



*Information - Cooperation - Motivation*

**February Recap**

*Tools For Managed Care Collaboration & Transitional Work*

Bureau of Workers' Compensation (BWC) uses the Provider of Record (POR) to determine allowed conditions, compensable loss of time, release back to duty, and developing a treatment plan. The treatment plan that is prescribed should lead to recovery and then a Return To Work (RTW) date. Challenges arise when no progress is made from the treatment plan; so, it is important to develop a rapport with the physicians. This can prevent excessive treatment and keep the injured worker focused on the recovery plan. It also encourages deeper thought to the RTW plan.

The Official Disability Guidelines (ODG) is a common insurance tool. It lists appropriate treatment options, estimates anticipated lost days, and provides a basis for engaging physicians in a dialog for getting the injured worker back to work. The information contained in this resource is based on broad and ongoing medical literature review and each recommendation is linked to supporting medical evidence. The RTW guidelines are based on more than ten million cases and actual workers' compensation claims.

The Drug Utilization Review is used to determine drug effectiveness, potential dangers, and problems with possible interactions. BWC recently empowered Managed Care Organizations (MCO) to have more prescription oversight. Medication side effects can cause lost days in addition to the ones already lost due to the injury. It is also another way to involve the physicians in a dialog regarding good prescriptions.

A Transitional Work Plan is beneficial to the employee as it allows them to recover quickly, have a smoother transition back to their job, enjoy a normal lifestyle during their recovery, and receive 100% of their regular wage.

A Transitional Work Plan is beneficial to the employer as it reduces their worker's compensation costs, shows the injured worker that management is concerned about them, reduces lost production time, and keeps morale up.

An MCO is an organization that combines the functions of health insurance, delivery of care, and medical case management which means their focus is on the injured worker. A TPA is an organization that processes insurance claims or certain aspects of employee benefit plans for an employer which means their focus is on the employer. When these two entities work together, more informed decisions can happen in regards to the injured worker as everyone involved is working toward a common goal . . . getting the injured worker back to work as quickly, safely, and efficiently as possible.



**March 14 Lunch and Learn**  
**11:15 a.m. – 940 London Ave**  
**Speaker: Melissa Linton, OSHA**  
**Our Lunch Sponsor: KG Agri Products**



**Your Union County Safety Council Officers, October 2017 - September 2018**

- President—Brian Dostanko (Human Resources Director, City of Marysville) (937-645-7366)
- Vice-President—Robert “Cricket” McClintock (Union Rural Electric) (937-537-0400)
- Secretary—Rachel Gwilliams (Honda Trading America Corp) (937-644-8033)
- Safety Manager—Angie Venable (Union County Chamber of Commerce) (937-642-6279)



# Did You Know . . .



Please visit [www.unioncounty.org](http://www.unioncounty.org) to sign up and pay with a credit card.

Once on the Home page, hover over Events and then click Event Registration.

Choose Union County Safety Council Banquet—April 11, 2018.



March 11

## 2018 Union County Safety Council Banquet

*You and your guests are cordially invited to attend the Union County Safety Council 2018 Annual Safety Award Banquet; an evening of recognition for local businesses with outstanding safety records.*

**Wednesday, April 11, 2018**

**6:00p.m. – 8:00p.m.**

**Der Dutchman**

445 S. Jefferson Ave,  
US Rt 42

Plain City, Ohio

Buffet Dinner

\$15.00 per Person for Dinner

Guest Speaker will be:

**Former OSU Football Coach – Bill Conley**

**M.C. – Chamber CEO Eric Phillips**

*\*We cannot refund money for cancellations received after April 6th.*

**DEADLINE FOR RESERVATION: April 6, 2018**

To make your reservations, [www.unioncounty.org](http://www.unioncounty.org) go to register for events,

UC Safety Council Annual Banquet – and pay on-line;

or please call Angie Venable

at the Chamber office;

937-642-6279 or e-mail at [angiev@unioncounty.org](mailto:angiev@unioncounty.org),

or detach the form below:



## Violence In the Workplace Next Installment

Those individuals that are most at risk of encountering workplace violence are:

- Those that exchange money with the public
- Work with unstable people
- Work alone or isolated
- Are in the healthcare profession
- Serve alcohol
- Guard valuable property
- Work in a mobile environment
- Work late at night or in high crime areas

Warnings signs not to ignore:

- Mood swings
- Increase use of drugs/alcohol
- Explosive outbursts
- Paranoia
- Problems at home
- Domestic problems at home
- Financial problems



## No One Has To Fall At Work (National Safety Council)

Slips, trips, and falls are a leading cause of injury and death for workers. In fact, falls to a lower level are the second-most common cause of workplace death, surpassed only by highway crashes. Often, injuries sustained in a fall result in traumatic brain injuries and other long-term disabilities. Workers' compensation costs for falls averaged more than \$45,000 per person in 2014, and a lack of proper fall protection remains the most frequently cited violation by OSHA. Falls can happen in any industry—sales, financial, and office work.

Four risk categories affect slips, trips, and falls.

- Environment
- Equipment
- Work Practices
- Individual Behavior

Nothing has more impact on safety in the workplace than individual behavior. For example, how is it possible that something we do every day—walking—can result in serious injury in the workplace? It is often due to distraction. Employees should keep their heads up and phones put away when walking the aisles at work.

It is also important to identify hazards in the workplace before they become a problem. Once a hazard is identified after conducting a thorough assessment, follow up to ensure corrective action has been taken.

- Clutter on floors
- Poor lighting
- Unsecured cords
- Spills
- Improper footwear
- Uneven surfaces
- Missing handrails on stairways
- Open drawers

Falls are 100% preventable. Whether working from a ladder, pole, roof, or scaffolding, it is important to assess the risk and use the right equipment. Is working from a height absolutely necessary, or is there another way to do the task safely? If you must work from a height:

- Determine what safety equipment is needed
- Make sure employees are trained on using the equipment
- Scan the work area for hazards before starting the job
- Set up the equipment on level ground
- Never work outside in inclement weather
- Use the correct tool for the job
- Ensure stepladders lock to hold the front and back open
- Always keep two hands and one foot, or two feet and one hand on the ladder
- Place the ladder on a solid surface and never lean it against an unstable surface
- A straight or extensions ladder should be one foot from the base of the surface it rests on for every four feet of height and extend at least three feet over the top edge
- Securely fasten straight and extension ladders to an upper support
- Wear slip-resistant shoes and do not stand higher than the third rung from the top
- Do not lean or reach while on a ladder and have someone support the bottom
- Never use old or damaged equipment



## An Aging Workforce—An Increased Risk For Falls (National Safety Council)

As a person ages, the risk of death from slips, trips, and falls increases significantly. Older adults in the workforce, therefore, are at higher risk for on-the-job falls as well. As more adults delay retirement, older adult deaths in general are on the rise. In 2016, workplace deaths of adults older than 55 reached their highest number since the Census of Fatal Occupational Injuries began tracking them in 1992.

The challenge for safety professionals is to find the best way to deliver the safety message to older adults, who may have different communication preferences and varying levels of experience. There may be some physical challenges that can impact the safety of older workers on the job. The likelihood of a slip, trip, or fall may be impacted by:

- Declining vision
- Declining balance
- Muscle weakness
- Decreased range of motion and flexibility
- Chronic health condition, such as diabetes or arthritis

Managers should continually evaluate the employee's job description to determine if accommodations or an alternate schedule is needed.

### Bring Safety Home

- Practice ladder safety when tackling home repairs (better yet, call a handyman)
- Provide a home fall-prevention assessment; check for clutter, furniture arrangement, grab bars and handrails and any hazards that might cause a trip or fall
- Talk to your doctor to evaluate your risk for falling and things you can do; some medications might make you dizzy or sleepy, increasing risk
- Do strength and balance exercises



# St. Patrick's Day Word Search



O	E	E	A	R	P	P	S	M	L	C
G	A	E	E	L	A	H	A	E	N	D
R	E	A	U	T	A	G	P	K	T	N
E	P	C	R	M	I	R	O	R	D	A
E	K	I	R	C	E	I	A	A	L	L
N	C	O	H	C	R	A	M	I	A	E
K	C	T	H	R	I	I	I	N	R	R
K	O	A	A	R	H	O	R	B	E	I
P	U	H	S	I	W	I	I	O	M	T
N	C	L	O	V	E	R	S	W	E	N
V	O	D	L	O	G	H	H	T	K	N

GOLD

LEPRECHAUN

PATRICK

GREEN

POT

CLOVER

SHAMROCK

LUCK

IRISH

MARCH

EMERALD

WISH

RAINBOW

IRELAND

MAGIC