

FY18 rebate program

Criteria

Based on rules set forth in Ohio Administrative Code (OAC) 4123-17-56.2, most employers can earn a rebate on their workers' compensation premium for active participation in their local safety council.

Employers must fulfill all rebate program eligibility requirements to be eligible for any rebate.

Employers not in a group-experience or group-retrospective program can earn a 2 percent participation rebate for meeting eligibility requirements and an additional 2 percent performance bonus rebate for reducing frequency or severity by 10 percent or remaining at zero. Employers enrolled in a group-experience program qualify only for calculation of the 2 percent performance bonus rebate. Employers enrolled in a group-retrospective program qualify only for a 2 percent participation rebate.

If an employer has a rebate eligibility question, their primary point of contact is the safety council sponsoring organization who will then communicate the inquiry to DSH.

Eligibility requirements

1. Enroll with the local safety council by July 31, 2017.
2. Attend 10 meetings or events, at least eight through the local safety council. Employer has the option to earn a maximum of **two** external training credits.
3. CEO or highest ranking local authority must attend any one safety council-hosted meeting or special event. The safety council is the ultimate authority on approving a qualified representative to fulfill the CEO requirement. The highest standard must be maintained in accepting only qualified representatives to fulfill this requirement
4. Submit semi-annual reports for the 2017 calendar year.

Guidelines for meeting attendance credit

- For rebate meeting credit, an employer must be in attendance for the majority of the meeting. The safety council sponsoring organization is the final authority on whether an employer shall be given meeting credit based on their arrival and departure times.
- The attendance of any employer representative qualifies for meeting attendance credit.
- A person can represent only one policy number with their attendance at a safety council meeting or external training event.
- No matter the duration of the meeting, training or special event, attendance equals one meeting credit. Multiple representatives at one meeting, training or special event equals one meeting credit. Scheduling multiple events for multiple credit in one day is prohibited.
- Safety council *monthly* meetings do not qualify for meeting credit for any employer not enrolled in that safety council.
- Any safety council sponsored or co-sponsored event will result in regular meeting credit for that safety council's members. Training the safety council sponsors or co-sponsors should not be considered external training for its own members.

Guidelines for CEO credit

- The CEO requirement must be fulfilled at a meeting, seminar or special event hosted by the safety council in which the employer is enrolled.
- Where a CEO represents multiple policy numbers, his/her attendance at one meeting will fulfill the CEO requirement for all policies, but attendance credit will be given to only one policy number.

Guidelines for external training credit

It is the employer's responsibility to submit an official certificate of attendance for external training credit to the safety council in which they are enrolled by June 30, 2017. For audit purposes, copies of external training certificates must be submitted to DSH as they are received from member companies. External training may include:

- **Ohio Safety Congress** – maximum of one meeting credit per event, no matter the number of sessions or days attended nor how many employer representatives in attendance;
- **BWC Division of Safety & Hygiene any classroom courses** – maximum of one meeting credit per course;
- **Industry-specific safety training** – maximum of one meeting credit per scheduled training with at least one hour of safety curriculum;
- **Seminar, conference or special event hosted by another safety council** (not safety council *monthly* meetings).

Exclusions

- **Safety training conducted at the employer's workplace, online courses or webinars do not qualify for safety council rebate external training credit.**

Rebate limitations

- Self-insuring employers and state agencies are excluded from the rebate offer;
- A performance bonus cannot be calculated if after the beginning of the performance bonus benchmark period (July 1, 2017) an employer enters into a third-party transaction, a partial transfer or a professional employer organization relationship. BWC bases an employer's frequency and severity calculation upon its claims activity and payroll information for similar comparison periods. Entering into the third-party transaction significantly alters this information and invalidates the comparison;
- For a Professional Employer Organization (PEO) to qualify for the safety council rebate, the PEO and each of its individual client employers must fulfill all safety council rebate eligibility requirements in the local safety council in which they enroll. If all PEO clients fulfill all eligibility requirements, the PEO will receive the 2% participation rebate. If the participation rebate is earned, the 2% performance bonus will be calculated on PEO clients enrolled in the PEO for the entire performance bonus comparison period. If all individual clients of the PEO do not meet the safety council rebate eligibility requirements, no rebates will be extended;
- To receive the rebate, employers must be current with respect to all payments due BWC. Employers may not have cumulative lapses in workers' compensation coverage in excess of 40 days within the prior 12 months. Additionally, employers must have timely reported actual payroll for the preceding policy year and pay any premium due upon reconciliation of estimated premium and actual premium.

Recordkeeping

The safety council sponsoring organization is required to submit a sign-in sheet with the evaluation of each monthly meeting. At the end of the fiscal year, the safety council will provide an electronic spreadsheet of employer members that have met all of the eligibility requirements, by policy number, using a pre-populated spreadsheet provided by DSH. Two times a year DSH will provide safety councils with a member data verification report identifying employers who should follow up with BWC regarding their workers' compensation coverage status (November and May).