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503 W. Park Ave. \* Barberton, Ohio

February 2012

**Wellness, Does It Pay?**

*February 8, 2012 Safety Luncheon*

Dr. Michael M. Hughes, MD, FACC has been providing interventional cardiac care to patients in Northeast Ohio for over 20 years.

Dr. Hughes is an Associate professor of Clinical Medicine at Northeast Ohio Universities College of Medicine. He was recently named the Medical Director Southwest Region Cardiovascular Services, Summa Barberton Hospital. Dr. Hughes sees patients at our Summa Barberton Hospital office.

Growing up in South Carolina, Dr. Hughes received his Eagle Scout and God and Country Awards from the Boy Scouts of America. Dr. Hughes lives in the Akron area with his wife, Casey.

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**February 8, 2012  
Safety Council  
Luncheon**

**Michael M. Hughes  
Medical Director  
Southwest Region**

**“Wellness, Does It Pay”**

**CALL YOUR  
RESERVATIONS IN TO THE  
CHAMBER  
OFFICE AT  
330-745-3141  
OR EMAIL THEM TO**

**[SOUTHSUMMITCC@ATT.NET](mailto:SOUTHSUMMITCC@ATT.NET)**

**DON'T MISS THIS  
INFORMATIVE  
MEETING  
BEING HELD  
AT :**

**Prime 93**

**Chopped Steak**

**Pan Seared Tilapia**

**Chicken Breast Beurre  
Blanc**

**Seafood Salad**

**Chicken Breast Salad**

**Cari's Corner**

Question: **For Permit Required Confined Spaces**, as an employer, am I required to post a sign reading: **Danger—Permit-Required Confined Space, Do Not Enter** at every permit required confined space in my facility?

**Answer:** Yes, this is the most common practice for the OSHA standard. 1910.146 (c)(2) states: If the workplace contains permit required confined spaces, the employer shall inform exposed employees, by posting danger signs or by any other equally effective means, of the existence and location of and the danger posed by the permit spaces.

**Note:** A sign reading DANGER—PERMIT-REQUIRED CONFINED SPACE, DO NOT ENTER or using other similar language would satisfy the requirement for a sign.

The employer shall ensure that they inform exposed employees of their Confined Spaces. OSHA will likely verify compliance by interviewing exposed employees to determine if they are aware of the existence, location and dangers posed by the permit spaces.

As stated in the standard “equally effective means” to a sign may be used, talk to your BWC Safety Consultant if you are considering using a method other than a posted sign.

## Stress Prevention for Work

Low morale, health and job complaints and employee turnover often provide the first signs of job stress. But, sometimes there are no clues, especially if employees are fearful of losing their jobs. Lack of obvious or widespread signs is not a good reason to dismiss concerns about job stress or minimize the importance of a prevention program.

(See Step 1 in January's issue)

### Step 2: Design and Implement Interventions.

Once the sources of stress at work have been identified and the scope of the problem is understood, the stage is set for design and implementation of an intervention strategy.

In small organizations, the informal discussions that helped identify stress problems may also produce fruitful ideas for prevention. In large organizations, a more formal process may be needed. Frequently, a team is asked to develop recommendations based on analysis of data from Step 1 and consultation with outside experts.

- Target source of stress for change.
- Propose and prioritize intervention strategies.
- Communicate planned interventions to employees.
- Implement Interventions.

Certain problems, such as a hostile work environment, may be pervasive in the organization and require company-wide interventions. Other problems such as excessive workload may exist only in some departments and thus require more narrow solutions such as redesign of the way a job is performed. Still other problems may be specific to certain employees and resistant to any kind of organizational change, calling instead for stress management or employee assistance interventions. Some interventions might be implemented rapidly (e.g., improved communication, stress management training), but others may require additional time to put into place (e.g., redesign of a manufacturing process).

### Next Month:

### Step 3: Evaluate the Interventions.

## FREE, NO OBLIGATION EVALUATION

If your company has not applied for our group-rating program, now is the time. BWC has announced that the maximum discount for the next policy period is 53% and the South Summit Safety Council encourages all members and non-members to apply for the FREE evaluation of your company's eligibility to participate. **APPLY NOW!!** Don't miss this opportunity to save money on your workers' comp premiums. Many of our members are already participating and saving thousands of dollars.

Complete the enclosed AC-3 form and fax it to your Chamber at 330-777-0597 for a **FREE, NO OBLIGATION** evaluation of your company's eligibility to participate in this cost savings program. The savings can be significant and the service is excellent.

For questions regarding the group-rating program and discount availability, please contact the Safety Council office at 330-745-3141 for more Group Rating Information.

South Summit Safety Council

503 W. Park Avenue  
Barberton, Ohio 44203  
Phone: 330-745-3141  
Fax: 330-777-0597  
e-mail: [southsummitcc@att.net](mailto:southsummitcc@att.net)  
website: [southsummitchamber.org](http://southsummitchamber.org)

**Temporary Authorization  
to Review information**

From: Policy number
Entity
DBA
Address

Note: For this to be a valid letter, the self-insured department for self-insured employers, or the employer services department for all other employers, must stamp it. Being temporary in nature, BWC will not record via computer or retain this authorization. Representative must possess a copy when requesting service relative to the authority granted therein.

This is to certify that \_\_\_\_\_ including its agents or representatives identified to you by them, has been retained to review and perform studies on certain workers' compensation matters on our behalf.

The limited letter of authority provides access to the following types of information relating to our account

- (1) Risk files;
- (2) Claim files;
- (3) Merit-rated or non-merit-rated experiences;
- (4) Other associated data.

This authorization does not include the authority to:

- (1) Review protest letters;
- (2) File protest letters;
- (3) Ale form *Application for Handicap Reimbursement(CHP-4)*;
- (4) *Notice of Appeal (IC-12)* or *Application for Permanent Partial Reconsideration (IC-88)*;
- (5) File self-insurance applications;
- (6) Represent the employer at hearings;
- (7) Pursue other similar actions on behalf of the employer.

I understand this authorization is limited and temporary in nature and will expire on 02/28/2012 or automatically nine months from the date received by the employer services or self-insured departments, whichever is appropriate. In either case, the length of authorization will not exceed nine months.

Telephone number	Fax number	E-mail address
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Print name	Title	Signature	Date
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BWC-0503 (Rev. 07/28/2008)  
AC-3  
SSCC

**Return this  
form by fax to:  
330-777-0597**





503 W. Park Ave. Barberton, Ohio 44203

## SAFETY COUNCIL MEETING SCHEDULE

February 8, 2012 Prime 93

Michael M. Hughes, MD  
Medical Director Southwest Region  
Summa Cardiovascular Institute

“Wellness, Does It Pay?”

Safety Council Board of Directors:

Al Bollas President

Kelli Harvey Vice President

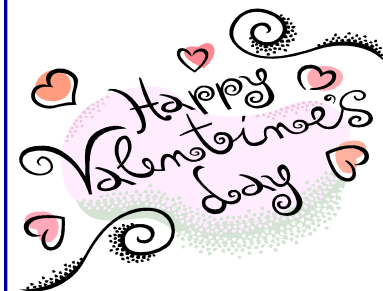
Donna Henretty Secretary

Mark Brown Treasurer

March 14, 2012 Harbor Inn

Don MacBride  
Safety & Performance Specialist  
Dominion East Ohio Gas

“CO & Natural Gas Safety”



## February's Safety Luncheon at Prime 93

The cost is \$15 per person w/reservation or \$20 without reservation.  
*If reservations are made and an unexcused absence occurs your company will be invoiced.*  
Reservations MUST be received by 3pm the day *BEFORE* the meeting or the charge will be \$20.

Please make your reservation by  
calling 330-745-3141 or email us at [southsummitcc@att.net](mailto:southsummitcc@att.net)

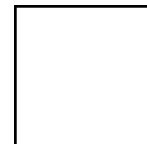
### Menu for Prime 93:

Grilled Chopped Steak , Pan Seared Lemon Pepper Tilapia  
Chicken Breast Beurre Blanc, Seafood Salad  
Marinated Chicken Breast Salad

### Menu for Harbor Inn

Potato Crusted Cod, Wild Mushroom Chicken, Pulled Pork BBQ Sandwich w/slaw & chips  
Choice of Full House Salad w/chicken or Warm Goat Cheese Salad w/chicken

THANK YOU!!



**South Summit Safety  
Council  
503 W. Park Ave.  
Barberton, OH 44203**