.com

