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# The Informer

A monthly newsletter addressing workplace safety by Iowa Municipalities Workers' Compensation Association .

## National Work Zone Awareness Week

April 9-13 marks the 2018 National Work Zone Safety Week with the theme "Work Zone Safety: Everybody's Responsibility." Sponsored by the American Traffic Safety Services Association, the spring campaign is held at the start of the construction season to encourage safe driving through work zones.

The campaign is targeted towards the motoring public, however it's also important for workers to brush up on the proper work zone safety plans before the season gets into full swing. Be sure to follow the Manual on Uniform Traffic Control Devices guidelines any time you are working on or near a roadway, and don't forget your high visibility apparel.

The road construction season, which is typically identified as March through November, is just gearing up. According

to the Iowa Department of Transportation, last year Iowa had 10 work zone fatalities, seven motorists and three workers. As the National Work Zone Awareness Week campaign states, work zone safety is everybody's responsibility. We can all do our part, by taking the time to set-up safe work zones and by following traffic and common sense rules to make work zones safer for workers.

IMWCA loss control representatives will have the newest Work Zone Awareness Week poster available to place in your work area, but you don't have to wait. On the last page of this newsletter we have provided a smaller copy you can print and post right away.



## ONLINE UNIVERSITY COURSE HIGHLIGHT

Performance  
Evaluation

Learn more online  
[www.imwca.org](http://www.imwca.org)

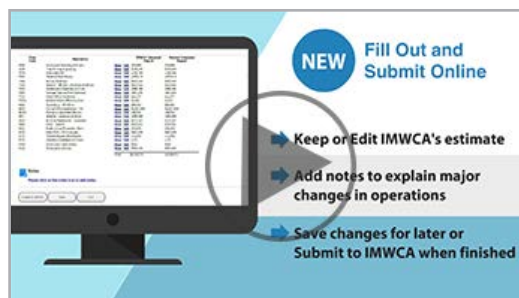
## Payroll worksheet now available online

IMWCA's payroll renewal worksheet for the upcoming 2018-2019 policy renewal is now available online. A paper copy was also mailed in mid-February. The mailing contained information regarding online access. Please re-view your worksheet either in paper or

online, and indicate any payroll that differs from our estimate. The deadline to return the worksheet is March 23, 2018, so we can record your adjustments and calculate an accurate estimate of your renewal premium. Final Estimated Premium Schedules, Informa-

tion Pages and Invoices will be mailed in May.

Contact us at (800) 257-2708 or [andrewjustice@iowaleague.org](mailto:andrewjustice@iowaleague.org) if you have not yet received your payroll worksheet or with any questions.



Learn more about the online payroll worksheet process in our YouTube video.

## CLAIMS CORNER:

Matt Jackson, Claims Manager

# Company Nurse text messaging service

The services and features available through Company Nurse, IMWCA's first-report-of-injury service, benefit everyone: the employer, the injured worker and IMWCA. Some of these benefits include:

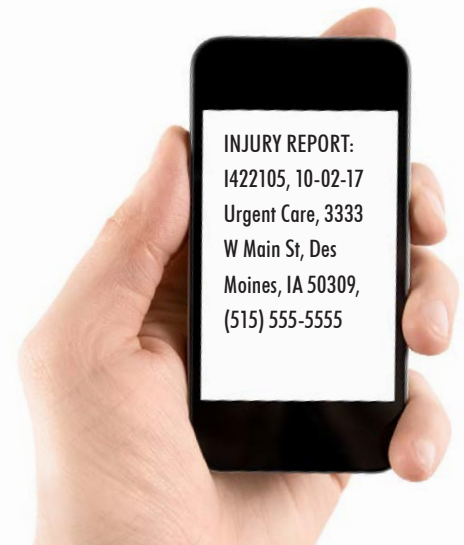
- Immediate claims reporting
- Expert nurse triage (resulting in fewer emergency room visits)
- Available 24/7/365
- Helps keep everyone's costs low
- Referral to your designated clinic

Now, Company Nurse also offers your injured employees a text messaging service. After the injured worker calls Company Nurse and completes the injury report and nurse triage, Company Nurse offers to send the employee a text message. The text message contains their incident ID number (not the same as our claim number) and the medical provider information, if they were referred. A sample of the text message is shown to the right.

IMWCA started using this text messaging service on September 22, 2017. Since that time 459 injured workers have elected to receive their confirmation number and referral information through text. Only 214 injured

workers have declined to receive the text. Overall, the feedback Company Nurse has received regarding this new service has been very positive. Most injured workers are happy to receive the text, so they can save it.

This is just another example of how IMWCA, through our partnership with Company Nurse, is committed to not just helping everyone return home safe, but is also committed to helping your injured employees get the care they need.



## Annual Solid Waste Safety Workshop to be held March 20

Register now for the 2018 IMWCA Solid Waste Safety Workshop. This year's workshop has great topics to help you, your facilities and your employees stay safe.

The workshop will be held from 9 a.m. to 3 p.m. on Tuesday, March 20 at Ziegler CAT in Altoona. The workshop is free to members and non-members of IMWCA and includes lunch.

The agenda for this year's workshop includes topics suggested by solid waste professionals. Presenters include industry representatives, the Iowa Department of Public Safety (Narcotics Enforcement), Iowa Occupational Safety and Health Administration (OSHA) and IMWCA staff. The Iowa Department of Natural Resources has approved this workshop for 4.4 contact hours (.44 CEUs) for certified landfill operators.

Register or learn more online at [www.imwca.org](http://www.imwca.org). Questions can be sent to [losscontrol@iowaleague.org](mailto:losscontrol@iowaleague.org). Space is limited, and this event typically has a waiting list.

### Topics for this year's workshop include:

- SWANA Safety Awareness Program Update
- Lock Out/Tag Out for Heavy Equipment
- Hiring Solid Waste Facility Employees
- Harassment Issues in the Workplace
- Online University Training Update
- IMWCA and Workers' Compensation Update
- Iowa OSHA Update
- Drug Awareness
- Updated Injury Data for Iowa Solid Waste Industry



## Seasonal employees deserve training, too.

With spring break approaching the need to hire seasonal employees is in sight. The big thing to remember when hiring, training and managing seasonal employees is that these individuals are just as much an employee as your regular, full-time and part-time employees. Probably the greatest differences between your regular employees and your seasonal employees is the lack of eligibility for some benefits and that often seasonal employees are minors.

Prior to hiring any minor be sure to look at Iowa Child Labor Law and Occupational Safety and Health Admin-

istration (OSHA) young worker rights. These laws protect minors by regulating the type of jobs, number of hours and how late they are allowed to work. Restrictions are based on the minor's age. Examining the rules associated with

minors will help ensure you hire minors for the types of positions that have been approved to keep them as safe as possible. See [www.iowadivisionoflabor.gov/child-labor](http://www.iowadivisionoflabor.gov/child-labor) and [www.osha.gov/youngworkers/employers.html](http://www.osha.gov/youngworkers/employers.html) for more detailed information.

You may not be convinced that regular employees and seasonal employees are essentially the same, as it is obvious that seasonal employees work considerably fewer hours in a given year. However, it is imperative for you to realize your responsibility as the employer.

You must follow the same employment laws when hiring, managing and terminating seasonal employees as you do with regular employees. It is common for seasonal employees to be terminated at the end of the season, and rehired at the start of the season next year. Do not make the mistake in thinking that when you rehire former employees you do not need to do a new physical or orientation. Many aspects can change for the rehired employee and the employer during the employee's time away.

In order to help you protect and ensure a safe productive work environment for your seasonal employee, a model Seasonal Employee Orientation Program is available at [www.imwca.org](http://www.imwca.org)  
> Loss Control > Model Programs.

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## Trustees renew discounts, bonuses

On January 25, the IMWCA Board of Trustees met and reviewed the Discount Rating Plan and the Good Experience Bonus Program for Fiscal Year 2018-2019. Consideration was given to the actuarial evaluation, the 8.1 percent rate decrease recommended by NCCI and approved by the Iowa Insurance Commissioner, and the fund balance of IMWCA.

The Board elected to maintain the overall average discount in the Discount Rating Plan to 37 percent for FY 2018.

The Good Experience Bonus Program was not changed with credits ranging from 8 to 20 percent. These additional credits are applied for members with experience modification factors of .95 or less, stair-stepping up to the maximum discount for an experience modification factor of .74 or less. The Discount Rating Plan and decrease in rates benefits all IMWCA members, while maintaining the credits in the Good Experience Bonus continues to reward the best performance.

IMWCA Informer is a monthly newsletter published by the Iowa Municipalities Workers' Compensation Association (IMWCA) in cooperation with the Iowa League of Cities. View past issues online at [www.imwca.org](http://www.imwca.org).

Comments or suggestions: contact Bethany Crile, newsletter editor, at (515) 244-7282 or [bethanycrile@iowaleague.org](mailto:bethanycrile@iowaleague.org).

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PLAN NOW FOR SAFE SEASONAL EMPLOYEES




Share this article and YouTube video with the person charged with hiring and training seasonal employees.

IOWA MUNICIPALITIES WORKERS' COMPENSATION ASSOCIATION

# IMWCA

 [www.imwca.org](http://www.imwca.org)

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IOWA LEAGUE OF CITIES  
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# NATIONAL WORK ZONE AWARENESS WEEK



# 2018 WORK ZONE SAFETY: EVERYBODY'S RESPONSIBILITY

