



**July 2018 EDITION**

*Information - Cooperation - Motivation*

**June Recap  
Wellness A-Z**

What is wellness? It is the mental, emotional, physical, occupational, intellectual, and spiritual aspects of a person's life.

Why should you do a wellness program in your workplace? Because your organization can a) save money, b) tell it's employees that it respects them and wants to help them be successful in life, and c) already has a captive audience. Some of the benefits of having a wellness program are greater productivity, reductions in work related illness and injuries, lower worker comp costs, decrease in absenteeism and staff turnover, improved employee relations, a healthier work environment, and an enhanced corporate image.

Heart disease, stroke, cancer, type 2 diabetes, obesity, and arthritis are the most common, costly, and preventable of all health problems. Lack of exercise/physical activity, poor nutrition, tobacco use, and alcohol use cause much of the illnesses today. Through simple lifestyle changes, many of these chronic diseases can be prevented, delayed, or alleviated.

Points to consider when planning a wellness program:

- Start at the top with executives
- You need a budget
- You will need to build a culture
- Take a team approach
- Tie your program to benefits for better participation
- Brand your program with a catchy name
- Communicate your program in multiple ways
- Make your program fun, entertaining, and convenient
- Offer a health risk assessment
- Ask your employees what they want and that will tell you what to offer
- Share success stories/make it personal
- Offer incentives but know that there are legal constraints so be sure to research that
- Social support helps others to feel not isolated
- Measure and evaluate your program so you can adjust to make your program more effective



**July 11 Lunch and Learn**  
11:15 a.m. – 940 London Ave  
Guest Speaker: Officer Joshua Dillahunt, MPD  
Lunch Sponsor: Honda Marysville



**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 . . .



## Participation conditions for workers



The worker must work for a state-fund company:

- With 50 or fewer employees;
- Does not have a health and wellness program for its employees; and
- With primary operations in Agriculture; Automotive Repair and Service; Construction; Firefighting Departments; Health Care; Manufacturing; Police and Public Safety; Public Employers; Restaurant and Food Service; Transportation and Trucking; Trash Collection; or Wholesale and Retail.

## New Program Targets Safety At Small Workplaces

BWC has a new option that could help you lower workers' comp premiums and increase worker health and safety. The Policy Activity Rebate (PAR) program allows you to earn credits for completing activities designed to improve workplace safety practices and encourage attentive management of your workers' comp policies. Employers receive a 50% premium rebate, up to \$2,000. To be eligible for the rebate, you must select from among 33 available activities and earn 11 credits during the policy year that begins July 1. The activities include a variety of options, such as attending safety training, bringing an employee back to work on light/modified duty and enrolling employees in BWC's Better You, Better Ohio! Wellness program. Public and private employers of any size can participate but must have an Experience Modifier of at least 1.0. PAR is not compatible with Group Experience Rating, Group Retrospective Rating, Individual Retrospective Rating, Claim Cost Deductible, EM Capping, or One Claim Programs. Private employers can now sign up. Public employers can sign signing up December 1.

Visit [bwc.ohio.gov](http://bwc.ohio.gov) for more details on PAR.



## Prevent Future Incidents and Costly Injuries

([www.nsc.org](http://www.nsc.org))

A near miss incident is defined as, “an unplanned event that does not result in injury or death, but could have”. Examples could be anything from an employee almost tripping over an extension cord, to a distracted construction worker nearly getting into a car crash. Fortunately, no one is harmed, but these events can transition into teachable moments for all. Take time to improve your organization’s safety culture by implementing a near miss reporting system to prevent workplace hazards before they occur. After all, your employees are your greatest assets.

To develop an effective near-miss program, organizational leadership should establish a reporting culture alongside their employees. Together, everyone should feel comfortable speaking up when near-miss incidents occur. The results collectively can help identify hazards and control them before it is too late. By educating employees on the benefits of reporting and developing a plan of action, you can create a safer tomorrow. Every incident, no matter how big or small, should be examined.

Employee buy-in is key towards establishing a successful reporting system. Their knowledge of near miss incidents and participation can be your best line of defense to prevent workplace hazards. Keep the reporting structure simple and continue spreading awareness even after implementation. New hire orientations are a good place to start the conversation.

Every day we wake up, travel to work and spend time with our families. What we don’t always do, is think about the near miss incidents that occur daily. We might almost fall down the stairs, swerve hitting another car when distracted or even nearly choke at the dinner table. Although you are unharmed, in reality, things could have ended much worse. You can be in control of your odds of dying and create an action plan today.

## OSHA Focuses On Worker Heat Hazards

([www.osha.gov](http://www.osha.gov))

With the official start of summer, OSHA is urging employers across the country to protect workers from heat-related illnesses and hazards. While workers in construction, agriculture, and landscaping are often exposed to excessive heat, so are workers in kitchens, foundries, warehouses, and other indoor settings. OSHA offers guidance on how to keep workers cool and healthy whether they are exposed to indoor or outdoor heat hazards.



## Fall Prevention Training Saves Lives

([www.osha.gov](http://www.osha.gov))

As a participant in OSHA’s National Safety Stand-Down to Prevent Falls, ladder manufacturer Werner Co. held more than 200 events that provided fall protection and ladder safety training to more than 34,000 workers across the United States and Canada. Recently, two Miami workers who received training were saved from a fatal fall while inspecting a high-rise building. The workers were wearing personal fall arrest systems when the suspended scaffold they were on collapsed. For more information on preventing falls, visit OSHA’s Fall Prevention webpage.

## Fatigue In The Workplace (www.nsc.org)

Workplace practices and policies are contributing to worker fatigue such as night shift and overtime scheduling, a lack of time off between shifts and a lack of rest areas within the workplace for employees to take breaks.

- 13% of workplace injuries can be attributed to fatigue, a dangerous byproduct of personal risk factors and a society that operates 24 hours a day
- 90% of employers say they will meet with a fatigued employee to understand the root causes of the fatigue, but only 55% say they will adjust an employee's schedule or tasks accordingly
- 74% of employers underestimate the prevalence of fatigue in the workforce
- 73% do not communicate to employees about fatigue
- 61% of employers do not believe their employees would feel comfortable telling them if they were too tired to perform their job safely
- 51% of employers assign a night shift to an employee immediately before or after a day shift, increasing the employee's chances of being injured
- 60% of employers lack a designated area for employees to rest



## Violence In The Workplace (Next Installment)

Employees working in lower-paying jobs for small employers are almost certainly the least likely to get protection from violence-prevention efforts. Small businesses will not have their own security force, training capability, employee assistance program, medical service, legal advisors, or human resources department. They are also less likely to screen job applicants, have formal policies/procedures for workplace violence, and have a relationship with local law enforcement.

Small businesses should establish and maintain two-way contact with their local law enforcement. By doing this, they can be advised on anti-violence planning, receive assistance with threat detection/assessments/management, and preparing for and managing potentially risky situations. By alerting local law enforcement earlier to situations, there will be better documentation of minor workplace incidents or cases of threats/harassment that could potentially lead to violence.



# 4<sup>TH</sup> OF JULY WORD SEARCH

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I A S V Y E M R E D R E M M U S E

America	Fireworks	Independence	Red	United
Blue	Flag	July	Sparklers	White
Britain	Fourth	Liberty	Stars	
Celebrate	Freedom	Parade	Stripes	
Declaration	Holiday	Picnic	Summer	