



AULTCOMP MCO

A WORKERS' COMPENSATION MANAGED CARE ORGANIZATION

AultComp MCO's Lifeline

August, 2017

Don't Learn Safety by Accident!

Welcome to September

I hope everyone had an enjoyable summer. Hopefully, there will still be some nice summer-like days ahead of us.

Just a reminder that a disengaged workforce could spell trouble for a company's bottom line and lead to unsafe behavior on the job. When employees are not committed or fully vested in a safety culture, they are not overly concerned with their performance, and they're not invested in the future success of the company. This negatively can affect day-to-day operations, inhibit a company's growth, and put workers' safety at risk.

BWC announced at a recent Safety Council meeting they have 1.4 million in funds left for

firefighters grants. You must list all items and costs associated with your grant request, and provide equipment price quotes along with vendor name, and address and date of quote. I have attached BWC link for further explanation. Application for Safety Intervention Grant for Firefighters Exposure to Environmental Elements (SH-54)

As always, thank you for choosing AultComp MCO to be your workers' compensation managed care organization!

Sam Randazzo AultComp
Employer Liaison
330-830-4919 ext. 108.

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AultComp MCO is on Facebook!



Management Tip*:

Show your loyalty to strengthen their dedication

Actions that speak louder than words include: (A) counseling the employee about benefits the company offers that might be helpful now such as an Employee Assistance Program or other health and wellness benefits; (B) sending flowers or get well cards signed by boss and co-workers; and (C) having someone offer a helping hand. Gratitude for the company's kindness will naturally make the employee want to repay you – by coming to work.

* For additional information, log on to www.bwc.ohio.gov

Reminder: Our offices will be closed 9/4/2017 in observance of Labor Day.



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Safety Tip

Key elements of an employee voice include:

- Setting clear guidelines – Workers must know their position and that for which the company is striving.
- Instilling a sense of ownership – Let employees know they are important, and you trust them to do the job right every time.
- Investing in employees' future growth – Companies who invest in continued growth and development of their employees are more successful and retain staff longer.
- Involving employees in the safety program – Conduct safety meetings and create safety committees to involve employees in the safety culture. Also, include workers in changes before they occur to allow for open discussion.
- Providing ongoing training for employees – When employees are not adequately trained or training has lapsed, they are not being set up for success. It can put their own and others' safety at risk.
- Facilitating two-way communication – Managers and supervisors need to be approachable and allow employees to voice their opinions, concerns, and ideas without fear of retaliation.
- Recognizing employees – A simple thank you can go a long way when employees go above and beyond what is expected. Recognition helps to reinforce safe behavior positively and fosters engagement.
- Gaining employee feedback for continuous improvement – There always are ways to change through improved workflow and processes. Engaging employee feedback helps come up with solutions by fostering creativity. Providing employees opportunities to offer feedback will further solidify engagement and safety efforts.

EHS Today



Ohio BWC Information

Safety Grants - Firefighter Exposure to Environmental Elements Grant Program

BWC uses the Firefighter Exposure to Environmental Elements Grant (FEEEG) Program to partner with Ohio employers to minimize exposure to dangerous environmental elements. The program is available to eligible Ohio employers who wish to purchase the following qualified/allowed items for optimal protection against these exposures.

- Diesel exhaust systems
- Extractors/washing machines for turn-out gear
- Hoods with barrier protection
- Washable gloves

As part of our Safety Intervention Grant programming, the FEEEG Program is available only to Ohio firefighter employers. Eligible employers may receive up to \$15,000 for the duration of the FEEEG Program. To be eligible, you must meet the following criteria at the time of application:

1. Be a state-fund private or public employer taxing district firefighter employer;
2. Have active Ohio workers' compensation coverage, and maintain continuous active coverage while participating in the program;
3. Not have more than 40 days of cumulative lapses in workers' compensation coverage within the prior 12 months;
4. Be current concerning all payments due BWC as defined in rule [4123-17-14](#);
5. Have been in existence for at least two years;
6. Have reported payroll for at least one full policy year;
7. Timely report actual payroll for the preceding policy year and pay any premium due upon reconciliation of estimated premium and actual premium. We'll deem an employer to have met this requirement if we receive the payroll true-up report and any associated premium before the expiration of any grace period. See the [Payroll True-Up policy](#) for additional information.

Unless otherwise specified here, all application requirements, eligibility, participation criteria, reporting and procedures stated for the [Safety Intervention Grants Program](#) apply to applicants and participants of the FEEEG Program.

Five phases of process

1. [Steps to take before you apply for a FEEEG grant](#)
2. [How to complete the grant application](#)
3. [Process to evaluate and approve your application](#)
4. [Receiving your grant funds](#)
5. [Next steps for approved applicants](#)

Before applying for a FEEEG

1. Determine your eligibility level
 - a. Eligible employers with reported payroll less than \$500,000 may apply for up to \$15,000, without a match.
 - b. Eligible employers with reported payroll of \$500,000 or more may apply for up to \$15,000, at a 5-to-1 match. That is for every \$5 from BWC, the employer's contribution is \$1.
2. Identify which of the items below you will apply for
 - a. Diesel exhaust systems
 - b. Extractors/washing machines for turn-out gear
 - c. Hoods with barrier protection
 - d. Washable gloves
3. Contact your equipment vendor and obtain price quote(s) to submit with your application
4. Obtain the following numbers for the application:
 - a. Active fire fighters;
 - b. Career firefighters;
 - c. Volunteer firefighters;
 - d. Calls made in the last calendar year;
 - e. EMS calls;

Info from: Ohio Bureau of Workers' Compensation

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