



Bureau of Workers'
Compensation



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**SLIDES, EXTERNAL RESOURCES &
REGISTRATION CAN BE FOUND AT
WWW.SOLONCHAMBER.COM/SLIDES**

**MATERIALS WILL ALSO BE
DISTRIBUTED BY EMAIL
AFTER THE PROGRAM!**

June 14th

**Ready Rating Program with the
American Red Cross**

**Don't forget to visit
www.solonchamber.com/wrsc for
more information on the next
fiscal year (July '23 – June '24)!**



Private Employers Important Dates

May 1

- MCO open enrollment begins

May 26

- MCO open enrollment ends

May 31

- Drug-Free Safety Program (DFSP) application deadline for 7/1/2023 start date
- Transitional Work Bonus application deadline for 7/1/2023 start date

BWC Monthly Employer Webinars

The May webinar will include:

- Estimated annual premium (EAP) letter
 - Drug-Free Safety Program
 - Safety council rebates
 - Important dates
 - Monthly safety topic
-
- Next webinar: Thursday, May 25 - 11:30 a.m.

BWC Safety Webinars

- Injury Prevention in Distribution and Packaging (May 18)
- Healing the Human Brain: How Do We Damage It and Can We Repair It? (May 23)

BWC DSH Virtual Training

- Emergency Preparedness Planning Half-day Workshop (May 10)
- Work Zone Traffic Control and Safety (VTC) (May 18)
- Safety Series Workshop Module 5: Electrical Safety and Lockout/Tagout Basics (VTC) (June 7)

In-Person Safety Training

- Electrical Hazard Recognition and Abatement (May 16-19) Cleveland
- OSHA 30: Industry Safety Principles (May 22-26) Youngstown
- Confined Space: Identification and Safe Practices
Half-day Workshop (May 31) Cleveland
- Safety for the non-safety professional (June 8) Canton
- Electrical Safety in the Workplace through Insight and Implementation of NFPA
70E (June 14) Canton
- Developing an effective Safety Team (1/2 day workshop June 14) Cleveland

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Barb Lessman



The path forward:
reducing risks and
protecting your
employees



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Sedgwick Managed Care Ohio

Initial Report of Injury / Report claims to BWC

Dedicated claims team

All medical management vs claims management

Secure all medical records and documentation

Spear head return-to-work initiatives

Adjudicate all requests for treatments

Sedgwick Managed Care Ohio

Process all appeals to medical treatment approvals and denials

Spear head all Transitional Work and Modified Duty Initiatives

Review all medical bills for accuracy in conjunction with treatments allowed and allowed claim codes. Sedgwick MCO unbundles bills below BWC fee schedule \$\$

Sedgwick Managed Care Ohio

Pay all claim appropriate medical bills

Provide employer Injury Reporting Kits

Provide employer a variety of trending and claims reports

Supervisor training; various topics of workers' comp program implementation

Sedgwick Managed Care Ohio

Employee training; what to do when injured on the job, using Occupational Health Clinics and why

Assist employers with Occupational Health Provider identification, in-person meeting and protocol set up

Vocational Rehab education including Transitional Work Services, Modified Duty Offsite, Remain at Work, Job Retention Services, Worksite Assessment

Sedgwick Managed Care Ohio

Incorporate multi-level return-to-work programs,
employer level and employee level

Oversee MCO internal disability management
teams, implement customized expectations

Organize, lead and participate in all bi-
weekly/monthly/quarterly MCO-TPA employer
team conferences, employer onsite meetings

Sedgwick Managed Care Ohio

Create and organize seminars, workshops, lunch-n-learns, webinars, customize to provide credits for group programming and external safety council

Educational materials

As a BWC partner, detailed education on all BWC safety grants, fast track items, TWGP, SUR, resource/liaison

OSHA/PERRP reporting assistance

Sedgwick Managed Care Ohio

Employers do NOT pay for the services of the Managed Care Organization. Employer's simply choose them.

Grants Program

Funding opportunities are once again available for four of our special safety grant programs.

- Trench Safety Grant. Available only to Ohio employers that perform trenching and excavating.
- Firefighter Exposure to Environmental Elements Grant combats firefighter cancer risk.
- Employers Working with Persons with Developmental Disabilities Grant assists Ohio employers with ensuring the safety of their staff when carrying out the services they provide to developmentally disabled children and adults. ****ENDING 6/30/23**
- School Safety and Security Grant provides assistance to Ohio employers with ensuring the safety of their staff who instruct children throughout the state.
- Safety Incentive grant

Trench Safety Grant

- Employer must perform work in trenches and excavation
- Shoring: aluminum, hydraulic, or other types of supports to prevent soil movement and cave-ins
- Shielding: trench boxes or other types of supports to protect against soil cave-ins
- Not for rescue equipment
- \$12,000 available (4 to 1 match)

Firefighter Exposure to Environmental Elements Grant

- To minimize exposure to dangerous environmental elements

- Diesel exhaust systems (tailpipe exhaust capture)
- Extractors/Washing machines for turn-out gear
- Hoods with Barrier Protection
- Washable gloves (structural firefighter glove or one that meets the requirements of NFPA 1971)

- \$15,000 available

Employers Working with Persons with Developmental Disabilities Grant – ENDING JUNE 28

- County Boards of DD, Schools, Educational Service Centers, Profit or Non-profit organizations that provide services to DD (child or adult)
- Ceiling lifts, Floor-based lifting devices, Ambulation devices, Bathing and toileting chairs, Hi-Low tables
- Multi-sensory environment equipment
- Non-violent de-escalation and/or trauma informed care training certification
- \$20,000 available (5 to 1 match- no match for training)

School Safety Security Grant

- Provide instructional services to children (public districts, charter schools, private schools, educational service centers, county boards DD)- \$40,000 (3 to 1 match)
- Flooring/Floor coatings designed to reduce slip hazards, Floor cleaning machines, Motorized bleacher systems Lightweight lunch tables that reduce lifting and handling hazards, Safe food fryers, Cutting/slicing equipment
- Interior and exterior security doors and mechanisms (e.g., panic bars or other fire code compliant door locking mechanisms, bullet proof glass, bullet resistant coating materials for existing glass), Protective vehicle crash barriers, Modifications of building/facility entrances to restrict access, Secured keycard systems, Metal detectors (fixed or portable), Security cameras, Emergency (police dispatch) call poles, Emergency call systems, panic buttons
- Additional \$15,000 HVAC (better ventilation, filters)

Safety Intervention Grants Program

- Purchase equipment to eliminate or significantly reduce hazards in the workplace.
 - ~ 3:1 match up to \$40,000 (can be a series of grants)
 - ~ Renewable every 3 years (the sooner you get a grant in, the sooner the next block of monies will be available)
 - ~ One year case study/annual report
 - ~ In business for one year

Safety Intervention Grants Program

Items Not Eligible

- Equipment primarily necessary for the business (e.g., forklift).
- Items that are not engineering controls (e.g., PPE).
- Items that don't directly reduce workplace risk factors (e.g., lighting).
- Other items outside the scope of the program (e.g., insurance).
- Equipment intended to meet minimum OSHA compliance, including basic machine guarding devices and equipment, standard guardrail systems, etc.

Unapproved Purchases

- Anti-fatigue mats Automated external defibrillators
- Building and/or property improvements; equipment for new buildings
- Certain Kitchen Items (Bev Dispensers, Fryers, meat slicers, mixers, tables)
- Consumable goods, clothes cleaning machines, crash attenuators
- Digital X-ray, Exercise Equip, Insurance, Lighting, Pallets
- Passive Security devices (cameras), security access systems
- Powered tools (only improvement is lighter, less force, chargeable)
- Remote Meter Readers, Road Repair Equipment, Tire Changers
- Rented or Leased Equipment, Routine Equipment Replacement, Office Equip
- Training / Simulators, Trailers, Dock levelers, Vehicles, Vehicle Lifts
- Warranties, Exoskeletons, Weaponry, Wire/ Cable strippers

Where do I get Ideas ?

- Accident Analysis- Root Causes, Corrective Actions
- Symptoms / Soreness at end of Day
- Risk Factors
- Lean Operations- Continual Improvement Process

TENDON DISORDERS				
<ul style="list-style-type: none"> o Occur at or near the joints where the tendons rub nearby ligaments and bones. o With further exertion, some of the fibers that make up the tendons can actually fray or tear apart 				
DISORDER	BODY PART	SYMPTOMS	CONTRIBUTORS	DESCRIPTION
Tendonitis	non-specific	dull aching, discomfort with specific movements, tenderness to the touch	force/tension, repetition	a form of tendon inflammation when muscle/tendon unit is repeatedly tensed
Tenosynovitis	non-specific	pain, inflammation	extreme wrist deviation, repetition @ 1500-2000 movements per hour	repetitive-induced tendon injury involving the synovial sheath; sheath produces excess synovial fluid
DeQuervain's Disease	side of wrist, base of thumb	pain, inflammation	firm grips and motions, radial deviation	tenosynovitis in tendons connected to muscles on back of forearm that pull the thumb away from the hand
Trigger Finger	finger	snapping movement, finger remains flexed	pinch grip, repeated use of finger, hard or sharp surface	tendon sheath of finger sufficiently swollen to lock tendon in sheath
Epicondylitis	elbow & shoulder	inflammation, pain radiates from elbow down forearm	hand supination against resistance-extension, impact or jerky throwing motions	tendonitis effecting vulnerable unsheathed tendons of the elbow and shoulder
Rotator Cuff Tendonitis	shoulder	pain, functional impairment	moving arm away from side, elbow abduction, repeated overhead motions	wear and tear contributes to thickening of tendons and bursae
Ganglionic Cyst	non-specific, often wrist	bump under the skin	extreme wrist deviation, repetition	form of tenosynovitis, sheath swells up with synovial fluid
Bicipital Tendonitis	biceps, shoulder joint	pain, tenderness in bicipital groove	flexion and supination of forearm	tendonitis in the bicipital groove

NERVE DISORDERS		o Repeated or sustained work activities expose the nerve to pressure from hard, sharp edges of the work surface, tools or nearby bone, ligaments and tendons.		
DISORDER	BODY PART	SYMPTOMS	CONTRIBUTORS	DESCRIPTION
Carpal Tunnel Syndrome	hand, wrist	pain, numbness, tingling, loss of dexterity, weakness	repetition, wrist flexion, motion through poor postures	compression of median nerve through the tunnel, resulting from tenosynovitis of finger tendons
Pronator Syndrome	forearm	tingling, pain	wrist and elbow flexion	compression of the median nerve in forearm
Cubital Tunnel Syndrome	elbow	pain, numbness, tingling	resting elbow on sharp edge, reaching over an obstruction	compression of the ulnar nerve below notch of elbow
Guyon Tunnel Syndrome	hand, wrist		prolonged flexion and extension of wrist, repetitive forces on palm	entrapment of ulnar nerve as it passes through Guyon tunnel
Radial Canal Syndrome	forearm	decreased sensation, pain	passive stretching, resisted extension of middle finger	compression of radial nerve at the lateral epicondyle
Anterior Interosseus Syndrome	forearm	pain in forearm, weakness in thumb/index finger pinch	repetitive, forceful activities	compression of median nerve by forearm muscles
Posterior Interosseus Syndrome	forearm	pain in forearm, weakness of extensor muscle	repetitive, forceful activities	compression of radial nerve by the supinator muscles in forearm
Reflex Sympathetic Dystrophy	non-specific	burning, pain, swelling, sensitive to cold	overactivity of sympathetic nervous system	progression from CTDs

NEURO-VASCULAR DISORDERS	o Occur when both the nerves and the adjacent blood vessels are involved in trauma or compression			
DISORDER	BODY PART	SYMPTOMS	CONTRIBUTORS	DESCRIPTION
Thoracic Outlet Syndrome	shoulder, upper arm	numbness, pain, tingling, loss of strength, loss of dexterity; may involve entire upper extremity	shoulder abduction, shoulder adduction, repetitive reaching overhead	general term for compression of the nerves and blood vessels between the neck and shoulder
Vibration Syndrome	hand	cold, pale, numb hands, tingling fingers, loss of sensation and feeling	cold temperatures, segmental vibration	tiny blood vessels and nerves of the hand constrict; common exposures come from large power tools

Risk Factors

- Repetition
- Weight- Lifting
- Forceful Exertion
- Direct Mechanical Pressure
- Static Posture
- Awkward Posture
- Environmental Stressors

Repetition



Repetition

Why It's a Risk Factor

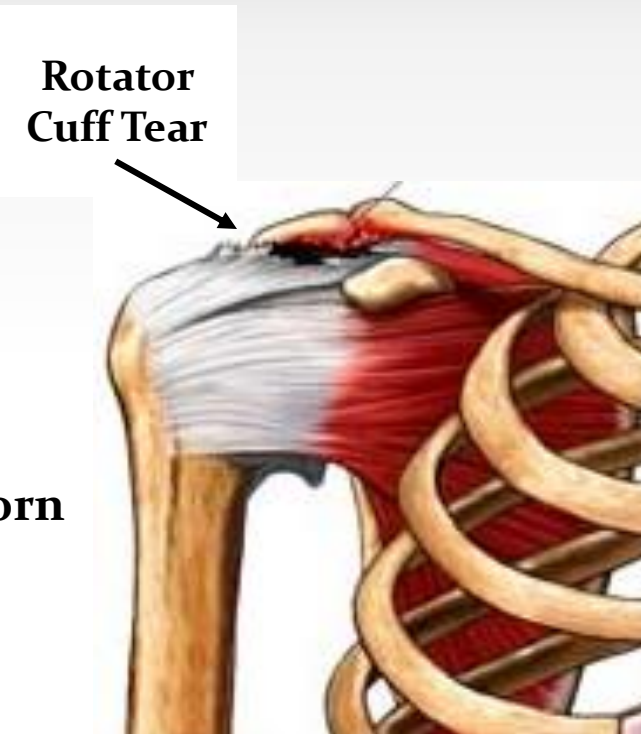
Repeated use damages soft tissue



Healthy tendon



Inflamed and torn tendons



Repetition

When the body part is:

**The Repetitiveness is
classified as:**

idle most of the time

Very Low

frequently pausing, waiting
for equipment

Low

in steady motion

Medium

in rapid motion

High

in constant rapid motion,
difficult to keep up.

Very High



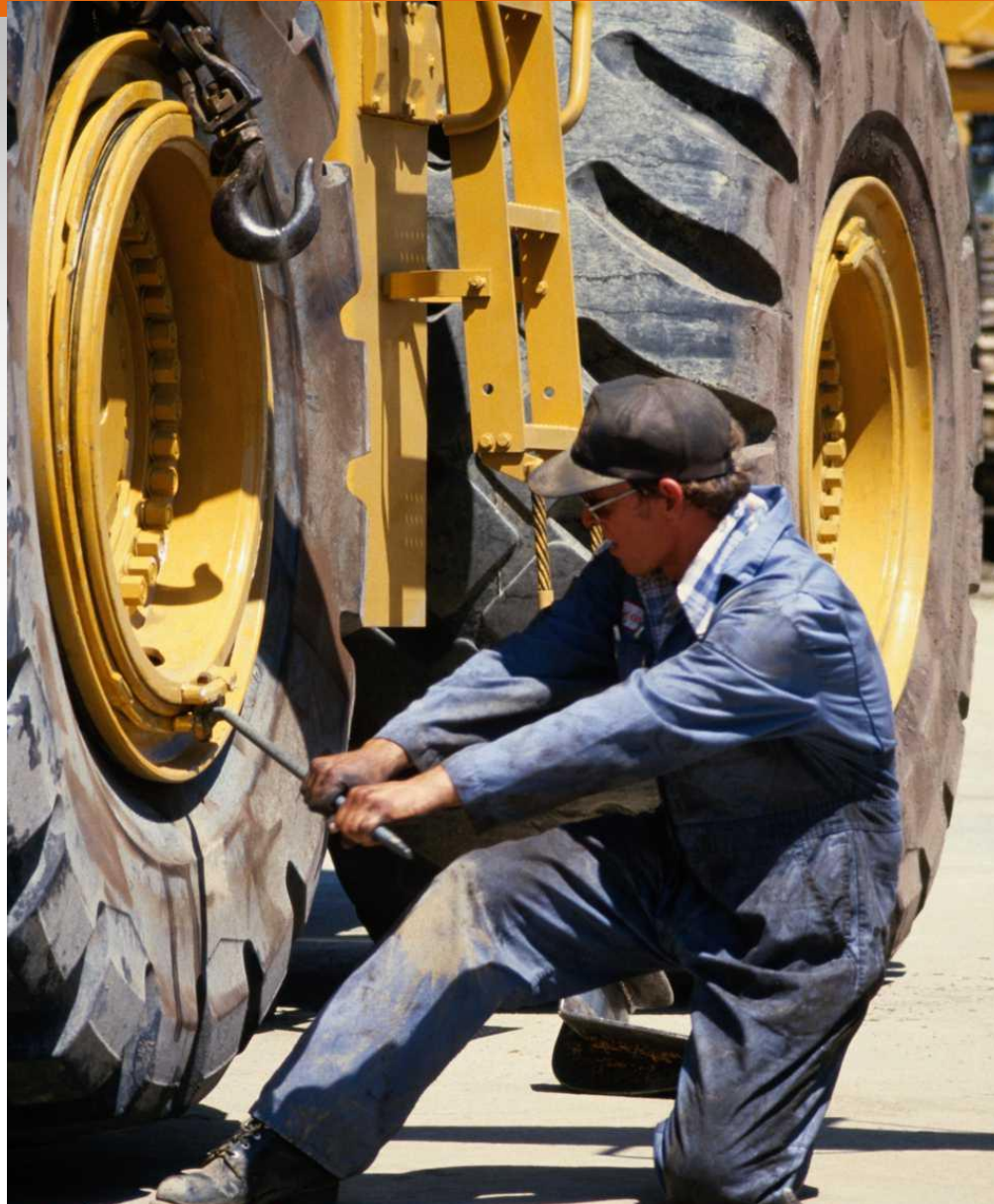
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What is Repetitive ? (continued)

<i>Body Part</i>	<i>Repetitions Per Minute</i>
Shoulder	More than 2 1/2
Upper Arm/Elbow	More than 10
Forearm/Wrist	More than 10
Finger	More than 200

Kilbom, A. 1994. Int. J of Ind. Erg. 14:59-86

Forceful Exertion



Forceful Exertion



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Direct Mechanical Pressure



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Direct Mechanical Pressure-Vibration



Static Posture



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Awkward Posture Neck

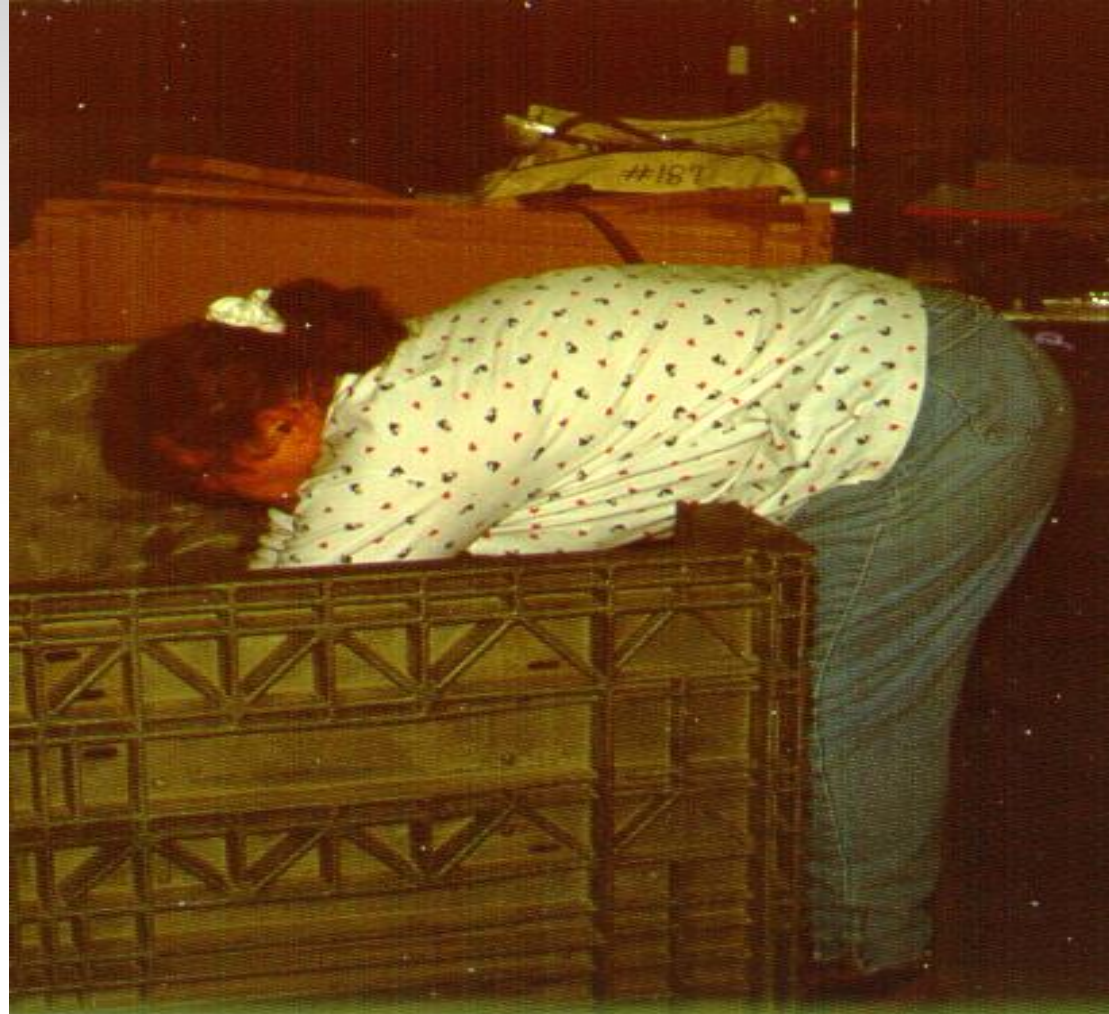


Awkward Posture



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Awkward Posture Non-Neutral

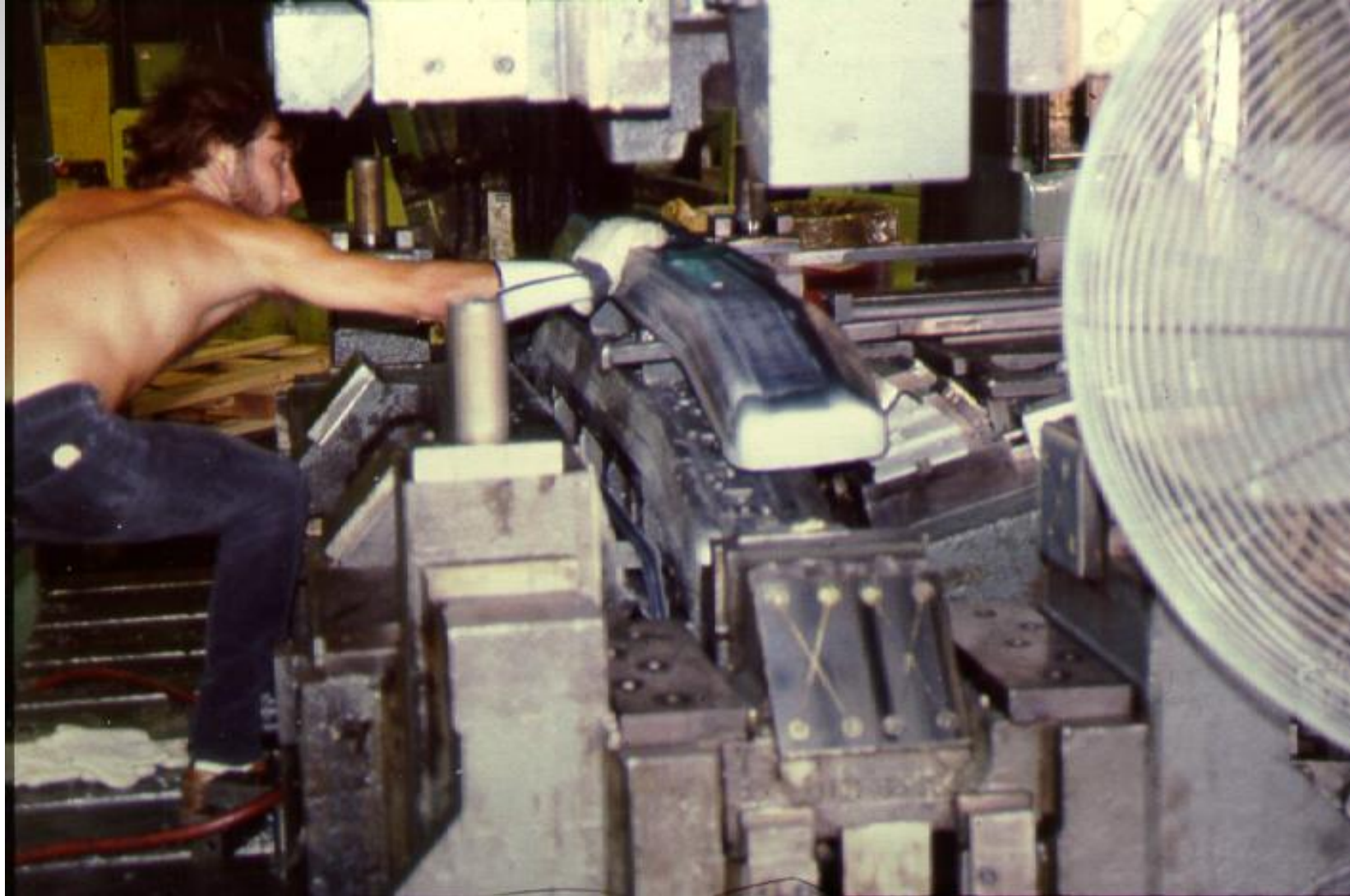


Awkward Posture Back/Trunk - Bending



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Combined Risk Factors-- Weight



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Lean

Lean

- **Establish Value**
- **Create Flow**
- **Customer Pull**
- **Pursuit of Perfection**

Make Problems Visible



SOLVE THE PROBLEMS



WHY LEAN

“It provides a way to do more with less-less human effort, less equipment, less time and less space-while coming closer and closer to providing customers with exactly what they want.”

James Womack, author “Lean Thinking”
1996



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Traditional Paradigm Shifts

- Get product out vs flow & Pull (Customer focus)
- Hide the problem vs making it visible
- Can't afford to stop the process vs stop and fix problem
- Standards limit creativity vs standards enable continuous improvement
- People are liabilities vs people are an asset
- Look at numbers vs go to the floor and look
- Who vs Why
- Quick to plan/slow to act vs slow to plan/quick to act
- Mgmt solves problems vs everyone solves problems

7 Deadly Wastes

- Transportation
- Inventory
- Motion
- Waiting
- Over production
- Over processing
- Defects

Efficiency

- “There is nothing quite so useless as doing with great efficiency, something that should not be done at all.”

--Peter Drucker

THINK PROCESS CHANGE

Ideas

- -Past Injuries or current risk factors
- -Lean Operations / Lean Manufacturing Principles
- -Trade Shows / Ask your employees

Material Handling

- What are your material Handling challenges ?

Eliminate All Lifting below the waist / Above Shoulder



Lifting Equipment



Lift Gates



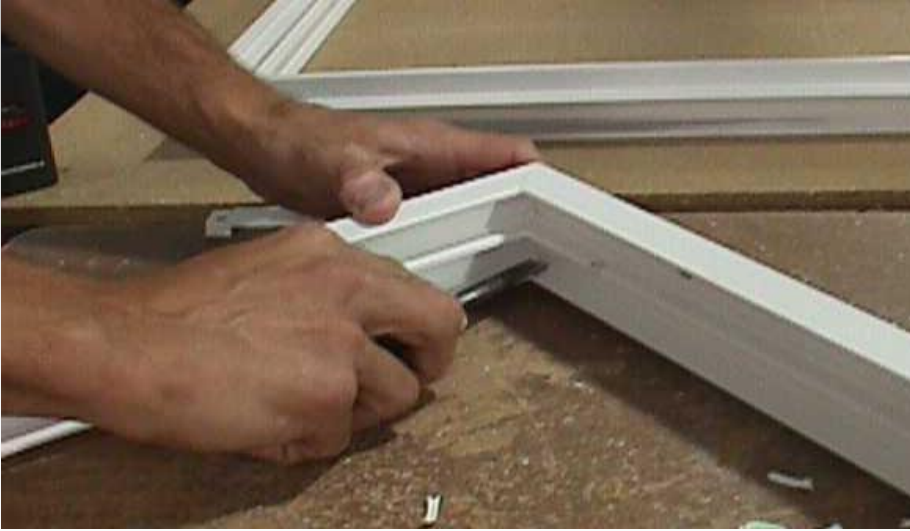
Stair Climbers



Manufacturing



Repetition vs Automation



Problem
Cleaning 5
welds/corner manually,
8000/day

Solution
Automatic corner
cleaning machine



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Repetition—add to existing machine

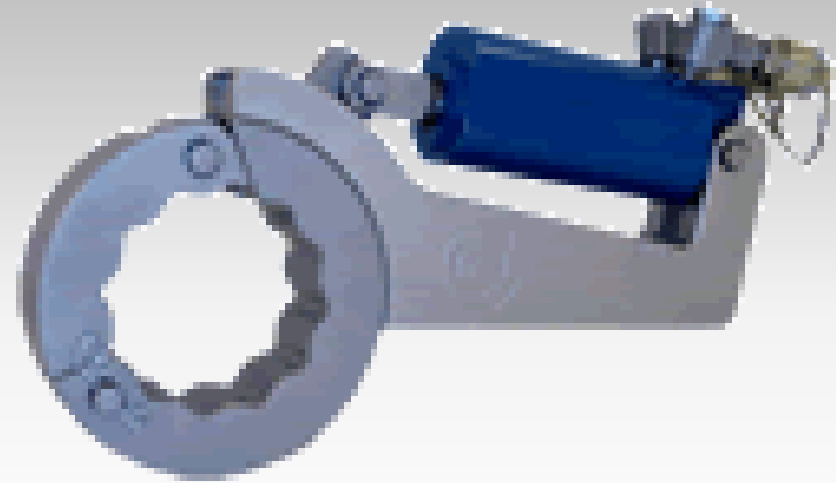
- 125 books an hour—2 on a team
- 100,000 books a year by hand
- After solution—double production rate
- More consistent coil locking
- \$60,000 annual increase in profit for \$85,000 investment



Forceful Exertions

Torque Wrenches

--gated to get bolts that
not easily accessible



--Set up time savings—45 minutes

Manufacturing - Machining

- Holding grinder for long periods of time, awkward wrist postures
- Bending neck and slouching to see parts



The Solution

- Extrusion machine that uses pressurized “putty” to abrasively smooth parts



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Mechanical Assist



Problem

Lifting 40 lb. buckets of paint, 3 times per minute

Solution

Using a vacuum lift to eliminate the manual lifting



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Tool Design



Lightweight, pneumatic
grinder reduces vibration

Warehouse/Distribution



- Damaged product
- Bending, reaching and lifting



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The Solution

- Gravity fed racks – the product comes to the person
- Extended reaches and awkward bending was eliminated



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Automation



Problem

High forces, awkward wrist postures

Solution

Plasma cutting machine OR

Starter coil line that automatically, cuts to size, notches, forms cleats, bends metal



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Construction



Forceful Exertions



Mechanical Assist



Problem

Lifting 5 gallon buckets @ 50 lbs

Solution

A grout delivery system (\$15,349) that eliminates manual handling

A hopper with an auger that attaches to the front of a forklift



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Different Applications



Problem

Overhead reaches, fall hazard

Solution

Aerial lifts reduce falls from ladders & reduce overhead reaches



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Bay Schools Lift



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Desk Mover



Healthcare

- Bending while lifting and pulling patient onto a gurney
- Three to four people needed to perform the heavy lift/transfer



The Solution

- Air mattress eliminates lifting motion



Transfer Aids



Ohio Awning

- Manufacturing of protective pads for NFL and college football
- Sewers work 7-8 hour shifts during which they produce up to 1000 pieces- 3-4 a minute for some pieces.
- High hand manipulation of the part
- Highly repetitive combined with force- sore fingers, hands, wrists, arms and shoulders



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**JLG 25AM
PUSH
AROUND
VERTICAL
MAST LIFT**

Ken's Guide to Safety Grants

1. Notify your BWC Representative
2. Research what product you would like
 - Get 3 quotes (make sure to include taxes & shipping cost)
3. Ask vendor for training using/operating product
4. When applying, have company Fed I.D. number & BWC policy number ready

Ken's Guide to Safety Grants (cont.)

5. Complete online safety grant application, wait for email notice of approval
6. Once approved, follow BWC instruction
7. Purchase the product
8. Get your BWC reimbursement!

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