

Jan-Jun
2020

SELF-INSURED EDUCATION CALENDAR

OSHA Safety Series

- OSHA Recordkeeping: Intermediate
- OSHA 10-Hour General Industry Safety and Health Outreach Training
- OSHA Safety Series: Emergency Planning
- OSHA Safety Series: Active Shooter

Workers' Compensation

- Workers' Compensation Claims Academy

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Safety Solutions

- National Safety Council Defensive Driving 4-Hour Course
- Safety Solutions: Mindfulness In the Workplace
- Safety Solutions: Safety Inspections
- Safety Solutions: Revitalizing Your Safety Committee

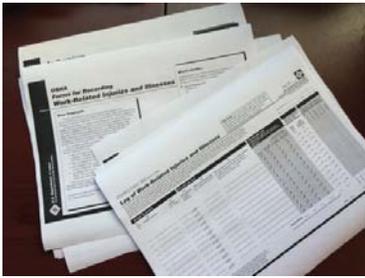
Supervisory/HR

- Stepping Up to Supervisor
- Sexual Harassment Prevention Training for Supervisors
- Managing Your Return To Work Program
- Common Decency®
- ADA and FMLA: An Advanced Program for Employers



WORKERS' COMPENSATION TRUST

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OSHA Safety Series

OSHA Recordkeeping: Intermediate

THU
9
JAN

Program 9:00 AM - 12:00 PM
Workshop 12:00 PM - 1:00 PM
\$50 per person
2.75 CEUs from LeadingAge CT

For the veteran OSHA record keeper, this class taught by Trust staff will present a brief overview of the basics with an emphasis on complex questions, how to ensure you are not over reporting and an optional workshop to review your OSHA logs. Bring your most complicated questions and/or send them ahead to discuss during this interactive class. Severe Injury Reporting and the Electronic Recordkeeping requirements will be covered in this session. The optional workshop will be used to answer specific questions you have concerning your organization's 2019 OSHA log(s).



National Safety Council Defensive Driving 4-Hour Course

WED
22
JAN

8:30 AM - 1:00 PM
\$75 per person

NEW this year, this course is being offered bi-monthly to make it easier to meet employer requests! Dates scheduled for 2020:

- Wednesday, January 22
- Wednesday, March 18
- Wednesday, May 6
- Thursday, July 23
- Wednesday, September 23
- Thursday, November 12

Distracted driving is a deadly behavior. Each day in the United States approximately 9 people are killed and more than 100 injured in crashes that are reported to involve a distracted driver. Employees can learn to be a safer driver. Give your employees the tools they need to be a defensive driver every time they get behind the wheel. This 4-hour defensive driving course, taught by Trust staff and developed by the National Safety Council, provides practical techniques each driver can use to protect themselves and their passengers from a motor vehicle crash. Participants will receive a National Safety Council certificate upon successful completion of the class.



Safety Solutions

Mindfulness in the Workplace

THU
6
FEB

9:00 AM - 1:00 PM
\$50 per person
3.75 CEUs from LeadingAge CT

Your employee's "mindset" in relationship to the environment and those they care for or come in contact with plays a critical role in your organization's goal to prevent injuries and incidents. This **NEW** and interactive educational session taught by Trust staff will provide attendees with information to help eliminate "mental absenteeism" and "habitual inattentiveness" with the goal of reducing and eliminating workplace injuries. Workplace mindfulness looks to build and promote a culture of safety by keeping your employees present and anticipating potential injury risk. This program will introduce Situational Awareness and how it relates to reducing a wide spectrum of injuries.

Safety Solutions

Safety Inspections

THU
20
FEB

9:00 AM - 12:00 PM
\$50 per person
2.75 CEUs from LeadingAge CT

Taught by Trust staff, this **NEW** program will help your company understand how facility and operational inspections should not just be viewed as "checking off the box", but how they ensure your safety program is more proactive than reactive! An inspection allows you and your staff to identify hazards and loss exposures...**BEFORE** they turn into accidents and injuries. Attendees will be provided with sample inspection forms to guide you through a focused evaluation of your operations and allow you to address exposures before they become problems. In addition to physical hazards and exposures, the program also addresses behavioral and situational exposures, so you can uncover and address the hazards.



Stepping Up to Supervisor

THU
12
MAR

9:00 AM - 12:30 PM
\$75 per person
3.25 CEUs from LeadingAge CT

Often in organizations, when openings arise for supervisors, individual contributors from the department are selected for the role but given little or no training. These new supervisors can sometimes struggle in making the shift into management. Calvin Morgan of Learning Dynamics will provide attendees with an engaging workshop which covers: distancing oneself from former peers, setting boundaries, interpersonal communication skills, coaching, providing constructive feedback, dealing with conflict, building teams and knowing when to involve one's manager.

OSHA Safety Series

10-Hour General Industry Safety and Health Outreach Training

THU
26
MAR

9:00 AM - 3:30 PM
\$295 per person
11 CEUs from LeadingAge CT

THU
2
APR

This **2-day** program is designed to provide the participants with a variety of information regarding safety and health in the workplace. Participants will gain knowledge about OSHA standards for general industry. Taught by Trust staff and OSHA, this program will benefit those that have the responsibility to provide a safe work environment for employees and minimize employee injury. Successful completion of the 2-day course will provide the participants with the necessary knowledge, sample templates, and information to properly implement various OSHA safety programs and training requirements. Topics include: Introduction to OSHA/Recordkeeping, Walking/Working Surfaces including Fall Protection, Exit Routes, Emergency Action Plans, Fire Prevention Plans and Fire Protection, Hazard Communication, Bloodborne Pathogens, Personal Protective Equipment, Electrical, Workplace Violence, Ergonomics, and Safety and Health programs. Attendees will receive the OSHA 10-Hour General Industry DOL card.

Sexual Harassment Prevention Training for Supervisors

TUE
7
APR

9:00 AM - 11:00 AM
\$50 per person
2 CEUs from LeadingAge CT

Led by Letizia, Ambrose & Falls, P.C. this class meets the requirements of the Connecticut law and provides participants with an understanding of the various aspects of sexual harassment. Supervisors will learn how to avoid liability by acting promptly to address a sexual harassment claim, how to

properly investigate a sexual harassment claim, gain an understanding of the common mistakes involving a sexual harassment complaint, and how to avoid these costly errors.

Current CT law requires employers with 3 or more employees to provide 2 hours of sexual harassment training to supervisors. Under the new law, supervisors who received legally-acceptable training provided on or after October 1, 2018 counts towards the new requirement. Supervisors that received the 2 hour training prior to October 1, 2018 will need to be retrained. This class will enable employers to meet the requirement for supervisory training.



THU
16
APR

9:00 AM - 12:00 PM
\$50 per person
2.75 CEUs from LeadingAge CT

This program provides specific information and material for Trust members to develop and implement an effective Return To Work policy and procedure. In addition, this program will assist with understanding the role of the medical provider and understanding how to interpret and use the information found on a Work Status Report. This information is designed to assist our members with reducing the impact of an employee's injury. Attendees will learn how to foster a workplace that accommodates work related injuries and assures that injured workers minimize lost time. It will define why keeping injured workers at work is best practice; best for the worker, best for your company, and best for your operations as employers who do not accommodate RTW face increased Workers' Compensation costs, negative claims experience, and malingering employee injuries. This program will also provide insight as to what to do when you have exhausted opportunities to accommodate and recovery is not forthcoming. You will also learn **how to build** an effective Return To Work Program and incorporate this mindset into your work practices. Taught by the Trust's dedicated Return To Work Specialist, attendees will be guided through the ins-and-outs of the Return To Work arena.

Professional Series

Workers' Compensation Claims Academy

TUE
21
APR

9:00 AM - 3:30 PM
\$595 per person
11 CEUs from LeadingAge CT

TUE
28
APR

This **2-day in depth** course is designed for those tasked with managing workers' compensation within your organization. Taught by Trust staff, this program will start at the beginning from what a Workers' Compensation insurance policy covers to pre and post loss strategies to help mitigate Workers' Compensation losses. Topics will include: Workers' Compensation Insurance Principles, CT Workers' Compensation Laws, Understanding Key Documentation Requirements, Injury Reporting, Effective Accident Investigation and Injury Management Practices, Effective Communication with Injured Employees, Claims Administrators and Providers, Developing Productive Return To Work Programs, ADA and FMLA implications, Combating Potential Fraud, and How to Evaluate the Effectiveness of your Organization's Workers' Compensation Program's Performance. In addition, you will be provided with a Workers' Compensation Resource Workbook as part of your tuition, which is jam-packed with sample policies, checklists, assessments and much more. You will have a far greater understanding of all the complexity surrounding injured workers and be able to make a far greater impact in managing and reducing costs for any organization you work for. A Certificate of Completion will be issued to all who complete this specialized training.



OSHA Safety Series

Emergency Planning

THU
23
APR

9:00 AM - 12:00 PM
\$50 per person
2.75 CEUs from LeadingAge CT

Taught by Trust staff, this **REVISED** program will provide an overview of OSHA's Emergency Action Plan, standard 1910.38. This program will provide attendees with the information to organize and facilitate employee actions during workplace emergencies. Information will be presented to cover the "All Hazards Planning" including table top exercises.



Common Decency®

THU
14
MAY

9:00 AM - 12:30 PM
\$75 per person
3.25 CEUs from LeadingAge CT

Common Decency® provides managers with an understanding of the importance of fair and consistent treatment of all employees, as they may put themselves and their organizations at risk when they act unprofessionally or illegally. The program emphasizes that there is a strong link between employee satisfaction, customer loyalty, and profitability.

This interactive program taught by Calvin Morgan of Learning Dynamics, offers insight into today's diverse and complex workplace, where employees need an environment which allows them to reach their full potential, regardless of their age, race, sex, religion, ethnicity, sexual orientation, or disability.

In addition, **this course also meets** the current CT law requires employers with 3 or more employees to provide 2 hours of sexual harassment training to supervisors. Under the new law, supervisors who received legally-acceptable training provided on or after October 1, 2018 counts towards the new requirement. Supervisors that received the 2 hour training prior to October 1, 2018 will need to be retrained.

OSHA Safety Series

Active Shooter

THU
21
MAY

9:00 AM - 12:00 PM
\$50 per person
2.75 CEUs from LeadingAge CT

Active shooter incidents in the United States continue to rise in frequency, with new FBI statistics showing the highest average of incidents ever in a two-year period. According to the FBI between the years 2000 and 2018 Active Shooter incidents reached an all-time high with 30 incidents in 2017 and 27 in 2018. Taught by Trust staff this **NEWLY UPDATED INTERACTIVE** seminar will assist employers with recognizing the signs from developing an Emergency Action plan to responding to an Active Shooter event.

Registration & Payment

Visit us at www.wctrust.com. Click on Member Education Programs, then choose the class and complete the registration form. It will direct you to PayPal for payment by credit card or pay by check. If you have any questions, please email losscontrol@wctrust.com or call 203-678-0123.



ADA and FMLA: An Advanced Program for Employers

THU
11
JUN

9:00 AM - 3:30 PM
\$100 per person
5.5 CEUs from LeadingAge CT

Taught by attorneys from Letizia, Ambrose & Falls, P.C., Attorney Heidi Lane, from the State of Connecticut and Attorney Anthony Pantuso of the Pantuso Law Firm, this seminar will help employers understand their responsibilities related to all types of personal, legal, medical and disability-related leaves, including where the laws intersect and overlap, as well as various light-duty work obligations. Heidi will review the changes in the FMLA regulations. As an added benefit, a panel discussion will allow attendees to ask specific questions and receive feedback from the panelists.

Safety Solutions

Revitalizing Your Safety Committee

THU
18
JUN

9:00 AM - 12:00 PM
\$50 per person
2.75 CEUs from LeadingAge CT

An energetic Safety Committee is vital to your organization's safety program and is a crucial component to the success of controlling employee injuries and illnesses. Taught by Trust staff this **INTERACTIVE** class will add more Member interaction and a mock Safety Committee to round out the morning. A breakout session will allow participants from similar organizations to dialog and interact with other members and discuss challenges and potential solutions with your peers. A combination of classroom learning, participant discussion, and resource material will provide the information you need to revitalize and invigorate your organization's safety committee.