

Great Game of Huddle Notes November 27, 2018

Greene County Human Resource Director Mailyn Jeffries opened today's meeting, speaking about Workers' Compensation Insurance and how it effects those at the County.

WC Statue:

- RSMO 287.020.2: Accident- An unexpected traumatic event or unusual strain identifiable by time/place of occurrence & producing at the time objective symptoms of an injury caused by a specific event during a single work shift. An injury is not compensable because work was a triggering or precipitating factor.
- RSMO 287.020.3: Injury- "Just because an injury occurs within a workplace, it does not mean it is a WC related injury." An injury by accident is compensable only if the accident was the prevailing factor in causing both the resulting medical condition & disability. An injury shall be deemed to arise out of & in the course of the employment only if:
 - It is reasonably apparent, upon consideration of all the circumstances, that the accident is the prevailing factor in causing the injury
 - It does not come from a hazard or risk unrelated to the employment to which workers would have been equally exposed outside of & unrelated to the employment in normal nonemployment life. For example, if an injury occurred while simply walking down the sidewalk, it does not mean that work was the prevailing factor in such injury.

WC Costs:

- Job classes and rates: Each job that an employee performs in, has a different rate assigned to it, which is calculated using payroll. Therefore, "our payroll is how WC premiums are also calculated."
- Modifier: Based on both frequency and severity.

Missouri Safe at Work Program:

- Developed to provide more accurate and updated statistics (developed Sept. 2018).
- Used to assist in the education and prevention of WC.
- Missouri 2017: Workplace Accidents Reported and Highest Ranking Industry:
 - 118 fatalities- transportation and warehouse
 - Injury incidents 99,743- health care, social assistance
 - Lost time injuries (actual time employee was off work): 8,246- manufacturing

Greene County statistics since January 1, 2018:

- 85 reported injuries
- Majority from the GCSO and Highway Department, as job duties more at risk for injuries.

Kami Johnson, Human Resource Specialist, who handles both WC and FMLA:

Rights and Responsibilities:

Employee Process:

- Immediately report injury to your supervisor

- Contact MPR Nurse Line: 1-855-477-2266 (flyers available for offices) and follow nurse's instructions and/or referral to appropriate treatment location. Follow-through with all medical and therapy treatment.
- Notify HR
- Obtain medical care (if needed)
- Keep employer updated of any and all future follow-up appointments

Employer Process:

- Determine if compensable injury
- Assist in getting injured employee medical care (if needed) and that employee is always following instructions
- File First Report of Injury within 30 days (MPR's Nurse Line completes this by phone)
- Return to work paperwork should include instructions, restrictions, follow-up appointment dates, accommodations for temporary restrictions etc. for employee
- Keep communication open!

Questions: Feel free to contact Kami at 417-868-4896 or kljohnson@greencountymo.gov
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