

August 2010

## WORKERS' COMPENSATION NEWS

### Group Rating Deadline

Attention Public Employers, in order to participate in the Policy Year 2011 group rating program you must join a qualified sponsored group rating program by August 27<sup>th</sup>. Sheakley is your trusted TPA and group rating program administrator, more than 415 Ohio Public Employers have placed their trust in Sheakley and now it's your turn. In the last five years, Sheakley has saved public employers more than \$45 million in group premium savings. If you have yet to sign up for this savings opportunities contact Sheakley at 800.877.5055.

### Premium Due

Don't forget, the remaining 2009 premium for Public Employers is due September 1<sup>st</sup>.

### Group Retrospective Rating

Sheakley's group retrospective rating program is thriving and we are excited to continue the growth of this cost savings program. With the commitment of its members to develop and implement safety programs and cost control measures the savings can be significant. Our program will continue to succeed with employers like you who are dedicated to making the commitments to safety and who enjoy the satisfaction of a reduction in frequency and severity of injuries and reduction in premiums. The deadline to join a group retrospective rating program is the last Friday of September. If you have not taken the opportunity to participate in this cost savings program please contact us at 800.877.5055.

### BWC Board of Directors

The Board of Directors met July 30<sup>th</sup> to discuss BWC's proposal to adjust the discount levels a public employer could receive if participating in the small deductible program. The highest discount offered to PECs before the revision was 25.4%, with the proposed changes the highest discount will be 15.4%. In addition to the small deductible revisions, the bureau is also proposing updated premium discounts for participation in the PEC Large Deductible program. BWC is planning for the Board of Directors to make their vote in the board meeting scheduled for August 27<sup>th</sup>.

### 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](http://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**

### [Drug-Free Safety Program](#)

The Drug-Free Safety Program (DFSP) will begin for Public Employers on January 1, 2011. The DFSP will offer a 4% discount for participants in the Basic Level, a 7% discount for participants in the Advanced Level and will allow group rated employers participating in the Advanced Level to earn an additional 3% discount on top of their earned group rating discount. The program will also allow employers who have participated in Drug-Free Workplace Program and had exhausted their 5 years of participation to become eligible again.

### **The application deadline for this program period is October 29, 2010.**

To learn more about program requirements for participation in the Basic or Advanced levels, drug testing requirements and training opportunities, please contact a Sheakley representative at 800-877-5055 x 2014 or [click here](#) to visit our website.

### [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 – July](#)

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 31<sup>st</sup> 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](http://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](http://www.sheakley.com).**