

**OSC 12**  
Ohio Safety Congress & Expo

**WELL AT HOME. SAFE AT WORK.**

**466**  
**HR/Legal/Workers' Comp Considerations for an Aging Workforce**

Bryan Carpenter, Elizabeth Dennis, Tiffany Dixon, Charles D. Smith and Dr. David Kessler

Thursday, March 29, 3:45 to 4:45 p.m.

**Ohio** Bureau of Workers' Compensation

**SESSION #466 – CONSIDERATIONS FOR AN AGING WORKFORCE**

---

**Ohio Safety Congress**  
Thursday, March 29, 2012  
3:45 to 4:45 p.m.  
Columbus Convention Center

**Overview**

Ohio's Age Demographics  
*Tiffany Dixon, Ohio Department of Aging*

Physiological Factors in Aging  
*DAVID KESSLER, CompManagement Health Systems*

Legal Considerations in Aging  
*Charles D. Smith, Charles D. Smith & Associates*

Human Resource Considerations in Aging  
*Elizabeth Dennis, Professional Insurance Agents Assoc. of Ohio*  
*Tiffany Dixon, Ohio Department of Aging*

Q & A / Discussion

**Quick stats on our aging population**

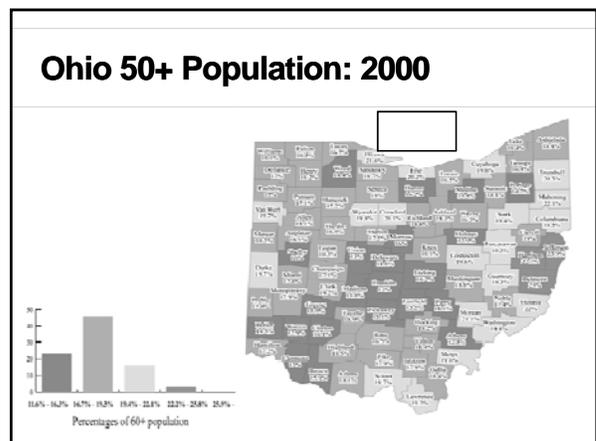
- Oldest baby boomers turned 65 last year
- In 2008, people 65 and older accounted for 13% of the population. In 2050, that proportion is expected to reach 20%.
- The number of older people in 2030 is expected to be more than double the number in 2000 (72 million compared to 35 million).

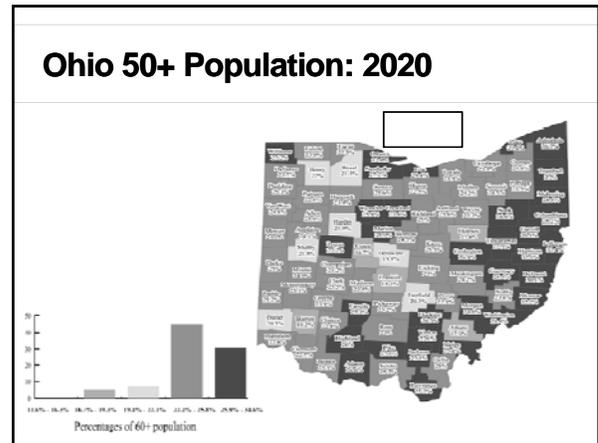
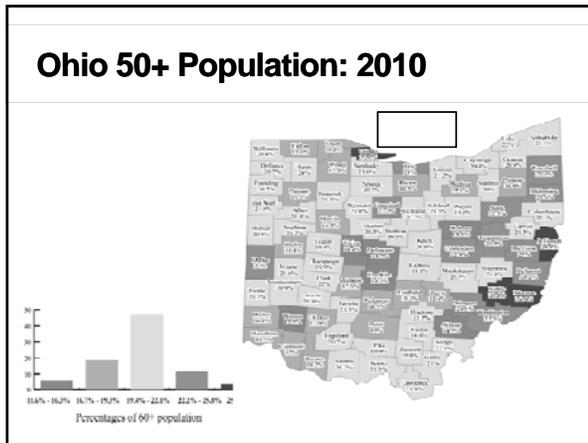
S. Kunkel & P. Cummins, Scripps Gerontology Center

**Ohio's Aging Population**

- Current ranking for number of people 60+: 7th
- Number of older people in 2010: 2.16 million
  - Number 85+: 212,000
- Number of older people by 2030: 2.94 million
  - Number 85+: 231,240
- Growth in number of people 60+ between 2010 and 2030: the city of Columbus

S. Kunkel & P. Cummins, Scripps Gerontology Center





### “The” older population

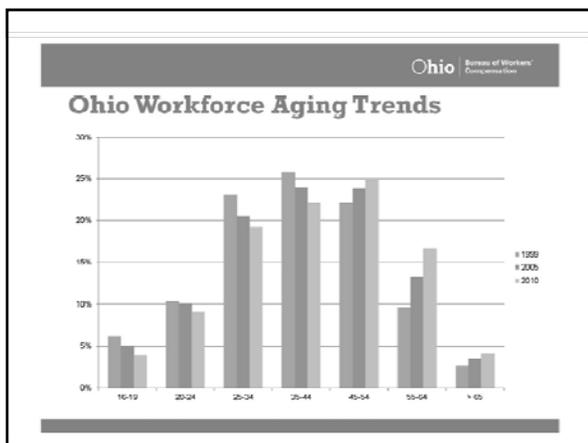
- Not monolithic
  - Diversity by age, race, ethnicity, socioeconomic status, health status
- Life expectancy
  - U.S. 77.9 overall; M 75.4 F 80.4
  - Lorain County M 75.6 F 80.3
  - Adams County M 72.2 F 77.8
  - Geauga County M 78.1 F 82.5
  - Meigs County M 71.9 F 78.5

*S. Kunkel & P. Cummins, Scripps Gerontology Center*

### Changing world of aging

- The world of aging is changing, partly because population aging changes the world
- Older people are
  - Living longer
  - Working longer
  - Staying healthier longer
- Upcoming generations of older people will
  - Expect more
  - Contribute more
  - Challenge more

*S. Kunkel & P. Cummins, Scripps Gerontology Center*



### Age and Related Injury Data

- Lost time becomes greater with increasing age of worker
  - median of 4 days disability for 16 to 24 years
  - median 15 days disability for workers 65+ old
- Occurrence rate of injury
  - age 65+ workers at 106 per 10,000 full-time workers
  - age 35 to 44 at 132 per 10,000 full-time workers
  - age 25 to 34 at 126 per 10,000 full-time workers

*Reference: US Bureau of Labor Statistics*

## Physiological Changes

- Gradual hearing loss
- Gradual vision loss
- Decreased reaction time
- Difficulty with body position and balance
- Reduction in bone density
- Degenerative arthritis

## Injury Prevention

- Soft tissue – most common are shoulder, neck, and lower back
- Typically there is a 15% to 20% decrease in strength by age 60
- 60 year old worker requires eight times amount of light to see as clearly as 20 year old
- CTDs to back, knees, shoulders, and neck are half of worker compensation costs (BLS; University of MD)

Reference: www.thesouthern.com

## Occupational Dynamics

- Balance = 33% of 65+ year olds fall each year
- Flexibility = 18-20% decrease at 65 years
- Cardiovascular = 15-20% decrease at 65 years
- Strength = 25-30% decrease at 65 years
- Vision (peripheral and acuity) decreases
- Reaction time decreases
- Body fat and blood pressure increases (metabolic)
- Psychosocial requires training and engagement

## Age Discrimination

- Ohio Revised Code §4112.14
- Federal ADEA, 29 U.S.C. § 623
- Prohibits discrimination in
  - Hiring
  - Compensation
  - Terms and conditions of employment
  - Privileges of employment

## Americans with Disabilities Act Amendment Act (ADAAA)

Expands coverage of the ADA to include more chronic physical and mental conditions that cause impairment

## OSHA Enforcement

- More recordable cases
- More frequent inspection
- More exposure to violations involving:
  - Record keeping
  - Respiratory protection
  - Hearing protection
  - Walking/working surfaces
  - Ergonomic hazards

### **Workers' Compensation - Ohio**

- Complications of treatment
- Substantial aggravation of pre-existing conditions
- Return to work – light duty
- Retraining

### **Fair Labor Standards Act (FLSA)**

- Overtime requirements
- Exemption status
- New regulations for Home Healthcare Providers

### **Human Resource Considerations**

- Intergenerational Teams & Mentoring
- Flexible Work Schedules – Increasing creativity in a knowledge economy
- Building/Workplace Accessibility
- Chronic Disease Self-Management Programs

### **Q&A**

- Points of view, ideas, products, demonstrations or devices presented or displayed at the Ohio Safety Congress & Expo do not constitute endorsements by BWC. BWC is not liable for any errors or omissions in event materials.