

BWC Monthly Employer Update

**Welcome. The webinar will begin
at 1:30 p.m. EST.**

Note – you will hear webinar audio through your computer speakers. Click 'Yes' on WebEx integrated audio request to hear the audio.



Email questions to BWCEmployerWebinars@bwc.state.oh.us

Today's Topics

- Reportable Remuneration
- Important Dates for Public and Private Employers
- Policy Activity Rebate Program
- BWC Website Update
- Opioid Workplace Safety Program
- Monthly Safety Tip

Reportable Remuneration

- What is reportable remuneration?
- What is reportable payroll to the BWC?



What is reportable payroll

Gross hourly wages and gross salaries
Sick pay (including third party, excluding workers' compensation)
Vacation and holiday pay
Bonus payments, including stock given as a bonus
Sales commissions
All tips
Severance pay
Overtime pay
Shift or holiday differential pay
Profit sharing going directly to employees as payroll
Voluntary employee contributions to retirement plans, including 401(k)
Portions of cafeteria plans as reportable to the Federal Unemployment Tax Authority, such as cash options and unqualified benefits
Reasonable value of board, lodging, house or room rent unless provided for the convenience of the employer
Per diem and travel allowance (if not paid as reimbursement expense)
Contributions to deferred compensation by employees (except for governmental employees)
Expenses exceeding one-third of an employee's normal pay

Minimum and maximum payroll reporting requirements

- Who this applies to:
 - Sole proprietors
 - Partnerships
 - Executive Officers of Corporations
 - Limited Liability Company (LLC) acting as sole proprietor partnership
 - Individual incorporated, no employees or other officers
- For rating year 2018 (7/1/18-6/30/19) the minimum reportable wages per person per week is \$466. The maximum wages per person per week is \$1,398.

Construction industry payroll limitation

- Cap that construction industry employers can apply on an employee by employee basis per week.
- The reportable payroll will not exceed weekly limits that are established by BWC on a yearly basis.
- For the 2018 rating year (7/1/2018-6/30/2019) the payroll limitation shall not exceed \$1,398 per week per person
- Warning: Employer must keep good records to support applying the payroll limitation. In case of BWC audit.

Public Employer -Important December Dates

- 12/21/2018- First Installment due date for policy year 2019
- 12/31/2018- Industrial Specific Safety Program activity completion deadline
- 12/31/2018- Industrial Specific Safety Program SH-29 survey deadline

Public Employer -January Important Dates

- 1/1/2019- Public employer program policy year starts. (See website for individual program)
- 1/1/2019-True Up Reporting opens. Public Employers have until 2/15/2019 to complete their True Up reports.
 - Employer must now register for “E-Invoices” to take advantage of the Go-Green Rebate.
- 1/2/2019- Early Payment Discount due date, employer must pay their entire 2019 estimated annual premium

Public Employer- January Important Dates

- 1/31/2019- DFSP employers must complete accident analysis training for all new supervisors.
- 1/31/2019- DFSP employers safety management assessment (SH-26) due.
- 1/31/2019- ISSP employers safety management assessment (SH-26) due.

Private Employer- Important January Dates

- 1/31/2019- Application deadline for the Deductible program, Individual Retrospective program, One Claim Program and Group Retrospective program.
- 1/31/2019- Policy Activity Rebate (PAR) enrollment period ends.

Policy Activity Rebate (PAR)

- Applicable to:
 - State fund employers or public taxing districts.
 - Individual experience rated employers with experience modifier (EM) of 1.00 or greater.
 - Base rated employers.

Policy Activity Rebate (PAR)

- Private employers
 - Enroll by Jan. 31, 2019.
 - Activities must be completed by May 31, 2019.
 - Rebate:
 - Based on 2017 policy year true-up
 - 50% premium rebate up to \$2,000

Policy Activity Rebate (PAR)

- Public employers
 - Enroll by July 31, 2019
 - Activities completed by Nov. 30, 2019
 - Rebate:
 - Based on 2018 policy year true-up premium
 - 50% premium rebate up to \$2,000

Policy Activity Rebate (PAR)

- Variety of options
 - Concentration on loss prevention and risk management (claims, policy and safety related activities)
- Cafeteria-style plan
 - Select from 33 activities
 - Must complete 11 activities

Ohio BWC Website updates

- Employers now have assigned BWC contact information on their “My Policy page” for employers that have set up an “E-Account”
- Employers now have direct link to Policy Documents.



My policy

Company information

update

BWC account representative James J.
Phone number 216-584-0418
Email address James.J.1@bwc.state.oh.us

Account balance

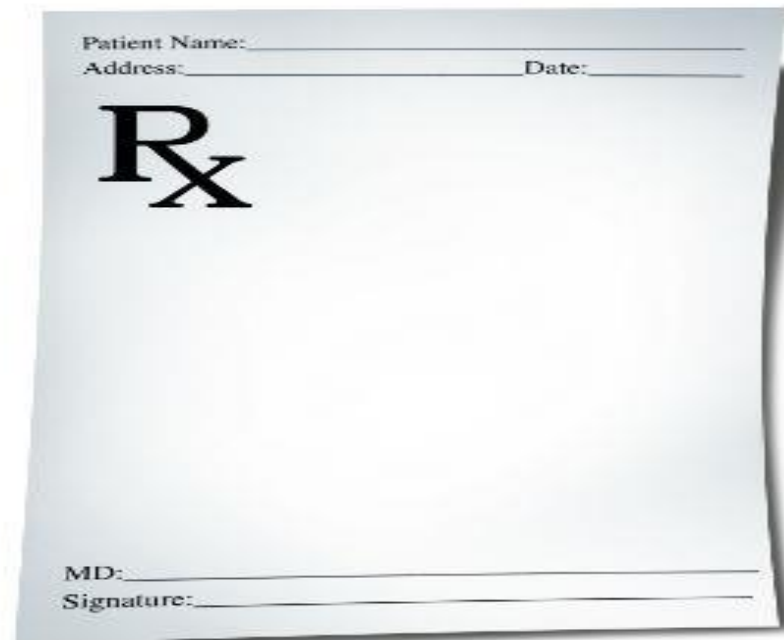
*Total balance \$0.00

make payment

policy documents

*BWC + AG + *Appealed* = Total

Curbing Ohio Opioid Use: A BWC Perspective



Opioid Workplace Safety Program

- Pilot program for Montgomery, Ross and Scioto counties
- Reimbursement for pre-employment, random and reasonable-suspicion drug testing;
- Training for managers/supervisors to better manage and retain workers in recovery.
- A forum for employers to share their success stories and learn from each other.

Incorporating safety into the performance review process

○ Benefits

- Conveys the value that management places on safety
- Clarifies responsibilities and expectations
- Provides a basis for recognizing and rewarding individuals and teams

○ Cautions

- Avoid basing performance solely on outcomes
- Do not discourage reporting of injuries

Incorporating safety into the performance review process

- Define key safety performance indicators (KSPI) for people at all levels
- Determine how each KSPI will be measured and rated
- Meet with employees and clearly explain expectations
- Provide a means of sharing progress related to safety performance
- Recognize and reward performance that exceeds expectations

Division of Safety and Hygiene Resources

All services are available at no additional cost and are strictly consultative

- Safety, ergonomics, and industrial hygiene consultations;
- Safety management assessment and enhancement;
- Safety team development/enhancement;
- On-line and classroom-based training for people at all levels;
- Safety intervention grants and wellness grants;
- Video library and research library services
- To request assistance: www.bwc.ohio.gov and click on Safety Services

Questions?

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