

# BWC Monthly Employer Update

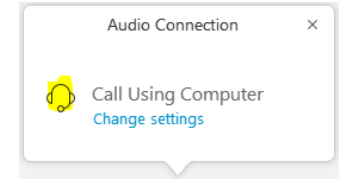
The webinar will  
begin at 1:30 p.m.  
EST.

## Welcome!

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- You may also call **415-655-0003** and enter access code **804 263 748 #**
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Email questions to:

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# Today's Learning Objectives

- What is the Role of a Third Party Administrator (TPA)
- Professional Employment Organizations (PEOs)
- Review Better You, Better Ohio
- Review of Policy Activity Rebate Program
- Private Employer Reminders
- Public Employer Reminders
- Monthly Safety Update

# The role of a Third Party Administrator (TPA)

- Assist managing claims
- Pursue settlements
- Research handicap reimbursements
- Attend Industrial Commission Hearings
- Appear before the Adjudication Committee
- Advise on other policy related issues
- Not required
  - Except for Group and Group Retrospective Rating
- Private contract

# Understanding Professional Employer Organizations (PEO's)

- Provide services to their clients
  - Human Resource management
  - Employee benefits
  - Payroll services and processing
  - State and Federal tax reporting
  - Workers' compensation
- Not the same as a payroll service vendor
- Not a temporary employment agency
- Not a Third Party Administrator

# Understanding Professional Employer Organizations (PEO's)

- PEO Relationships
  - Full Lease
    - PEO reportable - experience transfer
    - Client reportable - no experience transfer
  - Partial Lease
    - Co-employ employer's workforce
    - Client and PEO reportable
    - Partial experience transfer

# Understanding Professional Employer Organizations (PEO's)

- PEO's must register with and have an active BWC policy
- Employer's BWC policy stays active
- New or modified agreements effective Jan 1 or July 1

**Better You,  
Better  
Ohio!**



## **An innovative approach to workplace wellness**

*\*Agriculture; automotive repair and service;  
construction; firefighters; health care; manufacturing;  
police and public safety; public employers; restaurant  
and food service; transportation and trucking; trash  
collection; wholesale and retail*

# Policy Activity Rebate

- Cafeteria-style plan
  - Select from 33 activities
  - Must complete 11 credits
- Enrollment
  - Public Employer opens Dec 1, 2019
  - Private Employer closes Jan 31, 2020
- Rebate: 50% up to \$2,000



# Private Employer Policy Reminders

## Private Employers

- Policyholder Dividend Checks
- 2020 Group Rating Deadline – Nov 25, 2019
- 2020 Application Deadline – Jan 31, 2020
  - Group Retrospective Rating
  - One Claim Program
  - Individual Retrospective Rating
  - Deductible Program

# Public Employer Policy Reminders

## Public Employers

- Policyholder Dividend Checks
- 2020 Notice of Estimated Annual Premium
- 2020 EAP Exposure Changes

# Monthly Safety Update

## Conducting A Personal Protective Equipment Assessment

# Conducting a Personal Protective Equipment (PPE) Assessment

- Benefits of conducting a PPE assessment
  - Increases awareness of hazards and protective measures
  - Provides clear direction on the PPE to be worn for each task
  - Helps to protect workers and supervisors from harm
  - Assists with OSHA compliance
- Preparing to conduct the PPE Assessment
  - Prioritize jobs based on hazard severity, past injuries, etc.
  - Identify who would be the best person(s) to conduct and vet the PPE assessment
  - Provide basic training for people who will conduct the PPE assessment

# Conducting a Personal Protective Equipment (PPE) Assessment

- Conduct assessment under worst case conditions
- Determine appropriate PPE with employee input
- Ensure appropriate supply of PPE is available
- Provide training on how to don, doff and maintain
- Clearly document and communicate requirements
- Periodically review compliance with use and maintenance
- Continue to explore more effective control measures

# Conducting a Personal Protective Equipment (PPE) Assessment

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](http://www.bwc.ohio.gov) and click on Safety Services

# Questions & Assistance

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