

September 2017



Don't forget to "like" us on Facebook!

Upcoming Dates:

October 26, 2017

Time to Quit?

Smoking Cessation

Alliance Community Hospital

Spotlight: ACH After Hours

November 16, 2017

Eye In the Sky

BWC use of Drones

Ohio BWC

Spotlight: PNC Bank

December 14, 2017

Safety Games &

Member Gifts

Your Steering Committee

January 2018

TBA

Work to Recovery – Return to Work

We are very pleased to present the final segment of our three part series – The Life of a Claim.

If you have ever had an employee out on workers' compensation leave due to a workplace injury, you know how important it is to get that employee back to work as soon as possible. Not only does this impact productivity, it can also impact the well-being of the employee – financially, physically, and mentally. Getting back to work can even help the employee recover faster.

In other words, getting an employee back on the job as soon as it is practical is truly a win-win. The employer can get back to full productivity sooner and can reduce associated costs. The employee can start getting his or her full paycheck again and be less likely to suffer from the loneliness and frustration that a prolonged recovery can bring.

Lindsey Schuette is an Occupational Health Specialist for the Aultman Health Foundation and she will discuss how to get injured employees back to work quickly and efficiently.

She will explain the different types of duties available to bring them back and the pros and cons of each.



Our spotlight company representative is Janice Breman of



Return to Productivity

According to the Bureau of Labor Statistics, employers experienced 104 million lost days of production for on-the-job worker injuries in 2015, down from 107 million lost days in 2014. Sprains, strains and tears represent 37% of these injuries.

The longer injured employees are away, the less likely they are to return to the workplace. Ideally, return-to-work programs enable employees who have suffered illness or injury to resume work sooner, even while still recovering.

The goals are to:

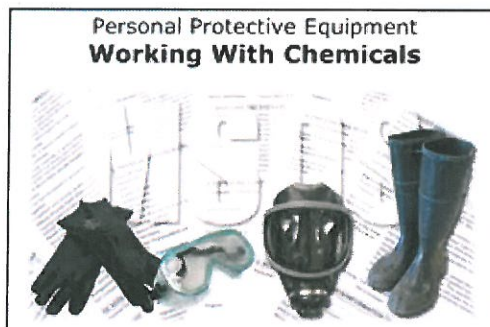
- Reduce employer costs related to workers' compensation, disability and medical insurance.
- Save the cost of hiring and training replacements.
- Minimize the emotional and financial impact of an illness or injury for the employee.
- Enable the worker to continue relationships with colleagues and avoid the mutual alienation that can result from an extended absence.
- Boost productivity and morale in the organization.
- Enable the employee to earn a living, remain independent, and return to his or her previous economic, social and vocational status.

Ask Robin

Q: Can an exposure to a chemical substance below an occupational health limit represent a health hazard for some employees?

A: Generally, we assume that if an exposure to a chemical substance is below an occupational health limit, there is no cause for concern. However, occupational exposure limits do not represent a fine line between a healthy versus an unhealthy work environment. Possible reasons for an individual to have increased susceptibility to a chemical substance can include the following: age, gender, genetic factors (predisposition), lifestyle choices (e.g., poor diet, smoking, abuse of alcohol and other drugs), pre-existing medical conditions (asthma, high blood-pressure, cardiovascular disease, etc.), ethnicity and medications. Previous exposure to chemicals that are known sensitizers (such as formaldehyde and isocyanates) can cause reactions to sensitized individuals well below the established occupational health limits for these chemical substances. Increased work load (light versus heavy) and extreme heat or cold can also change an individual's response to chemical exposures. The bottom line – it is possible for an individual to have an adverse reaction to a chemical substance even though the exposure is well below the established occupational exposure limits. The occupational exposure limits are set so that the *majority* of the exposed population will have no adverse reaction.

Keep in mind the occupational exposure limit listed in regulations is the limit of exposure without respiratory protection. Other PPE, such as gloves, aprons, eye protection, face-shields etc. would still be required depending upon the hazards of the chemical substance.



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