



## Sedgwick to Acquire York Risk Services Group, CareWorks Comp and CareWorks of Ohio

In a press release on July 8, 2019, it was announced that Sedgwick, the parent company of CompManagement signed an agreement to acquire York Risk Services Group. York Risk Services Group is a leading risk solutions provider and the parent company of CareWorks Comp and CareWorks of Ohio, complementary businesses to Sedgwick's CompManagement and CompManagement Health Systems organizations. Following the close of the transaction, which is subject to customary conditions and regulatory approvals, the Sedgwick family will grow to nearly 27,000 colleagues.

“This strategic acquisition solidifies our longstanding commitment to the Ohio market by bringing together the most extensive array of capabilities and expertise for the benefit of our local clients. Upon close of the transaction (subject to customary conditions and regulatory approvals), together we will continue delivering best-in-class claims management, proven cost containment strategies, multiple discount program options, safety best practices, and other services through the dedication of our talented colleagues.

While this is great news for CompManagement and CareWorks, our collective focus remains clearly on our local Ohio clients. Our top priority will always be ensuring that client's programs continue to produce outstanding results. Our dedicated colleague teams and trusted technology remain in place to provide those we serve with the exceptional support they expect,” said Mary Beth Sanford, Managing Director, CompManagement.

We will keep you informed as more information becomes available and will update accordingly. To read the press release, please click the following link: [Press Release- Sedgwick to acquire York Risk Services Group](#)

SUMMER 2019

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**issue**

## REMINDER: PRIVATE EMPLOYERS BWC True-Up Process for Prospective Billing is Due August 15

With prospective billing the Bureau of Workers' Compensation (BWC) requires that all employers true-up their payroll. To true-up, private employers are required to report their actual payroll for the July 1, 2018 through June 30, 2019 policy year and reconcile any differences in premium by August 15, 2019.

If you have not completed your true-up, you can do so through the [BWC's website](#), by phone to the BWC (800) 644-6292 or in person at a BWC customer service office.

Failure to report and pay timely will result in severe penalties. Employers that fail to complete the true-up process will:

1. Lose any rebates due from 2018 program participation.
2. Be removed from all 2019 discount and rebate programs. The employer will be removed from the program for the entire year, the employer will be re-rated removing the discount and the remainder of the 2019 installments will be adjusted to account for the rate increase.
3. Become ineligible to participate in any 2020 discount and rebate programs (until all outstanding payroll true-ups are completed).

If you have any questions regarding the true-up process, please contact your CompManagement Rate Analyst at (800) 825-6755.

## \$1.5 Billion Back Rebate

At their June meeting, the Bureau of Workers' Compensation (BWC) Board approved another \$1.5 billion rebate to Ohio employers. This 88% rebate will be based on:

- July 1, 2017 to June 30, 2018 premium for private employers
- January 1, 2017 to December 31, 2017 premium for public employers

To be eligible for the rebate, the employer must have active coverage on the September 6, 2019 snapshot date and must be current on all installment premium payments as well as true-up reconciliations.

The BWC will start processing rebate checks at the end of September. (Note: Group Retrospective Rating participants will be issued their rebate checks in October after the annual evaluation is complete.)

If you have any questions regarding your rebate, please feel free to contact your CompManagement Rate Analyst at (800) 825-6755.

## Public Employers Industry Specific Safety Program Participants

If your organization is currently participating in the Ohio Bureau of Workers' Compensation's (BWC) Industry Specific Safety Program (ISSP) for the 2019 policy year, we would like to remind you of the BWC safety requirement for participating in the program. To achieve a 3% refund, you must complete the required number of loss prevention activities, based on the total amount of your organization's payroll, no later than December 31, 2019.

For more information about the participation requirements, please [click here](#).

To check your organization's program status online via your e-account on the BWC's ISSP progress page, please [click here](#).

If you have any questions about the ISSP requirements or the necessary training to complete, please contact Lora Brooks, CompManagement Program Specialist, at (800) 825-6755 extension 65436.

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## Policy Activity Rebate Program

In May of 2018, the Ohio Bureau of Workers' Compensation (BWC) approved a pilot program designed to raise employers' awareness and increase understanding of some of the most important aspects of workers' compensation, including safety, claims, and policy management.

The Policy Activity Rebate (PAR) program allows employers to earn credits by completing activities designed to improve workplace safety and management of their workers' compensation policy. Employers can choose from 33 different activities to earn credits. After earning 11 credits during a policy year, an employer can receive up to a 50% premium rebate with a maximum of \$2,000. This program is not compatible for group experience rating or group retrospective rating.

The BWC just approved the continuation of this program for another year and for more information including eligibility requirements and how to enroll, see our Fact Sheet or call Lora Brooks, CompManagement Program Specialist, at (800) 825-6755 extension 65436.

## Upcoming BWC Program and Safety Training Deadlines

If you have any questions regarding deadlines or safety requirements, or if you would like to learn more about the Ohio Bureau of Workers' Compensation (BWC) program options and the potential savings they have to offer to your organization, please contact Lora Brooks, CompManagement Program Specialist, at (800) 825-6755 extension 65436.

Private Employers	
July 31, 2019	.99 EM Construction Cap deadline to opt out or to submit safety management self-assessment ( <a href="#">SH-26</a> )
July 31, 2019	Application deadline for enrolling in a <a href="#">Safety Council Rebate Program</a>
July 31, 2019	Drug Free Safety Program (DFSP) & Industry Specific Safety Program (ISSP) deadline to submit safety management self-assessment ( <a href="#">SH-26</a> ) <i>Also, employers in their 1st year of DFSP must complete online accident-analysis training by July 31. New supervisors must complete the training within 60 days of becoming a supervisor.</i>
August 15, 2019	Deadline to submit July 1, 2018 through June 30, 2019 <a href="#">payroll &amp; premium true-up</a>
August 30, 2019	Safety action plan ( <a href="#">DFSP-5 form</a> ) filing deadline for Drug Free Safety Program July 1, 2019 participants (advanced level only)
September 30, 2019	BWC survey date for the July 1, 2020 experience period
November 25, 2019	Application deadline for enrolling in the July 1, 2020 Group Rating Program

Public Employers	
July 31, 2019	Application deadline for enrolling in the January 1, 2020 Deductible, Group Retro, Individual Retro, One Claim, and <a href="#">Safety Council Rebate</a> Programs
September 30, 2019	Drug Free Safety Program annual reporting deadline for the policy year beginning January 1, 2019
September 30, 2019	EM Cap and One Claim Program safety training requirement deadline
September 30, 2019	Last day to request a change in installment plan or estimated annual payroll for the 2019 policy period.
November 15, 2019	Deadline for notifying BWC of installment plan changes or to request deferred payment for 2020 premium payments
November 29, 2019	Application deadline for Drug Free Safety, Industry Specific Safety, and Transitional Work Bonus Programs

# Upcoming Educational Webinar Sessions

## Workers' Compensation

Sessions	Date	Time (EST/EDT)
<b>Session for Public and Private Employers</b>		
Workers' Compensation 101- An Introduction to Ohio's Workers' Compensation Program	August 13, 2019	2:00 PM
	October 29, 2019	10:00 AM
<b>Session for Private Employers</b>		
Selecting the Best Ohio Workers' Compensation Program	September 10, 2019	2:00 PM
	September 19, 2019	10:00 AM
<b>Session for Public Employers</b>		
BWC Destination Excellence Program Options	November 14, 2019	10:00 AM
	November 19, 2019	2:00 PM

For more information about these courses, as well as full course descriptions, please [click here](#). The client education program listed above is offered at no charge to current clients of CompManagement.

### REGISTRATION

Registration for our Client Education Program webinar session is easy!

Simply send an email to: [seminarrsvp@sedgwick.com](mailto:seminarrsvp@sedgwick.com)

Be sure to indicate the following: company name, BWC policy number, session name, session date, name(s) of those wishing to attend and an email address for each person attending.

## Unemployment Compensation

Session	Date	Time (EST/EDT)
Strategies to Prevail in Unemployment Claims	August 8, 2019	10:00 - 11:30 AM
Unemployment Hearing Process	September 12, 2019	10:00 - 11:00 AM
Employer Law Update	October 17, 2019	1:30 - 3:00 PM

For more information about these courses, as well as full course descriptions, please [click here](#). The client education program listed above is offered at no charge to current clients of CompManagement.

### REGISTRATION

Registration for our Client Education Program webinar sessions is easy!

Simply send an email to: [ucwebinars@sedgwick.com](mailto:ucwebinars@sedgwick.com)

Be sure to indicate the following: company name, session name, session date, name(s) of those wishing to attend and an email address for each person attending.

# Safety Tips & Training

## Safety Academy Sessions:

Throughout 2019, CompManagement will offer several FREE Safety Academy webinars. Each webinar will count as 1-hour of credit towards the Ohio Bureau of Workers' Compensation (BWC) safety training requirement, if participating in a group program. Clients required by the BWC to take 2-hours of safety training have been contacted directly by CompManagement, and will receive another reminder soon.

Session	Date/ Time (EST/EDT)	Register
<a href="#">Injury Recordkeeping for All Employers</a> Learn the basics of recordkeeping requirements for Occupational Safety and Health Administration (OSHA) and Ohio Public Employment Risk Reduction Program (PERRP) logs and associated posting requirements.	August 15, 2019 10:00 - 11:00 AM	
<a href="#">Violence in the Workplace</a> Workplace violence or occupational violence refers to violence, usually in the form of physical abuse or threat that creates a risk to the health and safety of an employee or multiple employees. In this webinar, you will learn the definition of what constitutes workplace violence and examples of who can engage in workplace violence.	September 17, 2019 2:00 - 3:00 PM	

## Fatigue on the Job: Dangerous and Draining

Your fatigued, sleep-deprived workers may be costing you in accidents, injuries and other consequences. One study estimated that fatigue costs United States (U.S.) employers \$136 billion just in lost productivity.

According to the National Safety Council (NSC), a typical employer with 1,000 employees can expect to lose more than \$1 million a year due to fatigue:

- \$272,000 due to absenteeism
- \$776,000 due to "presenteeism" (employees who are at work but not fully functional)
- \$536,000 in healthcare costs

Balance, coordination and motor skills, as well as cognitive functioning are all affected by fatigue. A tired worker is a dangerous one, maybe even as dangerous as an intoxicated employee. Fatigue has been cited as a factor in some of the biggest accidents in history, including:

- 2005 BP Texas City oil refinery explosion
- 2009 Colgan Air Crash
- 2010 Deepwater Horizon oil spill
- Nuclear accidents at Chernobyl and Three Mile Island

### Increased Likelihood of Injuries

Fatigued workers are more likely to make safety-critical errors resulting in injuries. Sleep problems are a factor in 13 percent of workplace injuries according to one report. Fatigue was the probable cause or a contributing factor in 20 percent of crashes investigated by the National Transportation Safety Board.

According to the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA), accident and injury rates are 18 percent greater during evening shifts and 30 percent greater during night shifts when compared with day shifts percentages.

The human body's natural circadian pattern, which is regulated by the hormones cortisol and melatonin, means that people naturally are alert during daylight hours and sleep at night. Evening and night shifts disrupt this pattern.

Workers most at risk for fatigue due to circadian misalignment include anyone over 40 years old, emergency responders, medical staff, military

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personnel, transportation workers like pilots and truck drivers and night shift workers.

## Sleep Deprivation, Sleep Disorders

A culture that values long work hours and around-the-clock availability can result in widespread sleep deprivation. Those working more than 48 hours a week are more likely to experience insomnia, poor sleep quality and short sleep duration. The Centers for Disease Control and Prevention (CDC) found 19 percent of working adults work 48 hours or more per week and over 7 percent worked 60 hours or more.

Experts recommend adults get at least 7 hours of sleep daily. An NSC survey found 43 percent of workers are not getting enough sleep. Sleep disorders like insomnia and obstructive sleep apnea (OSA) also lead to fatigue. About one in four Americans may suffer from chronic insomnia, an ongoing inability to either fall asleep or stay asleep. Some 25 million Americans may have OSA, a sleep disorder where a person's airway is blocked, resulting in gasping or loud snoring and poor sleep quality. Productivity may decrease up to 6 percent in employees who suffer from sleep disorders.

## Work Factors

Aspects of work environments also can lead to fatigue. Mentally exhausting tasks that demand constant attention, quick reaction or vigilance are physically draining. Assembly-line workers, baggage screeners and those responsible for quality control frequently experience high workload fatigue.

Less mentally challenging occupations have their own set of problems. Underlying sleepiness can present itself in monotonous or unstimulated tasks like driving. Performance can decrease after 90 minutes of driving.

Ergonomics can also play a part. Repetitive tasks like assembly and data entry for extended periods can lead to muscle fatigue.

Even aspects of the workplace environment like air quality, lighting and noise can affect workers' alertness or fatigue. For example, workers exposed to bright lighting usually are the most alert and least prone to fatigue.

Shift-work can be a huge factor in worker fatigue. Early morning, irregular, night and rotating shifts all have fatigue risks. Night-shift workers are at their drowsiest between 4 a.m. and 5 a.m., according to the National Sleep Foundation. Other fatigue risk factors include long commutes, long shifts, long workweeks, no rest breaks, quick shift returns and sleep deficiency.

Safety risks increase with length of shift and number of hours worked per week. Experts agree that the longer an employee works, the higher the risk of an accident or injury. One study found there is a twofold increase in safety risk in a 12-hour shift compared with an 8-hour shift.

## Resources for Employees and Employers

Federal agencies, industry organizations and professional safety organizations have developed resources to help employers manage fatigue risks among their employees.

The National Sleep Foundation's tips for staying alert on a night shift include:

- Avoiding long commutes and extended hours
- Taking short nap breaks throughout the shift
- Conversely, trying to be active (exercising, playing sports, or walking) during breaks
- Drinking caffeinated beverages (coffee, tea, or colas) to help maintain alertness during the shift
- Not leaving the most tedious or boring tasks to the end of the shift

The NSC has provided an online [Fatigue Cost Calculator](#) that estimates the bottom-line costs of worker fatigue.

The NSC suggests screening employees for sleep disorders (insomnia and OSA) and offering employees sleep health education. Options for employee education include in-person, expert-led, train-the-trainer and online offerings. Research shows in-person, expert-led sessions have the best results.

The NSC also recommends asking supervisors to monitor and address worker fatigue. Supervisors may observe safety risks or decreases in productivity before employees notice their own fatigue.

## Our Lady of the Wayside

Our Lady of the Wayside provides residential, transportation, and day programming services for 950 children and adults with developmental disabilities. The organization's services extend to 8 Northeast Ohio counties, including Cuyahoga, Geauga, Lake, Lorain, Medina, Portage, Summit and Trumbull. Wayside manages 90 homes in 45 Northeast Ohio communities. The organization also operates a transportation fleet of over 150 vehicles that drive nearly 1.6 million miles annually.

Our Lady of the Wayside's mission is to enrich the lives of individuals who have developmental disabilities and intellectual challenges. To accomplish this goal, they provide individuals and their families pathways to healthy and productive personal growth through professional care, support and guidance. One way in which Our Lady of the Wayside has carried out their mission is through pioneering The Pathways Program, an innovative Day Care Program supporting approximately 170 adults with developmental disabilities.

Our Lady of the Wayside celebrated 50 years of service in 2017. Given their commitment to the families they serve and the impeccable care they provide, the organization continues to thrive. Wayside has become one of the region's largest employers with 900 dedicated professionals currently on-staff. With the increasing number of staff and challenges of multiple locations in Northeast Ohio, the employer has made a strong commitment to their employees and is extremely proactive in managing its workers' compensation program.

Under the guidance of the Director of Human Resources, Michelle Homler, and Human Resources Specialist, Marisol Pierce, Wayside participates in quarterly meetings with CompManagement, as well as CompManagement Health Systems, their Managed Care Organization. The collaboration of Michelle and Marisol with the entire team allows the organization to discuss all facets of a well-run workers' compensation program. As Wayside's workforce has grown, one of the key factors in controlling workers' compensation costs has been the organization's willingness to offer Transitional Duty in instances where an injured employee is incapable of returning to his or her former position of employment. Their ability to accommodate work restrictions has been critical to help limit lost time claims and help reduce the organization's workers' compensation premiums. Although Wayside has a staff of over 900 individuals, the entity averages around 5 lost time claims per year. Their efforts and dedication have paid off by seeing their rate improve from a 16% penalty-rate in 2016 to a 16% credit-rate in 2019. Because of Our Lady of the Wayside's better rate, they have seen their annual premium from 2016 through 2019 reduce by almost 35% - which is primarily due to the decrease in claim costs.

As Our Lady of the Wayside continues to grow in both the clients they serve, as well as their own employees, they are continually challenged to find new ways to prevent injuries and manage claims. They continue to partner with CompManagement in discussing new ways to limit any unnecessary treatment and time away from work. They also attend the local Safety Council meetings and the annual Ohio Bureau of Workers' Compensation (BWC) Safety Congress held in Columbus.

CompManagement is proud to partner with Our Lady of the Wayside and we are pleased to witness the commitment they make to their employees and the organization's workers' compensation program.

## Unemployment Legislation Activity

In addition to the daily challenges of successfully running and growing their business, employers are tasked with managing numerous processes and functions with significant potential compliance pitfalls. Our objective in the unemployment cost management arena is to assume the compliance-related burdens of the unemployment process while managing our clients' claims, appeals, hearings and ultimately their unemployment-related costs. We simplify every area of unemployment for our clients so that they can devote their time and attention to more strategic factors affecting their business operations and overall mission.

Unemployment law is constantly evolving with numerous pending pieces of legislation at any point in time. There are currently 267 active state unemployment-related bills in play as of March 2019. Recently, 29 of these bills were signed by state governors. Sedgwick clients can be certain that we have this covered on their behalf as we work diligently to stay on top of pending legislation as it moves through the process. Our leading edge technology enables us to quickly adjust our processes to insure that we deliver a fully-compliant program for each and every customer across the nation.

One of the most pressing matters affecting unemployment compensation law nationally, as well as at the various state levels, is the effort to maintain adequate state fund levels necessary to pay future unemployment benefit costs.

Each year, the United States Department of Labor Office (USDOL) of Unemployment Insurance (UI)

releases a UI Trust Fund Solvency Report, wherein it addresses all states' ability to fund benefit payments to qualified claimants.

There are currently 24 state jurisdictions that do not meet the USDOL minimum solvency standards. That means these states are at risk for borrowing from the federal unemployment trust fund to pay unemployment benefits, or for seeking alternatives to such borrowing, to meet responsibilities in the event of another economic recession. What this means for employers is the potential for increased unemployment tax costs in the form of credit reductions against the federal unemployment tax, or alternative funding costs applied at the state levels.

In addition to all current state unemployment activity, President Trump's 2020 Budget proposes the creation of a National Parental Paid Leave Program mandating \$9.2 billion in unemployment tax/solvency increases.

Employers in the 24 states with lower unemployment trust fund balances would assume the burden for costs incurred should the budget proposal be approved. We are opposed to this proposal as it does conflict the basic tenants of the unemployment system.

Below is a link for information on 29 bills recently signed into law, including a brief description of the primary objectives of the proposals and links to the actual bills that were approved:

*For more news & information connect with us!*

**Phone: 800.825.6755 • Fax: 866.567.9380 • [www.compnmgt.com](http://www.compnmgt.com)**

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