

AultComp MCO's Lifeline

Don't learn safety by accident

May 2019

Welcome May 2019!

April showers bring May flowers. Most people are familiar with this saying, is your company going to have more workers' compensation claims this year? Now is a good time to review your 1st quarter reports that were recently mailed out to you and see if a change in your safety program is needed.

As we head into spring, now is a good time to review your safety procedures and each year, the Occupational Safety and Health Administration (OSHA) encourages employers across the country to participate in the National Stand-Down to Prevent Falls in Construction. A stand-down is a break from the typical work duties for employers to talk directly to their workers about safety, focusing on fall hazards and reinforcing the importance of fall prevention. Some ideas for stand-down activities that include short toolbox talks, videos, handouts and training demonstrations. Based on BWC stats nearly 30 percent of all claims filed are from fall injuries. OSHA's annual stand-down will take place May 6-10.

As always thank you for choosing AultComp MCO to manage your Workers' Compensation claims.

Sam Randazzo
Employer Liaison
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OSHA Injury and Illness Record Keeping: Take it Step-By-Step

Step 1: Determine whether the record keeping rule applies

In general, all employers covered by the Occupational Safety and Health Act are required to keep work-related injury and illness records. However, employers with 10 or fewer employees, and businesses in low-hazard industrial classifications are exempt from routinely recording injuries and illnesses.

Step 2: Use the correct forms

There are three forms that you must be aware of — OSHA 300 Log of Work-Related Injuries and Illnesses, OSHA 301 Injury and Illness Incident Report, and the OSHA 300A Summary of Work-Related Injuries and Illnesses.

Step 3: Determine the employment status of your workers

In addition to full-time, part-time, and seasonal workers, you have to record the injuries and illnesses of employees who are not on your payroll, such as temporary and leased workers — if you supervise them on a day-to-day basis.

Step 4: Decide if an injury or illness is work-related

Work-relatedness is presumed for an injury or illness resulting from an event or exposure occurring in the workplace.

Step 5: Determine if a case is recordable

An injury or illness is recordable if it is work-related, a new case, and results in any of the following outcomes:

- Death,
- Days away from work,
- Restricted work or job transfer,
- Medical treatment beyond first aid,
- Loss of consciousness, or
- A significant injury or illness.

Step 6: Decide if a case is new or a continuation

An injury or illness is considered a "new case" if the employee:

- Has not previously experienced a recorded injury or illness of the same type that affects the same part of the body, or
- Previously experienced a recorded injury or illness of the same type that affected the same part of the body but had

recovered completely (all signs and symptoms had disappeared) from the previous injury or illness and an event or exposure in the work environment caused the signs or symptoms to reappear.

Step 7: Determine if the injury/illness is a privacy case

OSHA has identified certain types of workplace injuries or illnesses to be "privacy cases" where the employer must conceal the employee's identity. If you have a privacy concern case, you cannot enter the employee's name on the 300 Log. Instead, enter "privacy case" in the space normally used for the employee's name.

Step 8: Record specific types of cases

These types of cases must be recorded, regardless of whether the cases meet the other recordkeeping requirements:

- Work-related needle stick injuries and cuts from sharp objects that are contaminated.
- Situations where employees are removed from hazardous situations because of over-exposure to hazards – called medical removal.
- Work-related hearing losses of 10 decibel shifts that result in a total 25 decibel shift above audiometric zero.
- Occupational exposure to Tuberculosis.

Step 9: Report severe injuries

You must report each fatality, hospitalization, amputation, or loss of an eye to OSHA.

Verbally report to OSHA the death of an employee within 8 hours or the inpatient hospitalization of one or more employees, or an amputation or loss of an eye, as a result of a work-related incident within 24 hours.

(source J. J. Keller & Associates Inc.)

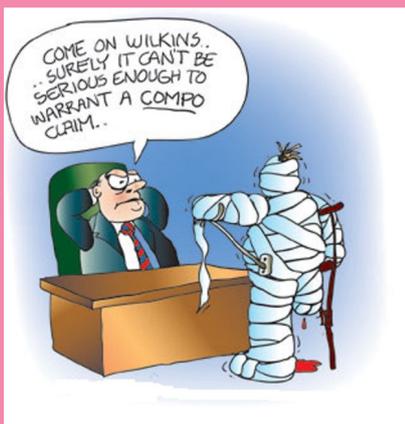
BWC NEWS

Private employer program application deadline for the drug free safety, industry-specific safety and transitional work bonus programs. Must apply by May 31 for the program year beginning July 1, 2019.

Deadline for completing policy activity rebate (PAR) program activities must be completed by May 31.

The strength of the team is each individual member. The strength of each member is the team.

Phil Jackson



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MANAGER TIPS

Take a positive approach

You should always try to maintain a positive outlook on things, even in tough situations.

Listen and empower

Coaching requires both encouragement and empowerment. Managers must work with employees to build one-on-one relationships that result in improved performance.

Coach in the moment

Learning is best when things are occurring in the moment. If an employee comes to you with a question about a process or protocol, use this opportunity to teach them something new.



Bureau of Workers' Compensation

BWC Classroom Training at the North Canton Office:

May 1: Electrical Safety in the Workplace through Insight and Implementation of NFPA

May 14: Emergency Preparedness Planning

[Location and contact information:](#)

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

Phone: 800-644-6292

Register at www.bwclearningcenter.com