

BWC Monthly Employer Update

Welcome..... We will begin at 1:30 p.m. EDT

To hear audio:

- Call 415-655-0003 and enter access code **133 638 6408 #**
- **OR**
- Choose Use Computer For Audio
- If you don't hear music, please send a chat to the Panelists
- Email questions to BWCEmployerWebinars@bwc.state.oh.us

May Employer Update Topics

- Group Rating/Group Retrospective Rating
- EAP and Installment Schedules
- MCO Role in Workers' Comp/Open Enrollment
- Programs with May Deadline – ISSP, DFSP, TWB
- Upcoming Deadlines
- Monthly Safety Tip

Group Experience Rating

- Group members' historical payroll and claims costs are used to calculate a group discount
- Provides an upfront discount to group members
- Maximum discount up to 53%

Group-Retrospective Rating

- Employers pay premiums based on their own experience (no up-front discount)
- Groups are evaluated 12, 24, and 36 months after the end of the program year
- If the Group's performance is better than expected, members will receive a premium rebate
- If the Group's performance is worse than expected, members will be billed additional premium

Estimated Annual Premium Notice

- Mailed in May
- Contains the installment schedule for 7/1/2021-6/30/2022 and estimated annual payroll
- To adjust estimated payroll, contact your Employer Services Specialist or Business Consultant
- A change in payroll will result in a change in estimated premium

Drug-Free Safety Program

- Levels: Basic (4% discount) - Advanced (7% discount)
- Program Components:
 - Safety review, accident analysis training and accident reporting
 - Employee education/Supervisor training
 - Drug/alcohol testing
 - Employee Assistance
 - Written Policy

Industry-Specific Safety Program

- Raise awareness through the completion of an online safety assessment;
- Provide employers with year-round training and education opportunities; and
- Provide tailored consultations that address safety issues in the workplace.

Industry-Specific Safety Program

- Premium Rebate 3%
- Complete 1-3 Safety Activities based on payroll
- Safety Activities
 - Attend industry-specific training classes (on-line)
 - Attend Ohio Safety Congress & Expo (Virtual)
 - Virtual/Onsite consultation by BWC Safety Staff

Transitional Work Bonus Program

- Purpose
 - Rewards employers for successfully implementing a formal transitional work plan, that returns injured workers with restrictions back to the job quickly and safely.
 - Implement a formal transitional work plan.
 - Successfully return an injured worker with restrictions, back to work, by accommodating those restrictions.

Transitional Work Bonus

- Incentive
 - Rebate up to 10 percent off pure premium
 - Performance calculated six months after end of program year.
 - We base amount based on percentage of feasible claims that successfully use program.
 - Worker must be released return to work with restrictions.

Go-Green Rebate

- Purpose: Encourages employers to interact with BWC electronically
- Actions: Pay BWC invoices on-line at www.bwc.ohio.gov
- Incentive: 1-percent premium rebate; up to \$2,000 annually
- Must be enrolled in electronic notifications to qualify

Lapse Free Rebate

- Purpose: Encourages timely payments from employers
- Requirement: No lapses in last 60 months
- Incentive: 1-percent premium rebate; up to \$2,000 annually

Private Employer Important Dates

- 5/3/2021-5/28/2021: MCO Open Enrollment
- 5/15/2021: Last Day to Change Installment Schedule Online
- 5/28/2021: Drug-Free Safety Program, Industry-Specific Safety Program, and Transitional Work Bonus Program Application Due Date
- 5/31/2021: Deadline to Complete Policy Activity Rebate Activities
- 7/30/2021: Enroll in Safety Council Incentive Program

Public Employer Important Dates

- 5/3/2021-5/28/2021: MCO Open Enrollment
- 6/12/2021: Group Rating Enrollment Application Due

The MCO Role

- Every employer has an MCO
- BWC pays MCOs
- MCOs manage the medical portion of a claim
- MCOs approve medical treatment and drive return-to-work programs

MCO Open Enrollment

- Began 5/3/2021 and will run through 5/28/2021
- Employers can choose a new MCO if they are unsatisfied with current service
- Look at Return To Work, MCO Report Card, dollars spent and saved to make decisions about changing an MCO

Monthly Safety Tip

Running Productive Safety Committee Meetings

Key principles

- Plan, prepare, facilitate, assign and follow-up
- Keep the discussions on track and focused on solutions
- Utilize an action plan and follow items through to completion

Meeting planning and preparation

- Invite the right people
- Confirm room reservation and set-up
- Send out agenda and reminders
- Gather needed information and supplies

Running Productive Safety Committee Meetings

Meeting facilitation

- Start on time, end on time and manage the time in between
- Discuss/Update/Close action items from previous meetings
- Discuss new concerns/issues/opportunities/strategies
- Develop new action items/responsibilities/target dates

Meeting follow-up

- Compile notes and generate the action plan
- Send the action plan to upper mgmt. for review and feedback
- Distribute the notes/minutes and action plan

BWC Division of Safety and Hygiene Resources

All services are available at no additional cost and are strictly consultative Safety, ergonomics, and industrial hygiene consultation:

- Safety management assessment and enhancement
- Safety team development/enhancement
- On-line and virtual training
- Safety grants and wellness grants
- Video library and research library services
- To request assistance: www.bwc.ohio.gov and click on Safety & Training

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Questions?

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