

August 2010

WORKERS' COMPENSATION NEWS

BWC Board of Directors Meeting

BWC announced to the Board of Directors their intentions to adopt the July 2010 credibility table for Private Employer's rates for the rating year beginning 7-1-2011. If approved by the board in August, the maximum group rating discount would remain at 65%. The BWC Administrator will also recommend no change to the methodology or to the actual break-even factors for the July 2011 policy year. This would allow companies who have earned the maximum group discount of 65% to receive an actual discount of 51% when the break-even factor is applied.

The recommendation for Private Employer's base rates for the July 2011 policy year will be proposed to the board of directors in the spring of 2011.

BWC Net Assets as of June 30th

BWC reported that as of June 30, 2010 their net assets were at \$3.8 billion, which is a \$1.3 billion increase from June 30, 2009 of \$2.5 billion. The state fund encompasses \$3.3 billion of the \$3.8 billion assets.

Premium Due

The first half of 2010 payroll report and premium payment is due August 31st.

BWC Comprehensive Report Recommendations for HB 100

BWC reported to the board of directors their progress in implementing the Deloitte Study recommendations regarding Ohio's workers' compensation system ordered by the 127th General Assembly in House Bill 100. The study includes 146 recommendations and was started by BWC in June 2009. BWC reported that in Fiscal Year 2010 46 recommendations were implemented out of the 59 recommendations addressed. BWC also reported that Deloitte Consulting expressed satisfaction with BWC's implementation pace, focus, and priorities. To review the most recent quarterly update, please click this link <http://www.ohiobwc.com/downloads/blankpdf/OC/2010/BdMaterials07-10.pdf>.

Service Association of Ohio Website

As members of the SAO we are proud to announce the creation of the SAO website. The goal of the website is for Ohio employers to have another resource for useful information regarding the Ohio workers' compensation system. Please visit the website at www.ohiosao.com to find out the most recent news regarding workers' compensation in Ohio.

For those of you not aware of how the Service Association of Ohio helps Ohio employers please refer to our principal objectives as an association and the committees created to assist Ohio employers with the benefits and barriers of our workers' compensation system.

Principal Objectives:

- To bring about wider public recognition and acceptance of the function of the industry in which the members of this Corporation are engaged and to provide its members and the public with information related to the workers' compensation, unemployment compensation and employee benefit systems.
- To promote, protect and improve the integrity, administration and operation of these systems for:
 1. Workers who may be eligible for benefits under these systems,
 2. Employers who finance these systems.
- To provide a forum to discuss, consider and promote opportunities and deal with problems common to the members of this Corporation and the benefit systems in which they work and to promote activities designed to enable the members to conduct themselves with the greatest economy and efficiency.
- To exercise any and all powers conferred upon it by the laws of the State of Ohio now or hereafter in effect and to do any and all things not prohibited by law in furtherance of the objectives of this Corporation.

Committees:

Information Technology

Assist in the development and use of Information Technology to streamline information exchange with the Bureau of Workers' Compensation and review all recommendations to ensure the effectiveness and efficiency of data transmission and analyses.

Rules & Regulations

Review proposed Ohio Bureau of Workers' Compensation rules and regulations for impacts to the employers of Ohio and the workers' compensation system in general.

Efficiency & Effectiveness

Assist in the development of cost saving measures in regards to the Ohio workers' compensation system and specifically for the employers of the state.

SAFETY NEWS

[DFSP Safety Review](#)

Employers participating in the Drug-Free Safety Program (DFSP) must complete and submit online the Safety Review (DFSP-2) within 30 days of the start of each program year. The Safety Review allows companies to review their current safety culture and identify areas to improve. The review includes questions associated with accident analysis, management commitment, accountability, hazard control, safety education, employee participation and safety culture.

To complete and submit your DFSP Safety Review by August 31st, please go to www.ohiobwc.com click on Safety Services and go to the Drug-Free Safety Program page where you will find a copy of the DFSP-2 at the bottom of the webpage.

Our safety consultants will assist you with the implementation and development of your DFSP including:

- Online Safety Review
- Safety Action Plan
- Safety Grant Application
- Annual Progress Report

Contact Sheakley today to sign up for our **DFSP Assist** program!

Phone: 800-877-5055 x2014 **Email:** safety@sheakley.com

[Exciting On-Line Safety Store Coming to Sheakley](#)

Sheakley is proud to announce the creation of the Sheakley Safety Supply on-line store, which will be accessible to employers in early fall. We have teamed up with Abco Safety to offer employers the best source for safety equipment, construction supplies, and personal protective clothing and remediation supplies. Continue to look for the roll out of our newest safety opportunity coming soon in future issues.

UNEMPLOYMENT NEWS

Ohio Unemployment Rate – June

Ohio unemployment rate for June 2010 is 10.5%, remaining the same as it was in June 2009. The U.S. rate for June 2010 is at 9.5%.

EUC Extension Passes

Federal Emergency Unemployment Compensation (EUC) has been extended from weeks ending on or before June 2, 2010, to weeks ending on or before November 10, 2010. The period when individuals may claim and be paid the extended benefits has also been extended from the week following November 6, 2010 to the week following April 30, 2011.

100% federal reimbursement for weeks of regular federal EUC payments has also been extended. The previous extension was ending on the week ending after June 2, 2010 but now is continued until the week ending after December 1, 2010. The state option will continue the extended period for payments from the weeks ending prior to November 6, 2010 to the weeks ending prior to May 1, 2011.

The language used in the extension will create administrative challenges, including the inability to reduce weekly benefit amounts when considering UI solvency legislation if they wish to be eligible for funds under the emergency unemployment compensation program.

LEGISLATIVE NEWS

Joint Committee on Agency Rule Review

The Joint Committee on Agency Rule Review (JCARR) was created in 1977 by HB 257 of the 112th General Assembly. The committee consists of five State Representatives and five State Senators. In odd-numbered years, the chairperson is a House member and in even-numbered years, a Senate member.

The primary function of JCARR is to review proposed new, amended, and rescinded rules to ensure the following:

1. the rules do not exceed the scope of the rule-making agency's statutory authority;
2. the rules do not conflict with a rule of that agency or another rule-making agency;
3. the rules do not conflict with the intent of the legislature in enacting the statute under which the rule is proposed; and,
4. the rule-making agency has prepared a complete and accurate rule summary and fiscal analysis of the proposed rule, amendment, or rescission and if the agency has incorporated a text or other material by reference, the agency has not met the standards stated in ORC sections 121.72, 121.75, or 121.76.

BWC Rules on Amputation Payments

JCARR recently heard testimony from a legislative panel that argued a potential rule change requiring BWC to make upfront lump sum payments for amputations rather than the weekly workers' compensation payments the statute requires. The panel stated their dislike of a statute based on their stance that placing monetary value on the loss of body parts was "gruesome". Based on the vote the six-member majority was not reached, which would have required the JCARR recommendation that the General Assembly invalidate the rule.

HR NEWS

The Leadership Imperative

Sheakley HR Solutions invites you to join us on Tuesday, August 31st from 8:00 a.m.-10:00 a.m. to attend an educational seminar on "The Leadership Imperative." Leadership is the one thing that no team can do without. Some leaders are chosen, some appointed. Some leaders fall into their positions by mistake, some by process of elimination, and some choose to lead. Regardless of reason, leaders are a dime-a-dozen. However, the good ones are rare. The mark of a true leader is two-fold:

1. People willingly follow, because...
2. The true leader knows WHY what's working is working.

Effectiveness—consistent effectiveness—in leadership is simple to achieve (simple, but not easy). It is based in a stripping away of false assumptions, unrealistic hopes, personal encumbrances that limit growth, and building a foundation of leadership built on conscious, strategic choices. It is finding the “X” on one’s personal treasure map and choosing to navigate a course for that “X” every minute of every working day. Leadership is a strategic choice. Effective leaders choose wisely.

When: Tuesday, August 31, 2010

When: 8 a.m.-10:00 a.m. Continental Breakfast served

Where:

Sheakley Corporate Office

One Sheakley Way

Cincinnati, OH 45246

Fee: \$25 (Major credit cards accepted)

Please click here to register: www.sheakley.com/pdfs/mail/Leadership_Imperative_Registration_Form.doc

To learn more about these changes and how they will impact your business, please contact our office at 513-326-4675 x2044 or visit our website at www.sheakley.com.