40 TIPS
40 MINS
TIP 1

Educate & Train your campus

Alisha Brown, Director, Total Wellness
TIP 2

Prior to an Accident

Know your audience!

Marvin Pratt, EH&S Director
Coordinate to impact

How does coordination with other CSU departments positively impact a workers’ compensation claim?

Corey Ingber, Legal Managing Partner
Prevention and Awareness

How can your campus assist employees with mental and physical wellness?

Beth Ryan, Human Resources
TIP 5

New accident/injury

What to do & who to contact when a claim occurs.

Alisha Brown, Director Total Wellness
Prior to the accident

Determine what TRAINING is needed.
What are the first steps to take in order to minimize the likelihood of the employee hiring an attorney and making the claim litigate?

Corey Ingber, Legal Managing Partner
TIP 8

Income Replacement

What income replacement benefits are available to injured employee?

Beth Ryan, Human Resources
TIP 9

Industrial Disability Leave / Temporary Disability

Importance of meeting and comparison sheet.

Alisha Brown, Director Total Wellness
LOA concurrently with Workers’ Compensation.

What leaves of absence programs run concurrently with workers’ compensation benefits?

Beth Ryan, Human Resources
TIP 11

Prior to the accident
Evaluate what protections are in place.

Marvin Pratt, EH&S Director
Goals beyond Regulations

What is the value of having leading claims goals beyond workers’ compensation regulations?

Corey Ingber, Legal Managing Partner
Communication

The importance of communication with your medical clinics.

Alisha Brown, Director Total Wellness
TIP 14

Prior to an accident
BE AVAILABLE

Importance of being available before, during and after an accident.

Marvin Pratt, EH&S Director
Investigation and Time

After receiving a completed and signed claim form (DWC-1), how much time is there to investigate?
SUPPLEMENTATION?

What is supplementation? How does it work?
After the Accident
Be even, balanced, neutral during an investigation.

Marvin Pratt, EH&S Director
Catastrophic Leave

Can an employee use Catastrophic Leave as supplementation?

Beth Ryan, Human Resources
TIP 19

After the Accident

Why is it important to keep asking questions?

Marvin Pratt, EH&S Director
Claim Reviews
How often and why you should have claim reviews?

Alisha Brown, Director Total Wellness
TIP 21

Sharing Knowledge with Others

Why should various CSU Departments share information and how does this impact a claim?

Corey Ingber, Legal Managing Partner
TIP 22

After the Accident

Be clear with corrective action.

Marvin Pratt, EH&S Director
TIP 23

CalPERS

What does CalPERS require of employers when an employee is unable to return to work?

Beth Ryan, Human Resources
Return to Work ideas?

Alisha Brown, Director Total Wellness
TIP 25

Reasonable Accommodations?

Is it necessary to coordinate a return-to-work opinion from a W/C primary treating physician with HR in order to satisfy FEHA mandates?

Corey Ingber, Legal Managing Partner
TIP 26

TRTW Form

What is the Transitional Return to Work Form and when it is used?

Alisha Brown, Director Total Wellness
TIP 27

FOLLOW-UP

Ensure corrections are prioritized and completed.

Marvin Pratt, EH&S Director
What happens when CalPERS no longer deems a retired employee disabled? Does the campus have to “take the employee back?”
TIP 29

Follow up EHS Staff
Get EHS staff in front of high risk groups.

Marvin Pratt, EH&S Director
Disability Retirement

What is Service Pending Disability Retirement?

Beth Ryan, Human Resources
Psychiatric Claims

Are psychiatric claims different than physical injuries as if so, to what extent?

Corey Ingber, Legal Managing Partner
TIP 32

Disability Retirement

What is an Employer initiated disability retirement?

Beth Ryan, Human Resources
TIP 33

Disability Retirement

What is Temporary Disability Allowance?

Beth Ryan, Human Resources
Cost Drivers?
What are the cost drivers for a workers’ compensation claim?

Alisha Brown, Director Total Wellness
Drivers of Litigation?

What are the most common drivers for litigation?

Corey Ingber, Legal Managing Partner
How to keep litigation down

Alisha Brown, Director Total Wellness
Settlement Considerations

What should be considered before resolving a claim by compromise and release?

Corey Ingber, Legal Managing Partner
The value of a settlement - best claim outcome

Why should most workers’ compensation claims settle rather than be decided by the Workers’ Compensation Appeals Board?

Corey Ingber, Legal Managing Partner
TIP 39

Follow up
Support the Managers.

Marvin Pratt, EH&S Director