



## IMPORTANT DATES

- › **APRIL 3**  
*TRCC Annual Safety Seminar*
- › **MAY 1**  
*BWC Estimated Annual Premium letters received by private state funded employers*
- › **May 8**  
*9th Annual NW Ohio Safety Day*
- › **MAY 31**  
*Application deadline for enrollment in Drug Free Safety Program*

## Follow Us!



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*Your Satisfaction is Our Goal*

## A BWC NAME CHANGE?!



Did you know that the BWC provides more than just compensation to injured workers? If not, maybe it's because of the Bureau's name. That is the main reason behind the BWC's decision to consider a name change. Their concern is that the name, the Bureau of Workers' Compensation, does not adequately reflect who they are and all they do.

Here's where you come in! While the name change idea is still in discussion, The BWC would like your help. If you have an idea for a name that reflects the all that the Bureau has to offer including safety, prevention, health and wellness, economic well-being to the state, and of course, workers' compensation - let them know!

Send you name change ideas to Bob Braun at  
[bwcrbdm.4@bwc.state.oh.us](mailto:bwcrbdm.4@bwc.state.oh.us)

## BWC & INDUSTRIAL COMMISSION ADMIN. FEES INCREASING

The BWC has announced a 46% BWC and IC administrative charge increase for the 2019 policy year for State Fund Employers. The combined admin. fee recommendations are below:

Private Employer increase from 13.35% to 19.55%  
Public Employer increase from 10.81% to 15.97%  
State Agency increase from 13.75% to 14.69%

*Providing Ohio Employers with the personal touch in  
Workers' Compensation claims and policy management*

## WORK SAFELY IN THE RAIN

Spring is finally here and that means rain isn't far behind. Work-site hazards can be exacerbated during inclement weather. Rain can cause slippery surfaces, uncomfortably wet clothing and limited visibility. Make sure you and your workforce take the steps to mitigate such hazards.



When working in the rain, OSHA recommends:

**Move Cautiously.** The bad weather may make you want to work faster to get out of the rain but this is dangerous. Rain causes surfaces to become slippery so work more slowly and deliberately - especially when climbing ladders.

**Use the Correct Equipment.** When working in the rain, DO NOT use electrical tools and extension cords that are not specifically rated for outdoor use. Use hand tools with a textured, nonslip grip handles.

**Wear the Appropriate Rain Gear.** Wear proper footwear with a deep tread to prevent slipping. Be sure your pant leg lies over your boot or shoe so water doesn't enter your footwear. Wear waterproof pants and coat that are ventilated so it can be worn comfortably for long periods of time. Be sure your rain gear fits properly so it doesn't interfere with movement. Make sure gloves have a strong, slip-proof grip and are adequately tight and long enough to allow your rain coat sleeve to prevent water from entering.

**Ensure Adequate Vision.** If you wear goggles or glasses, use anti-fog products before going outside. If you're wearing a hood which can narrow your range of vision, be sure to look both ways when walking and driving. When working at night, make sure there is adequate lighting that is rated for outdoor use.

**Make Sure You Can Be Seen.** Wear high-visibility and/or reflective clothing and vests especially in areas with vehicle traffic and heavy machinery.

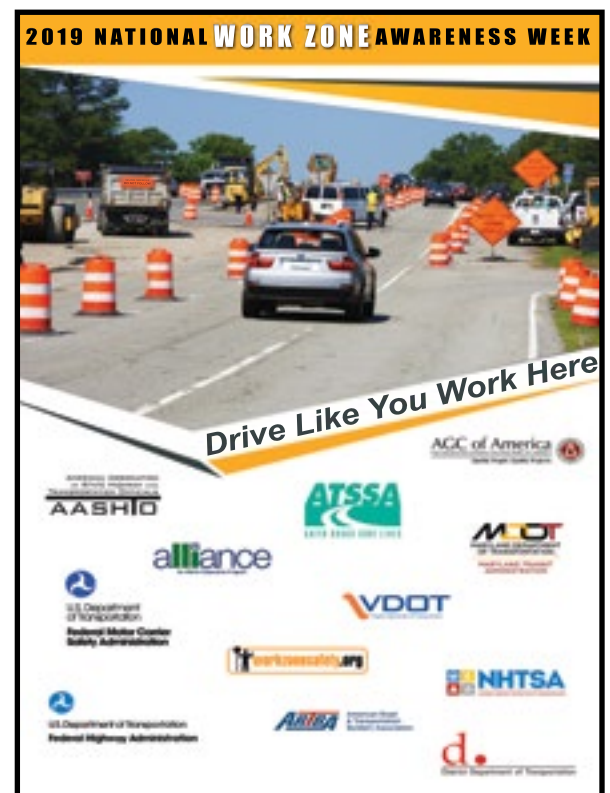
FROM OUR PARTNERS AT



## NATIONAL WORK ZONE AWARENESS WEEK APRIL 8-12

National Work Zone Awareness Week (NWZAW) is an annual spring campaign held at the start of construction season to encourage safe driving through highway work zones. The key message is for drivers to use extra caution in work zones.

For a comprehensive guide, downloadable poster, and more important information to implement a program at your workplace, visit the National Work Zone Awareness Week website. [nwzaw.org](http://nwzaw.org)



# CLIENT SPOTLIGHT



## “If it’s metal, we can make it!”



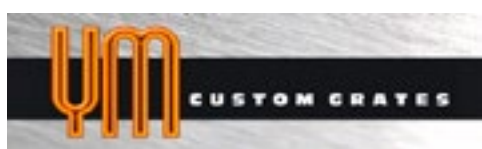
That's the motto of The Yarder Manufacturing Company and they're not kidding. Based out of Toledo, Ohio, they have been making everything from ad frames, signs, and grill grates to custom fabrication for over 85 years. Their specialty is that they have no specialty when it comes to custom metal products. If you have a need, they'll make it happen whether you are looking for one piece or thousands of production parts.

The Yarder Mfg. Co. was founded in the early 1900's by Stanley Walter Yarder who was pounding out fender-benders for Model A's and Model T's in his garage. During the early years, his son, Irving, became involved in the family business and together they started creating toolboxes to sell to autoworkers in the booming Detroit auto industry.

The company quickly expanded to new markets and products with the first large boost coming in the form of advertising frames for transit buses and taxi cabs. As the times changed and the equipment became more advanced, they adapted to meet the needs of companies across North America.

Now it their fourth generation, The Yarder Mfg. Co. continues to innovate and grow supplying industries such as Medical, Alternative Energies, Culinary, Machining, and Tradeshow and Advertising.

Visit [yardermfg.com](http://yardermfg.com) to see all they have to offer!



### Want a grill like no one else?

[ymigrate.com](http://ymigrate.com)

Whether you choose one of their standard layouts or design one of your own, Yarder Mfg. Co. can create a personalized grill grate that will make you the envy of the tailgate or neighborhood!



## The perfect Father's Day gift!



If you would like your company featured in our Client Spotlight, email Kate Nelson at [knelson@variskservices.com](mailto:knelson@variskservices.com)

# DOES YOUR COMPANY KNOW HOW TO RESPOND TO EMPLOYEES' MEDICAL MARIJUANA USE?



## Tools to Communicate Your Stance on Medical Marijuana

Under Ohio House Bill (HB) 523 employers need to decide how to respond to an employee's medical marijuana use. Are you maintaining your current drug-free workplace stance? Are you going to make exceptions? Are you still trying to decide?

No matter your response, we've developed three tools to help your business move forward with your decision:

### Medical Marijuana Employer Toolkit

If you've determined the **law does not change your organization's stance on marijuana**, it's critical you inform and verify that your employees understand your decision. This kit is designed to help employers accomplish that task in a thorough, sensitive and efficient manner.

Containing resources for your management/decision-making team, supervisors and employees, this toolkit will help operationalize your decision that

- Employees are prohibited from possessing, using, being under the influence of or testing positive, on the job, for any chemical substance which is illegal under federal, state and/or local law (including marijuana).
- The use of marijuana for medical purposes will not be considered an acceptable/reasonable explanation for a confirmed positive drug test.

### Medical Marijuana Operational Considerations Toolkit

If you're **still feeling there are things to figure out**, this 52-minute video presentation (and accompanying worksheet) and article library will help. Designed for management teams, this material will

- Raise awareness of business and operational issues from legalization under Ohio HB 523
- Increase understanding of the related drug-free workplace program issues for employers and employees
- Review key decisions that need to be made – particularly relating to policy, operations and employee/supervisor awareness

### One-on-one Consultation

If you've **decided you WILL make exceptions for medical marijuana**, you now need to determine what corresponding changes need to be made to your drug-free workplace program and how that will be communicated to employees and supervisors. We'll take a deep dive through specific operational issues, as they pertain to your business, to prepare you to go the next step with your decision-making and legal team.

[Click here to purchase](#)

## STOP BY AND SAY HI...

- April 3 - **TRCC & V+A Risk Services - Workers' Comp Safety Training.**  
300 Madison Ave., 8th Floor Conference Rooms 807/509, Toledo, OH
- April 4 - **Toledo Trucking Association's Board/Monthly Meeting.**  
Georgio's Cafe International, Toledo, OH
- April 10 - **NOAA Networking Meeting.** Appliance Center, Sylvania, OH
- April 12 - **COSIA Education Day.** Nationwide Hotel & Conference Center, Lewis center, OH
- May 2 - **Toledo Trucking Association's Board/Monthly Meeting.**  
Georgio's Cafe International, Toledo, OH
- May 8 - **9th Annual NW Ohio Safety & Health Day.** The Radisson Hotel at the University of Toledo, Toledo, OH
- May 8 - **NOAA Networking Meeting.** Appliance Center, Sylvania, OH
- June 6 - **Toledo Trucking Association's Board/Monthly Meeting.**  
Georgio's Cafe International, Toledo, OH
- June 12 - **NOAA Networking Meeting.** Appliance Center, Sylvania, OH
- June 26-28 - **OSIA Annual Conference.** The Westin Cleveland Downtown, Cleveland, OH
- Every Monday - **Rotary Club of Toledo.** Park Inn, Toledo, OH



**May 8, 2019**

[Click for Info!](#)

**Northwest Ohio  
Safety & Health Day**

**NEW LOCATION!**

**Radisson**  
THE UNIVERSITY  
OF TOLEDO

**3100 Glendale Ave  
Toledo, OH 43614**



# COSIA 30th Annual Education Day “UNDER THE BIG TOP”

Friday, April 12, 2019

Nationwide Hotel & Conference Center, Lewis Center, OH

This year's event offers a diverse menagerie of topics including BWC updates, back and neck injuries, and the strategic use of case management.

COSIA recommends this event for self-insured employees, claims examiners, attorneys, vendor partners, case managers & nurses, providers & managed care professionals

[Click here to register!](#)



COME VISIT



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MORE INFO!](#)

IT'S AN  
EVER-CHANGING  
WORLD!



Ohio Self-Insurers Workers' Compensation  
45th Annual Conference  
June 26 – 28, 2019

The Westin Cleveland Downtown • Cleveland, Ohio

# JUST FOR FUN

## APRIL



- April 1st vs LA Dodgers



- March 28th vs Pittsburgh Pirates



- April 4th vs Louisville Bats



- April 4th vs Indianapolis Indians

## MAY



## How to Grill the Best Burger!

- Start with the best beef.** Ground beef with an 80/20 mix (usually ground chuck) is the best for grilled burgers.
- Keep the meet cold.** Heat from your hands and room-temp beef can melt the fat preventing it from binding to the meat. This results in a dry, dense burger.
- Don't over-mix the beef.** Evenly sprinkle your seasonings over the beef and use your hands to gently fold them in while forming a patti. Mix until it comes together and not a second more!
- Size matters.** To make your patti fit your bun, make it about 1-inch thick at the edges and 1-inch larger than the bun. Make a wide, shallow depression in the middle to prevent puffing and shrinking.
- Grill!** Preheat your grill up to 450 to 500 degrees. Flip but don't press!
  - Rare - cook approx. 4 minutes (125°F)
  - Medium - cook approx. 6 to 7 minutes (145°F)
  - Medium rare - cook approx. 5 minutes (135°F)
  - Well done - cook approx. 8 to 9 minutes (160°F)



## June Word Search

Barbecue  
D Day  
Father's Day  
Fishing  
Flag Day  
Graduations

OSIA Conference  
Safety Month  
Summer  
Vacation  
Weddings  
Wimbledon

