

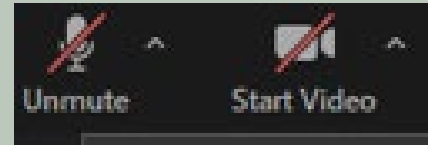
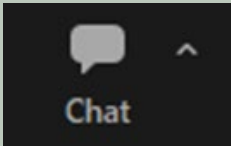
# Logger Safety Initiative Annual Training

*Friday December 15, 2023*



# Thank you for joining the meeting!

- Hover over your name and **click** the 3 dots at the top right corner select 'Rename'
- Use the Chat feature to share questions or thoughts anytime during the meeting.
- Please set your microphone to **mute** and have your camera **off**.
  - \*When presenting or asking questions feel free to unmute and turn your camera on.



## Meeting Hosts:

Eddy Boulch  
Ragnar McCollum  
Siri Newcomb

Questions? Email us at: [Loggersafety@lni.wa.gov](mailto:Loggersafety@lni.wa.gov)

# Agenda

# Presenter

Welcome/Remembrance/LSI Program Updates	Eddy Boulch & Ragnar McCollum
SHARP Updates	Daniele Todorov
Location and wearable base Activity Recognition	Robert Keefe Associate Professor and Director, University of Idaho and, Eloise Zimbelman
Logging Safety	Lance Grove
LSI Safety Video	
Break	10 minutes
Audit LSI and Non-LSI Findings/Education	Lucas Knutzen and Greg Barkley
Safety Training Risk Class	David Pryor, Gary Honc, Michelle O'Brien
LSI Supplemental Monthly Report 2024 Updates	Siri Newcomb
Break	10 minutes
LSI Town Hall Re-Visioning	Siri Newcomb, Ragnar McCollum, Eddy Boulch

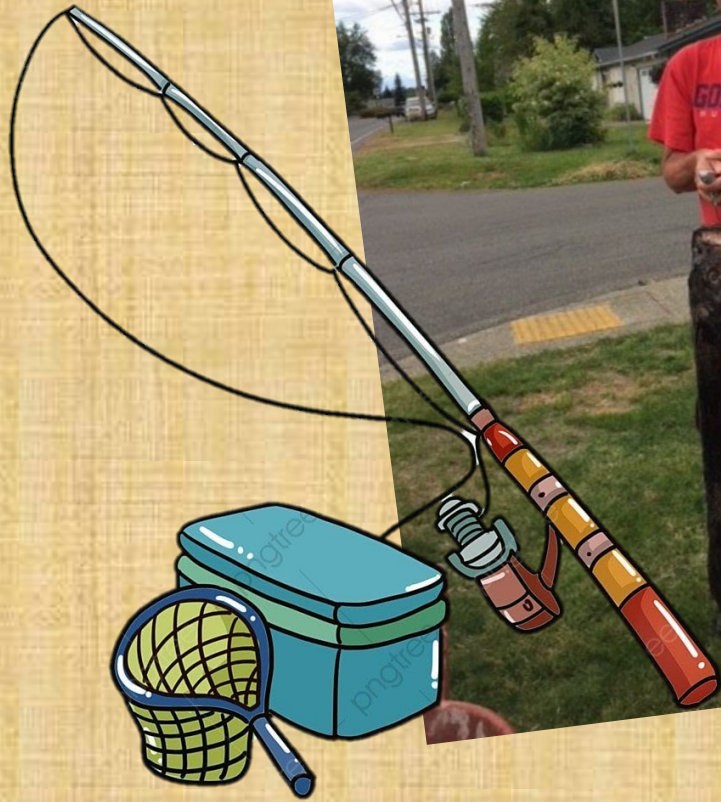


# **An important announcement on behalf Keith Bingham**

**Employer Services Program Manager and Logger Safety  
Initiative Business Sponsor**

Retirement!!!

Thank you, Keith!





**In Remembrance**

**OF THOSE LOST IN 2023**



**Jose Torres**

November 13, 1972 – March 16, 2023



**Daryn Cole**

April 7, 1967 – September 29, 2023





# James Smith

June 15, 1966 – November 3, 2023

**Gone but not forgotten...**

**...please take a moment to share any  
thoughts or condolences.**





# LSI Program Update

*Eddy Boulch*





# Total Membership Breakdown\*

**64 Companies Total**

- 1 Tier Level One
- 4 Tier Level Two
- 59 Tier Level Three

**7 Landowners Registered**

\*as of 12/01/2023



## Five New Members in 2023!

- 4 First-Time Members
- 1 Returning Member



## **Program Running Total for 2023:**

**10** companies have withdrawn from the program.

**1** company has been terminated from the program.



## Safety Review Panel (SRP) Update:

- 11 companies were referred to the SRP this year.
- 7 successfully entered and completed the process.
- 1 retired, closed business.

Currently, there are 3 companies working through the corrective action process.



## Our Program Goals Remain the Same:

- Focus on ways to promote occupational safety
- Reduce the frequency and severity of workplace injuries and fatalities
- Explore options for reducing workers' compensation costs
- Create a culture of safety that is persuasive throughout the logging industry





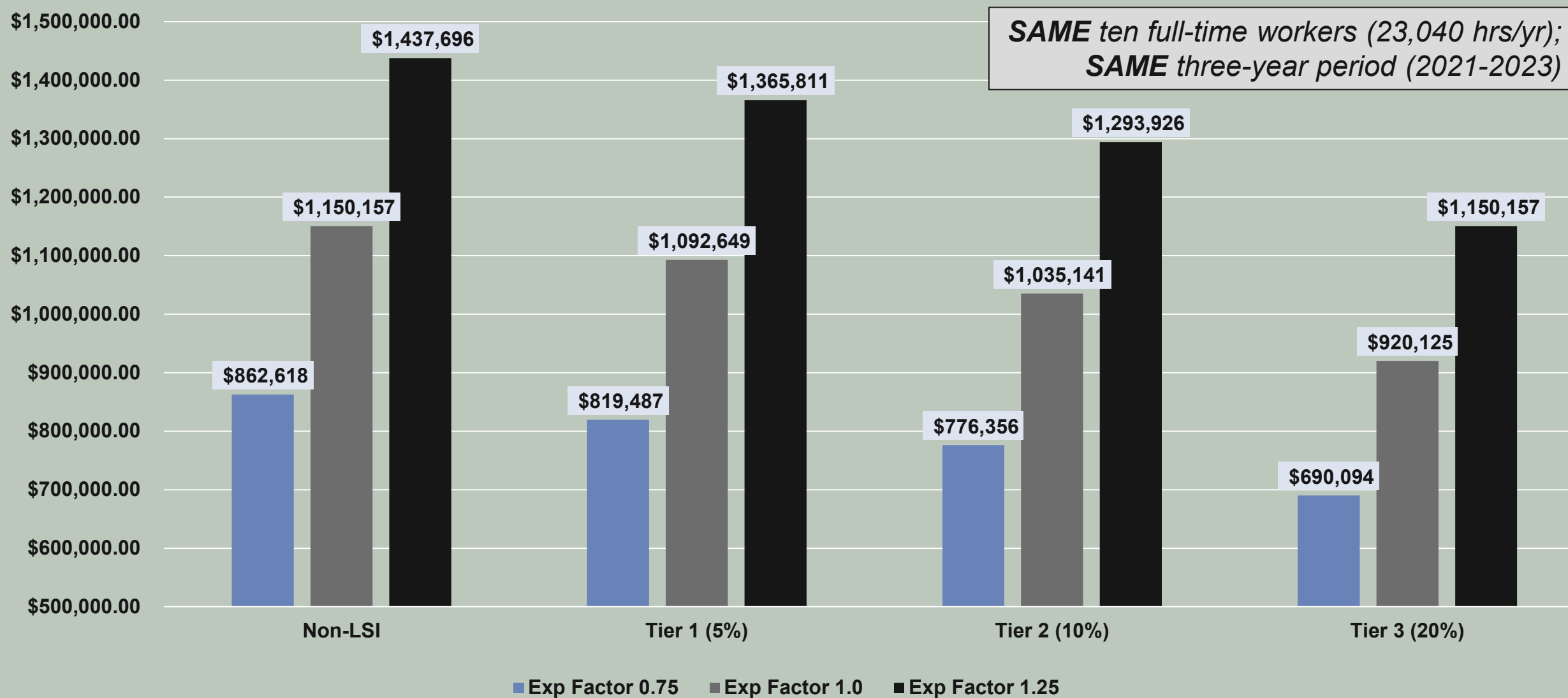
## We Are Succeeding:

- Premium rates have dropped significantly for the manual logging risk classification
- Injury rates have decreased incrementally over time
- The industry is becoming better educated on identifying and recognizing hazards

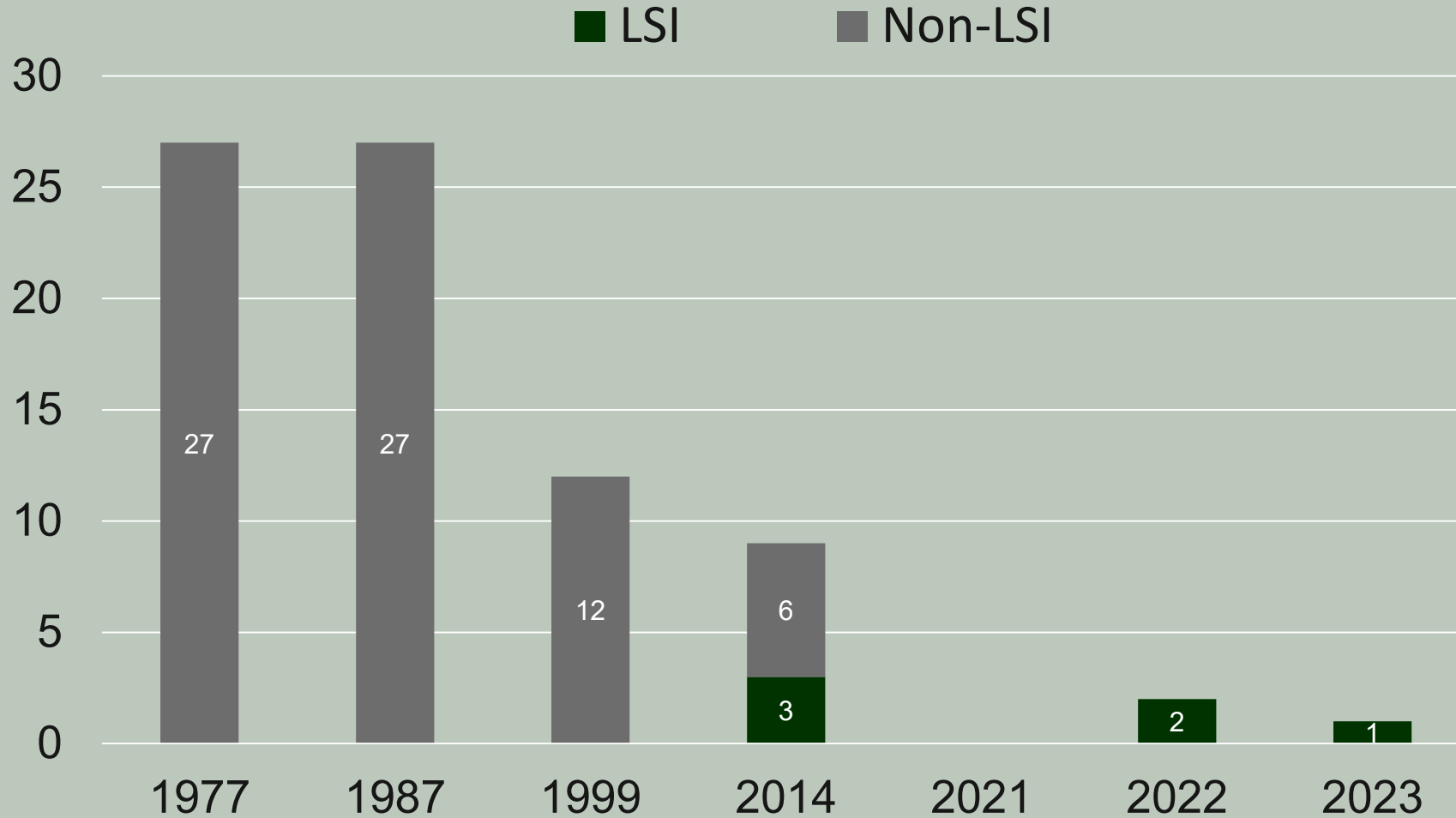
## 5001 Logging Operations, NOC LSI Discount History (2013-present)

YEAR	BASE RATE	5% Discount (TIER 1)	10% Discount (TIER 2)	20% Discount (TIER 3)
2024	\$17.56	\$16.68	\$15.80	\$14.08
2023	\$17.05	\$16.20	\$15.35	\$13.67
2022	\$16.55	\$15.72	\$14.90	\$13.24
2021	\$16.32	\$15.50	\$14.69	\$13.06
2020	\$16.45	\$15.63	\$14.81	\$13.16
<u>2019</u>	<b>\$16.20</b>	\$15.39	\$14.58	\$13.00
2018	\$16.72	\$15.88	\$15.05	\$13.38
2017	\$18.18	\$17.27	\$16.36	\$14.55
2016	\$18.57	\$17.58	\$16.71	\$14.83
2015	\$18.55	\$17.62	\$16.70	\$14.84
<u>2014</u>	<b>\$20.14</b>	\$19.13	\$18.13	\$16.11
<i>Prior to Logger Safety Initiative Inception</i>				
2013	\$19.61	N/A	N/A	N/A

# How Experience Factor and Tier Level Affect Premiums Over a Three Year Period

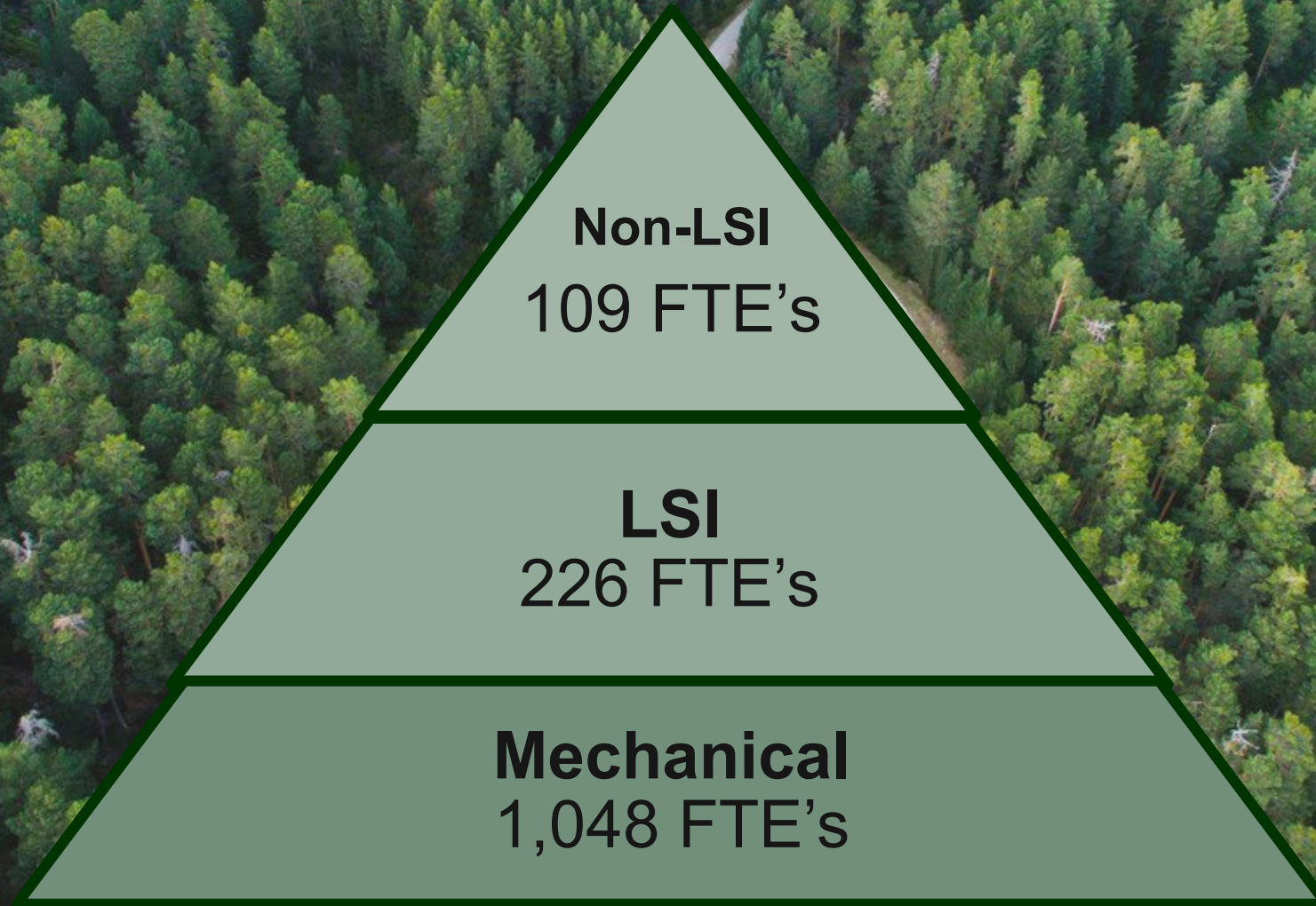


# Fatal Logging Accidents Declined Since the LSI Inception



*\*Manual logging and contracted log hauling*

# WA State Logging Worker Breakdown 2023



# WA State Forest Product Industry Worker Breakdown 2023

Shake and Shingle Mills - Automated Process (1002)	1870	Logging Operations, NOC (5001)	109
Pole Yards and Log Home Manufacturing (1003)	298	<i>Logging Operations, NOC (5001) – LSI Tier 1</i>	15
Log Storage or Sorting Yards (1004)	83	<i>Logging Operations, NOC (5001) – LSI Tier 2</i>	15
Shake and Shingle Mills - Non-automated (1005)	0	<i>Logging Operations, NOC (5001) – LSI Tier 3</i>	196
Pulp and Paper Goods Manufacturing, NOC (2401)	3053	Log Booming and Rafting (5002)	1
Wood Products Manufacturing, NOC (2903)	5828	Log Hauling (5003)	612
Plywood and Veneer Manufacturing (2904)	484	Forestry and Timberland Services - Manual Labor (5004)	753
Furniture and Casket Manufacturing - Wood (2905)	432	Mechanized Logging (5005)	1048
Cabinet and Countertop Manufacturing - Wood (2907)	4071	Forestry/Timberland Services - Machine Operations (5006)	132
Woodenware Products Manufacturing (2909)	106	Log Road Construction (6902)	305

**TOTAL INDUSTRY WORKERS: 19,410**

# Questions?



[edward.boulch@lni.wa.gov](mailto:edward.boulch@lni.wa.gov)      (360) 522-0866

# SHARP: LSI Taskforce Update

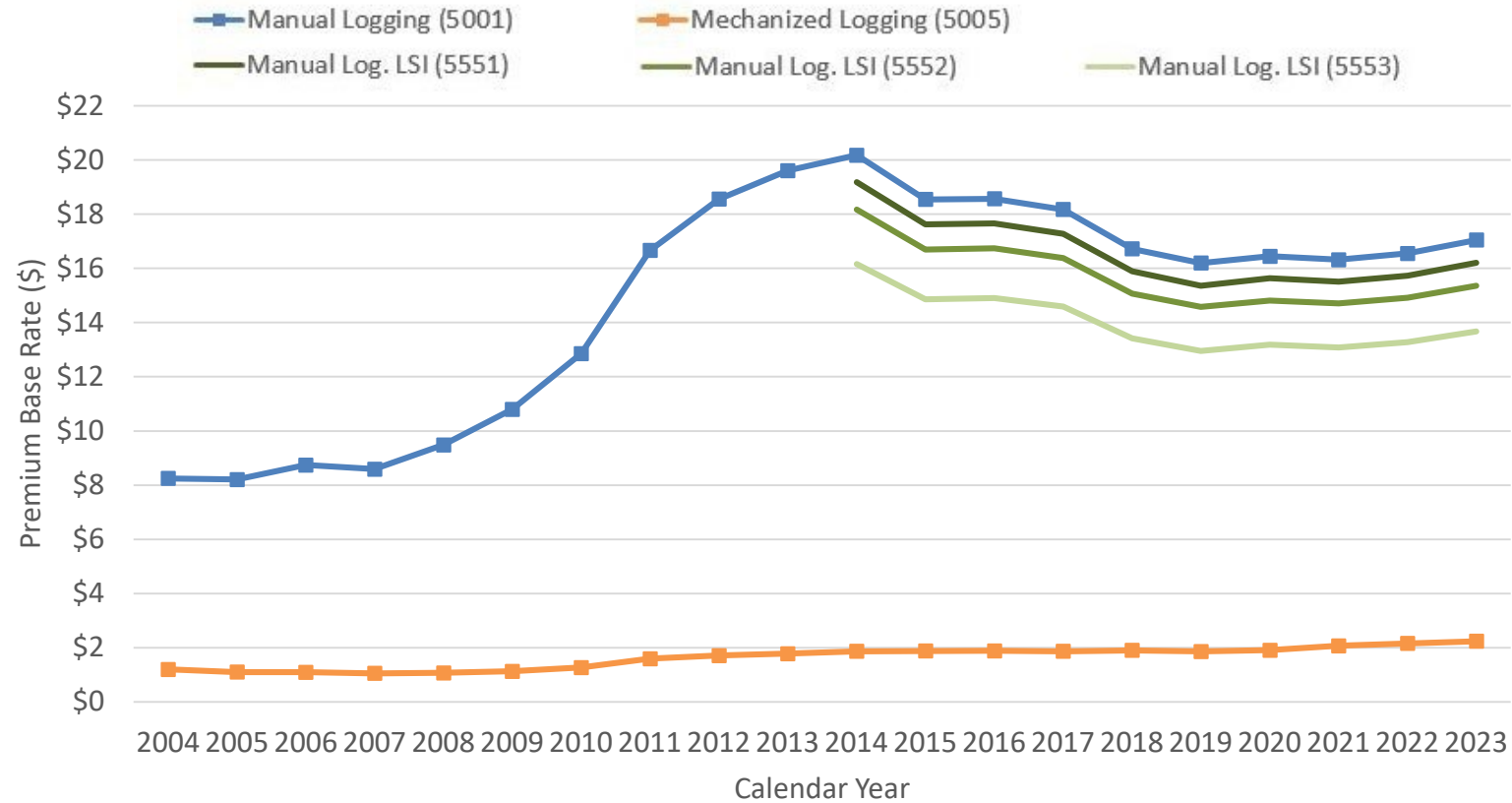
*Danièle Todorov, Epidemiologist  
L&I SHARP Program  
December 12, 2023*







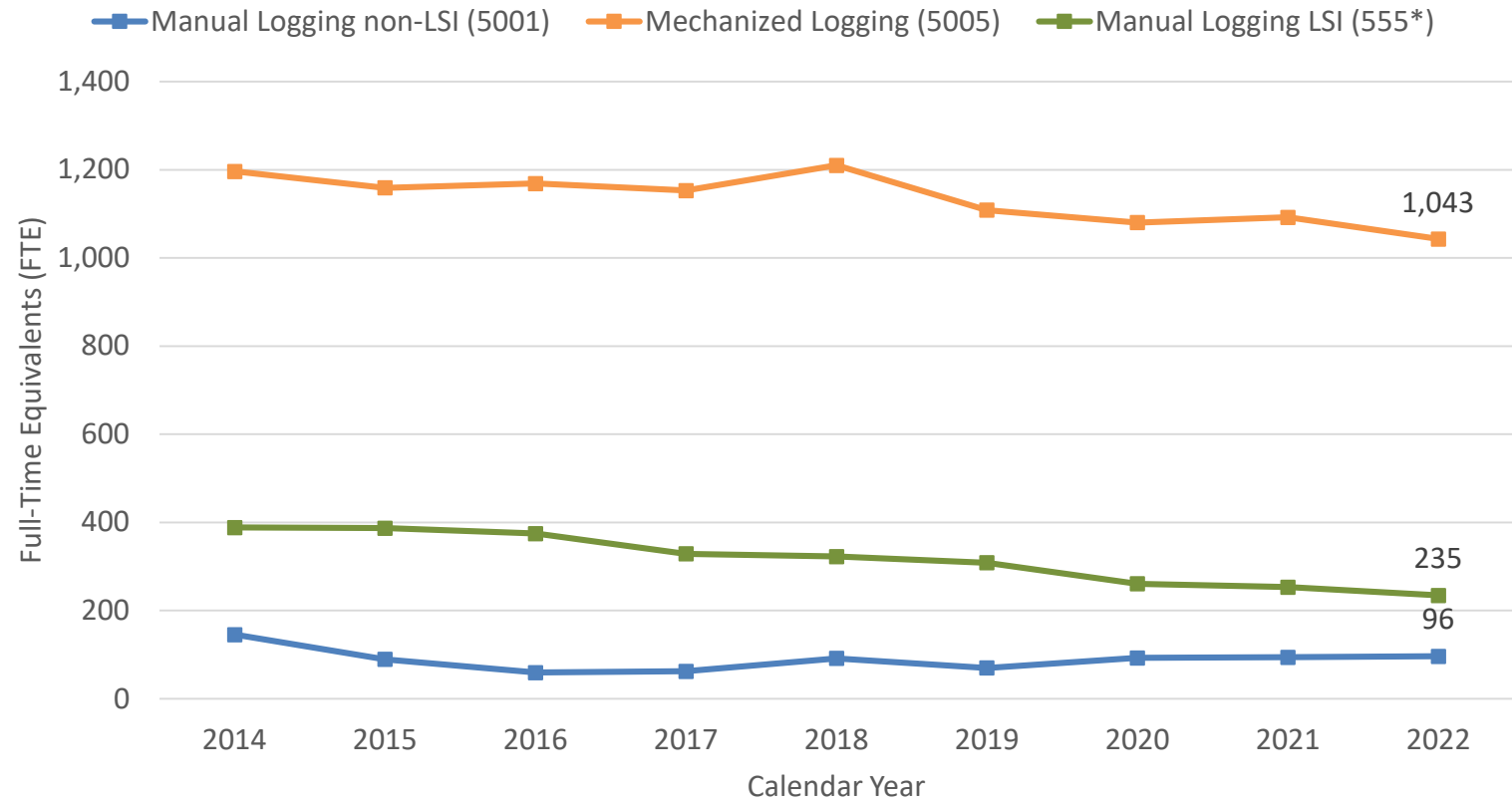
### WA SF Premium Rate for Logging Risk Classes



Source: L&I Data Warehouse



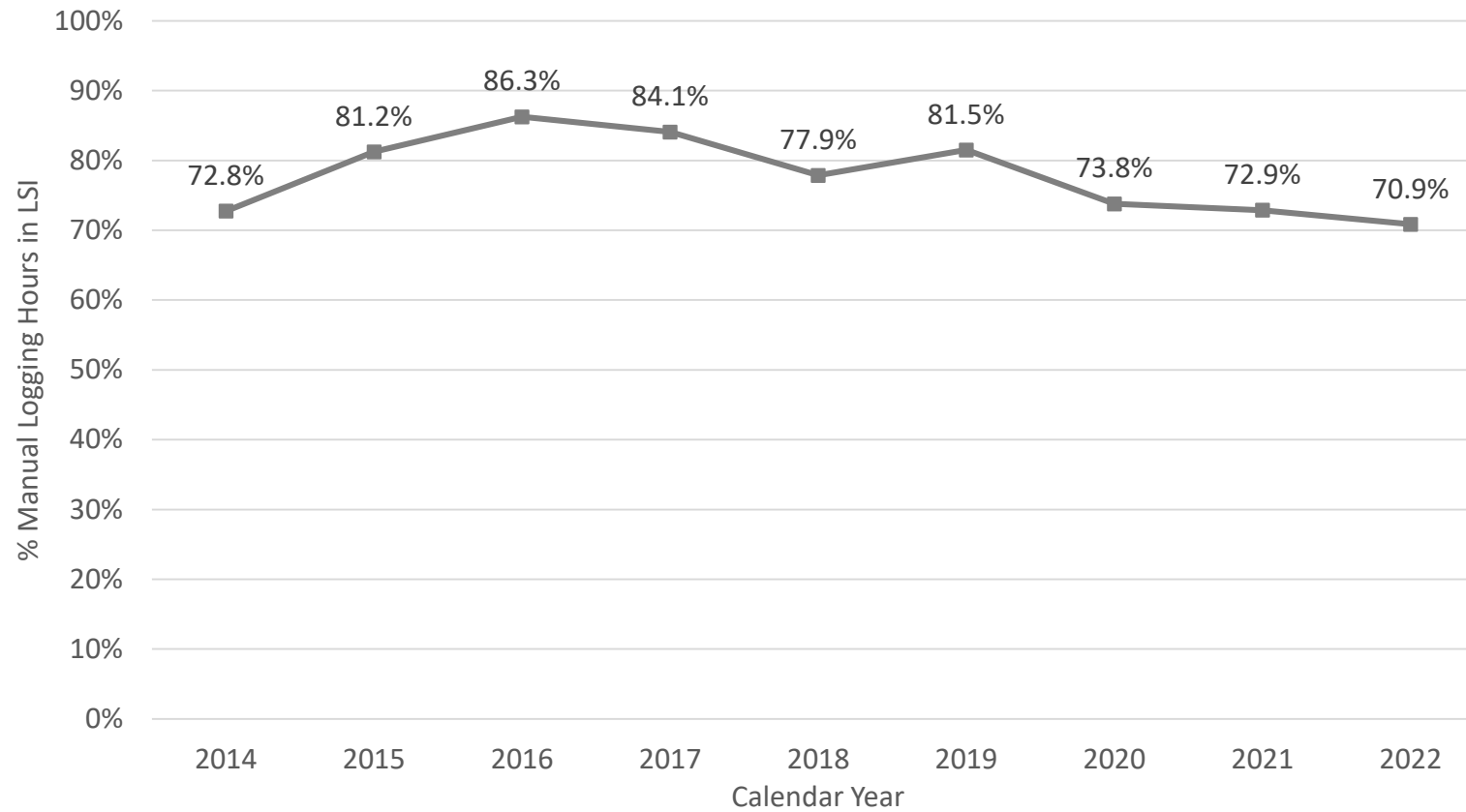
## Reported Payroll Hours in Logging Risk Classes



Source: L&I Data Warehouse payroll tables. FTE = 2000 hours.



## % of Manual Logging Hours in LSI



Source: L&I Data Warehouse payroll tables.



Accepted and compensable claims rate significantly exceed mechanized logging and all other risk classes in the state fund.

Logging claim rate comparisons, 2014-2022		
	Accepted Claims Rate/100 FTE	Compensable Claims Rate/100 FTE
<b>Manual Logging (5001/555x)</b>	32.0	14.5
<b>Mechanized Logging (5005)</b>	5.5	2.5
<b>All other State Fund</b>	4.6	1.3

Source: L&I Data Warehouse. FTE = 2000 hours.



New employees to a company may have increased injury risk.

While greater employee turnover in logging may explain this observation, the information suggests an increased risk injury during the early periods of employment.

% Filed Claims by Duration of Employment at Job of Injury			
	Injured within first 6 months	Injured within first year	Injured after one year
<b>Manual Logging (5001/555x)</b>	34%	44%	56%
<b>Mechanized Logging (5005)</b>	23%	24%	76%

Source: Filed Claims; Mechanized vs. Non-Mechanized; Claims with Unknown Duration of Employment Excluded; CY 2014-2022



LSI program participants have lower claim rates (accepted and compensable)

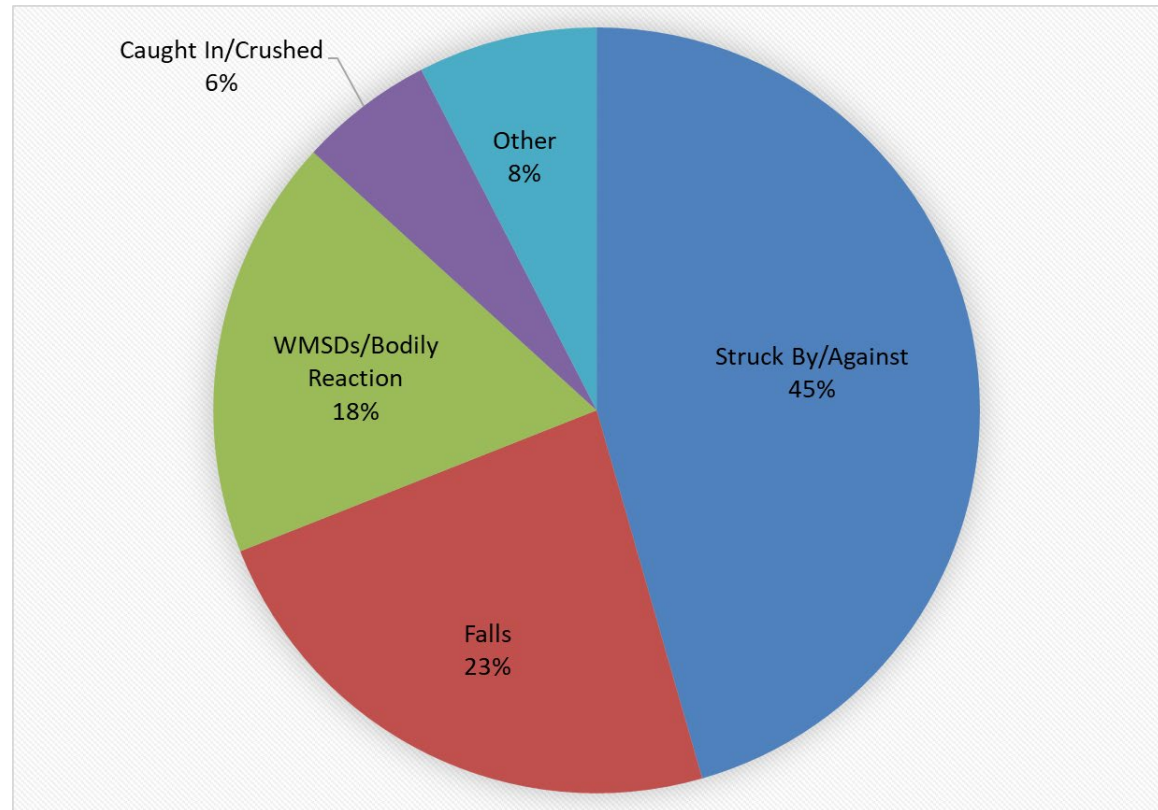
Selection process likely reflects those deeming the discount substantive, can meet the LSI program requirements, and/or have another external influence forcing participation.

Claim Rate LSI participants vs. non-LSI participants, WA SF 2014-2022					
	FTE	Accepted Claims	Accepted Claims per 100 FTE	Compensable Claims	Compensable Claims per 100 FTE
<b>LSI (555*)</b>	2859	882	<b>30.8</b>	373	13.0
<b>Non-LSI (5001)</b>	802	290	<b>36.2</b>	156	19.5

Source: L&I data warehouse. Risk class 5001 is non-LSI; LSI participants are 555x; FTE = 2000 hrs.



Most common injuries among manual loggers (5001, 555\*) were being hit (struck) by an object, falling, and overexerting themselves.



Source: L&I data warehouse. Compensable claims CY 2014-2022 . Risk Class 5001/555x. Grouped by OIICS accident types.



**Questions?**



# Location and Wearable Base Activity Recognition

*Robert Keefe and Eloise Zimbelman  
(Information not yet available)*





## Forestry Workforce Location- and Wearable-based Activity Recognition to Quantify on-the-Job Digital Health and Safety Metrics

Logging is among the most dangerous professions in the United States. Manual felling of timber with chainsaws and setting of cable log chokers accounted for 47% of injuries in Idaho between 2011-2014. Building on a recent PNASH pilot project, a library of wearable- and location-based human activity recognition (HAR) models will be developed and coded into a smartwatch app prototype to enhance the safety and efficiency of forestry work in Idaho, Oregon, and Washington through increased situational awareness (SA) among workers on remote cable logging operations.

This project will:

1. develop HAR models needed to classify logging work activities in real-time using smartwatches;
2. code and evaluate those models using a smartwatch app prototype; and
3. evaluate the smartwatch app jointly with a location-sharing system for active forest operations to provide both location- and smartwatch HAR-based information for improved SA to reduce logging injuries.

HAR models will be developed and evaluated for three core job tasks on cable logging operations: manual felling of timber, manual setting of chokers during yarding of trees, and heavy equipment operation. Project deliverables include a prototype smartwatch HAR app, four peer-reviewed publications, an outreach publication, training workshops for loggers and forest managers, and a dedicated social media account. We expect outcomes of this project to include a reduction in the risk of work-related illnesses and traumatic injuries among forestry workers.

**Principal Investigators:** [Robert Keefe](#), Associate Professor and Director, University of Idaho Experimental Forest, and, [Eloise Zimbelman](#), Postdoctoral Scholar, PNASH Center and University of Idaho

NIOSH Funding Period 2022-2027

# Logging Q&A Session

*Lance Grove DOSH Logging Technical Specialist*





## DOSH DIRECTIVE 27.50

- Department of Labor and Industries Division of Occupational Safety and Health Keeping Washington safe and working
- Jobsite Owner Employers with Responsibility to Indirect Employees

[DD 27.50](#)



- The Supreme Court did not set forth a strict test as to when jobsite owner employers are covered by this ruling. Instead, the Court set forth a series of principles to consider when determining the WISHA liability of a jobsite owner employer. These principles are summarized as follows:



1. Consider whether the jobsite owner employer could reasonably be expected to be knowledgeable about safety standards within a given trade.
2. The jobsite owner must be an employer. Thus, ordinary homeowners are not covered.
3. Are there multiple employers performing a variety of tasks in a complex working environment; and is the jobsite owner employer the entity in the best position to control safety? Is the jobsite owner employer the only entity with the practical ability to coordinate safety and health among the various employers at the worksite?
4. Does the jobsite owner employer have the right to control safety at this jobsite? Generally, the more control exercised by a jobsite owner employer over the work, the more likely that WISHA liability will apply.
5. Jobsite owner employers may be landowners or other property owners. For example, an airline that owns an airplane is also a jobsite owner employer regarding work activities on or inside the airplane.
6. Jobsite owner employers have a duty to comply with WISHA only if they retain control over the manner in which other employers on their jobsite complete their work.



# Feel free to contact me

**Lance Grove**  
**(360) 480-1430**  
**[grol235@lni.wa.gov](mailto:grol235@lni.wa.gov)**



# LSI Safety Video

*LSI Video Preview*





# 10 Minute Break

A central rectangular overlay with a black border contains a nature scene of a rocky stream in a forest. The scene is bright and clear, contrasting with the foggy, snowy background of the entire slide. Overlaid on this scene is the text "10:00" in a large, white, sans-serif font. The background of the slide is a misty, snowy forest with evergreen trees covered in snow.

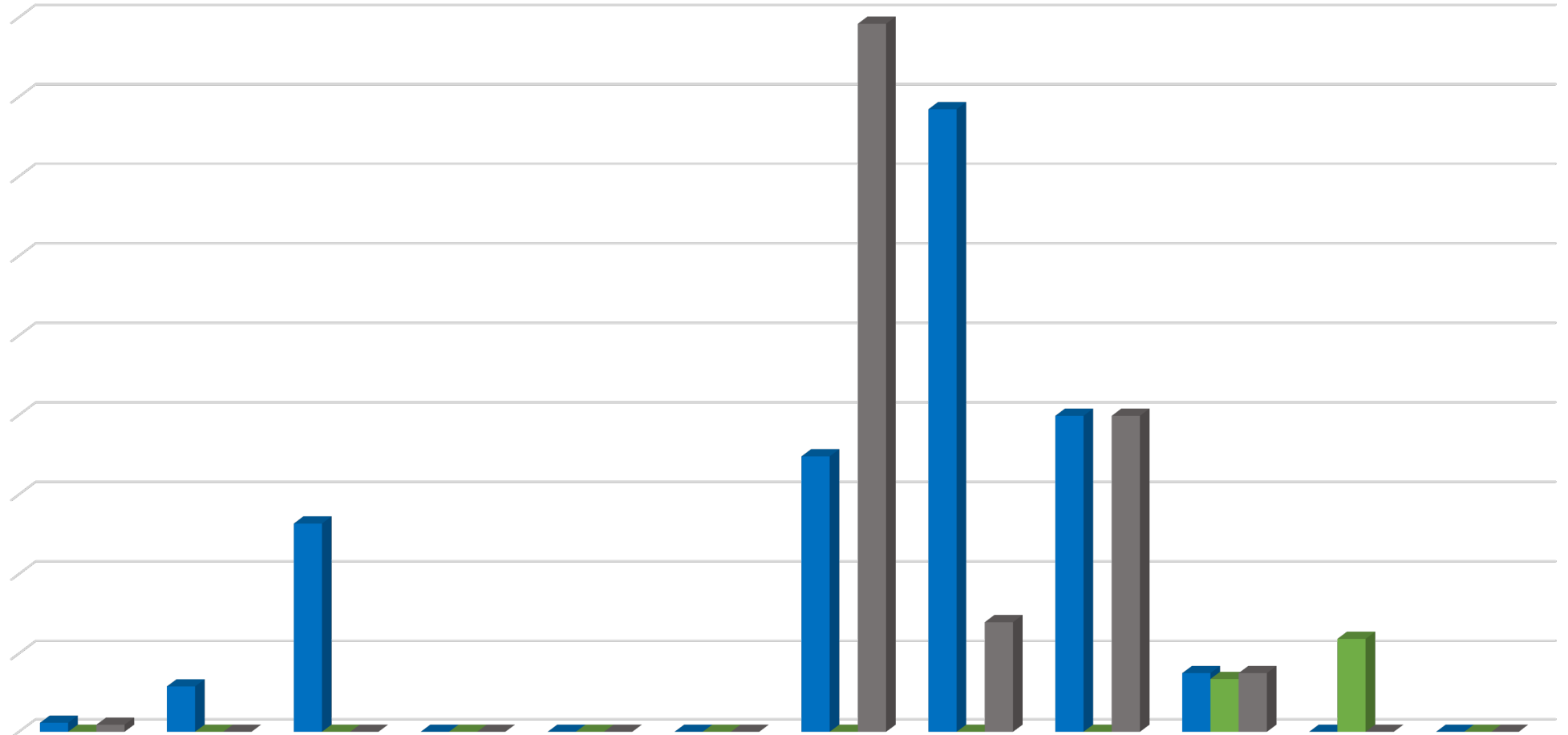
10:00

# Audit LSI and Non-LSI Findings/Education

*Lucas Knutzen & Greg Barkley*

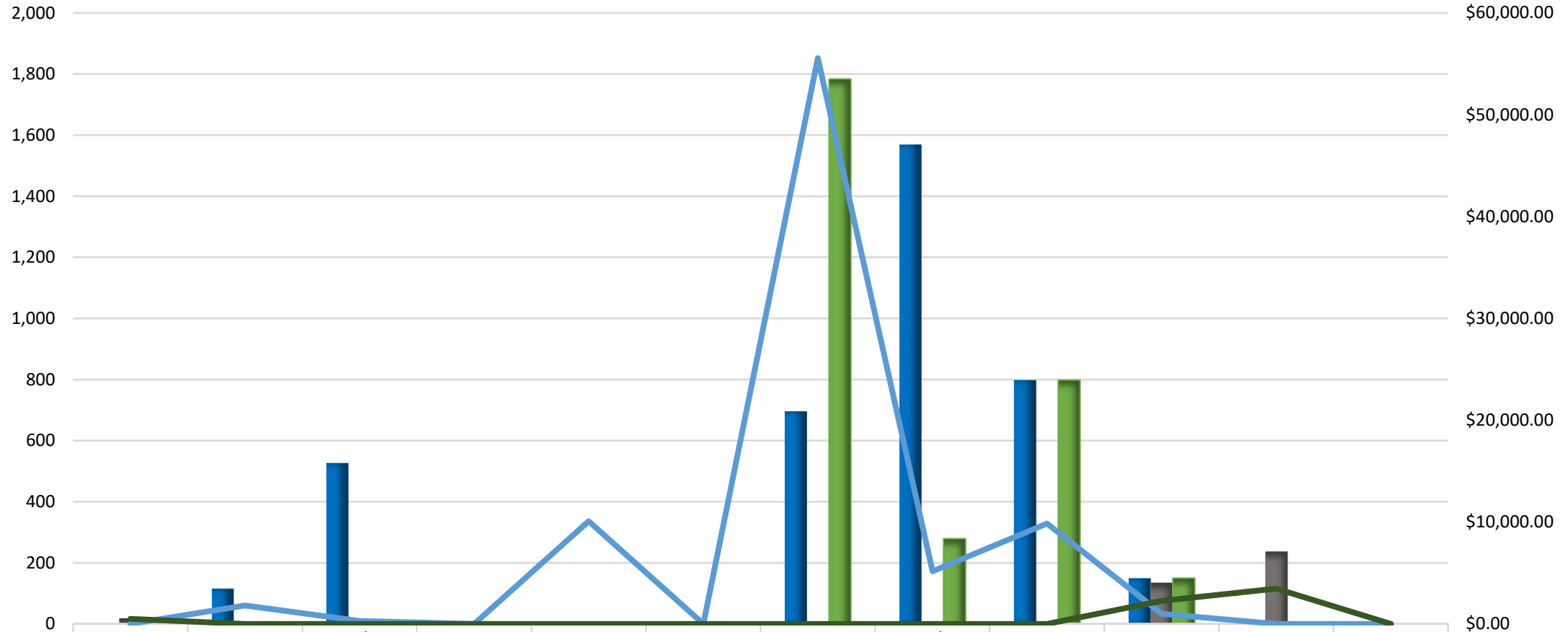


# Technical Audit Hours Dec 2022 – Nov 2023



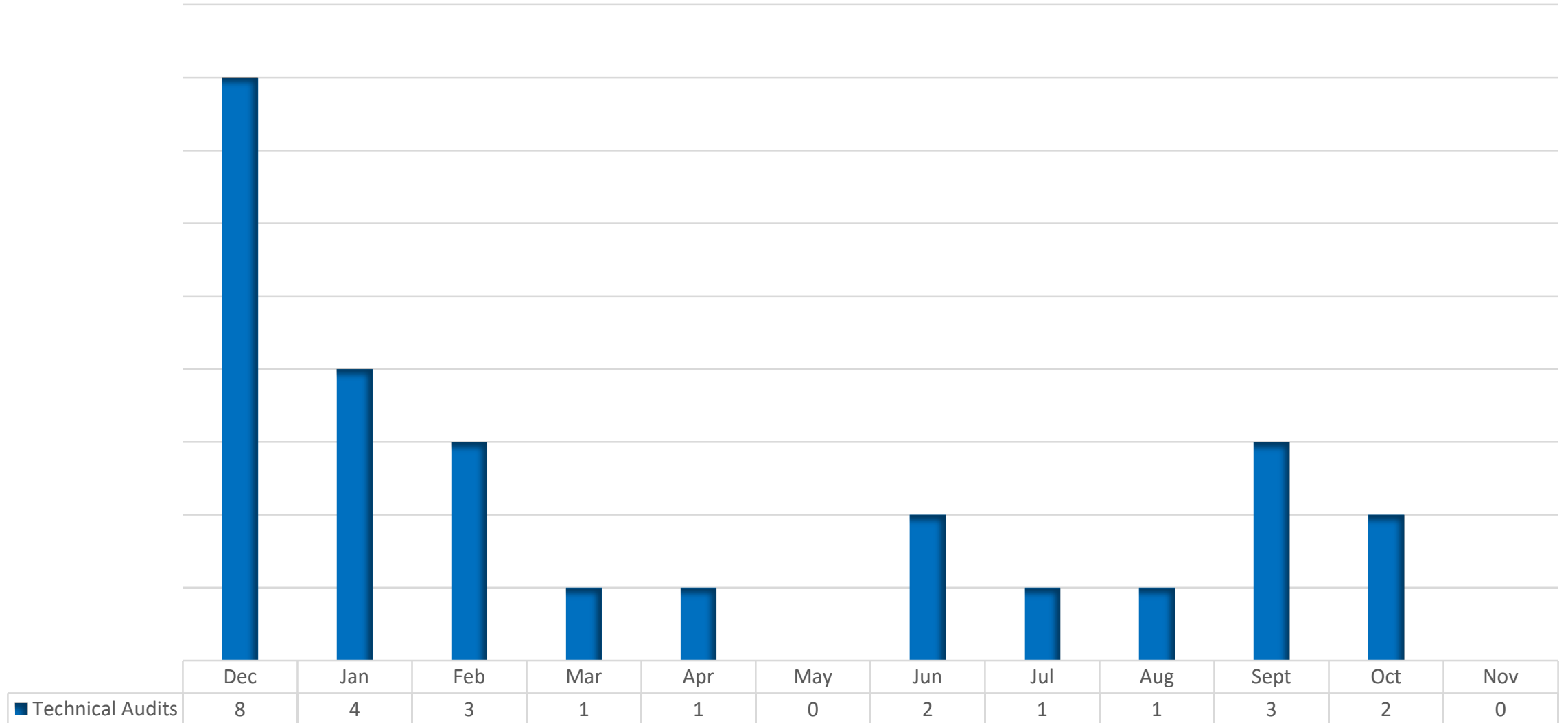
	Dec	Jan	Feb	March	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
All Hours Debit	23	116	527	0	0	0	696	1,569	798	150	0	0
All Hours Credit	0	0	0	0	0	0	0	0	0	135	237	0
Total Ground Hours Debit	18	0	0	0	0	0	1,784	279	798	150	0	0

# Technical Audit Dec 2022 – Nov 2023



	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
All Hours Debit	0	116	527	0	0	0	696	1,569	798	150	0	0
Total Ground Hours Debit	18	0	0	0	0	0	0	0	0	135	237	0
All Hours Credit	5	0	0	0	0	0	1,784	279	798	150	0	0
Total Debit	\$0.00	\$1,801.58	\$299.62	\$0.00	\$10,081.90	\$0.00	\$55,555.00	\$5,157.00	\$9,852.00	\$989.00	\$0.00	\$0.00
Total Credit	\$487.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,258.00	\$3,461.00	\$0.00

# Completed Technical Audits Dec 2022 – Nov 2023



# Lucas' Summary for Technical Premium Audit

During these audits, businesses seem to be mostly in compliance.

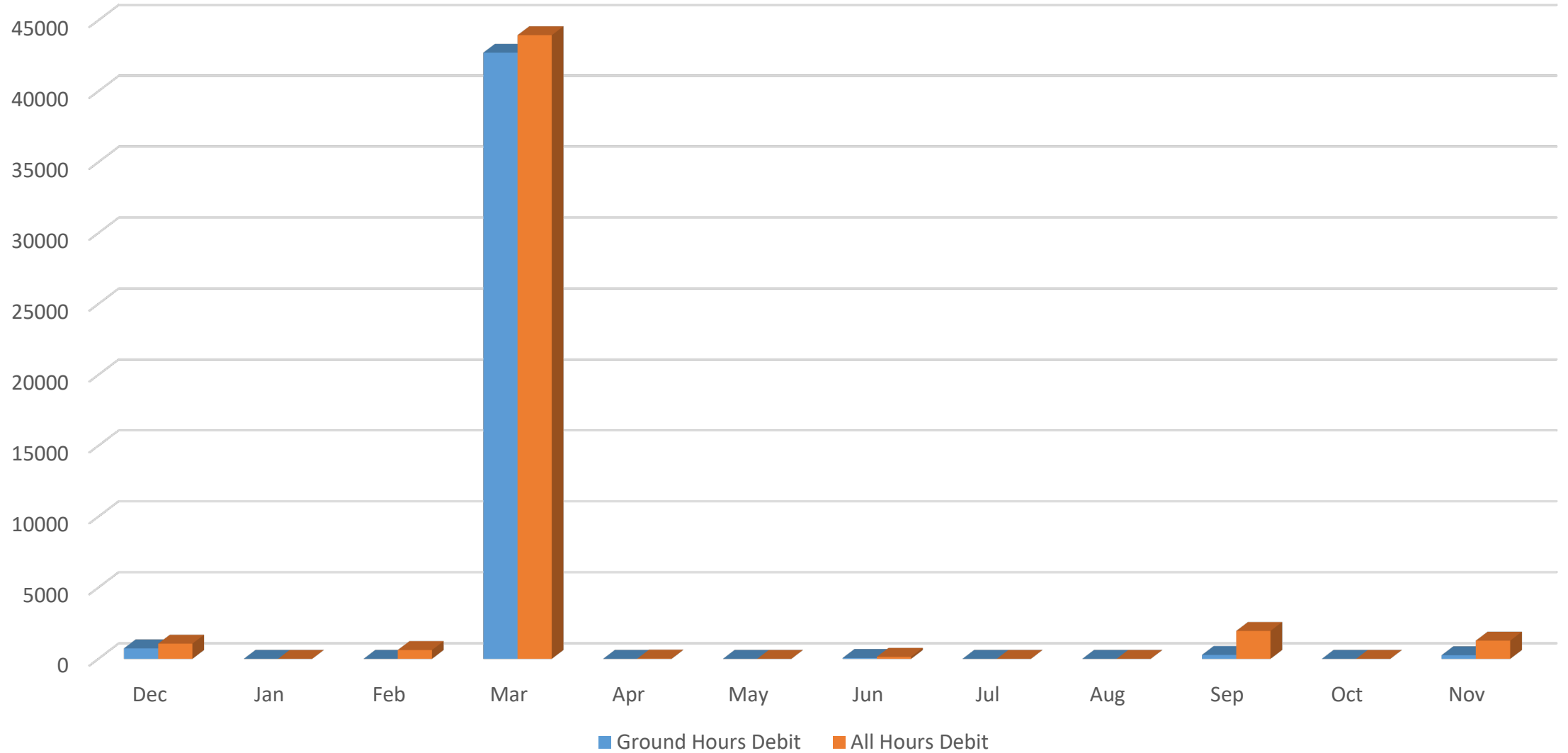
Things to consider:

- Clerical errors

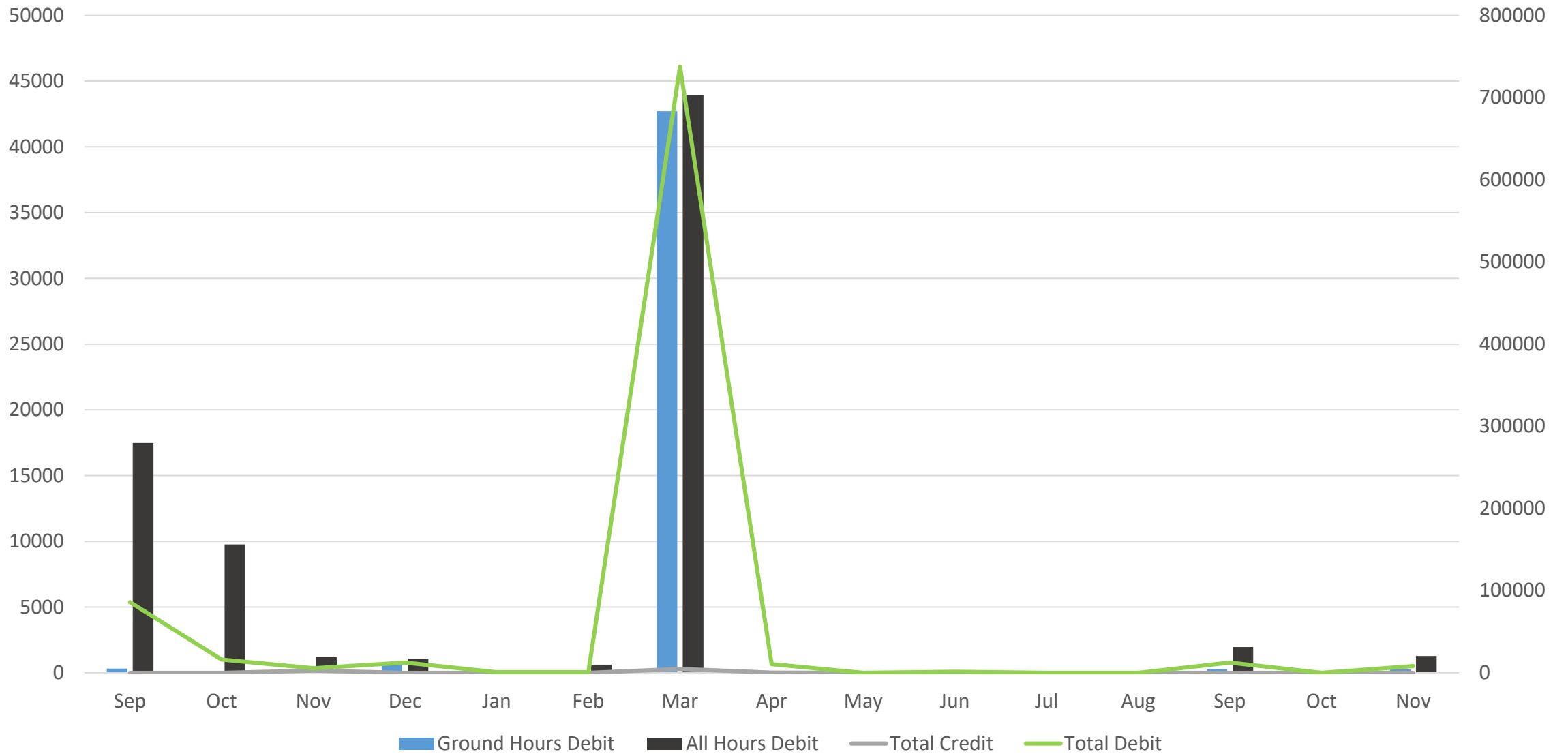
Recordkeeping compliance

- Importance of time records
- Other business and financial records

# Compliance Hours Dec 2022 – Nov 2023

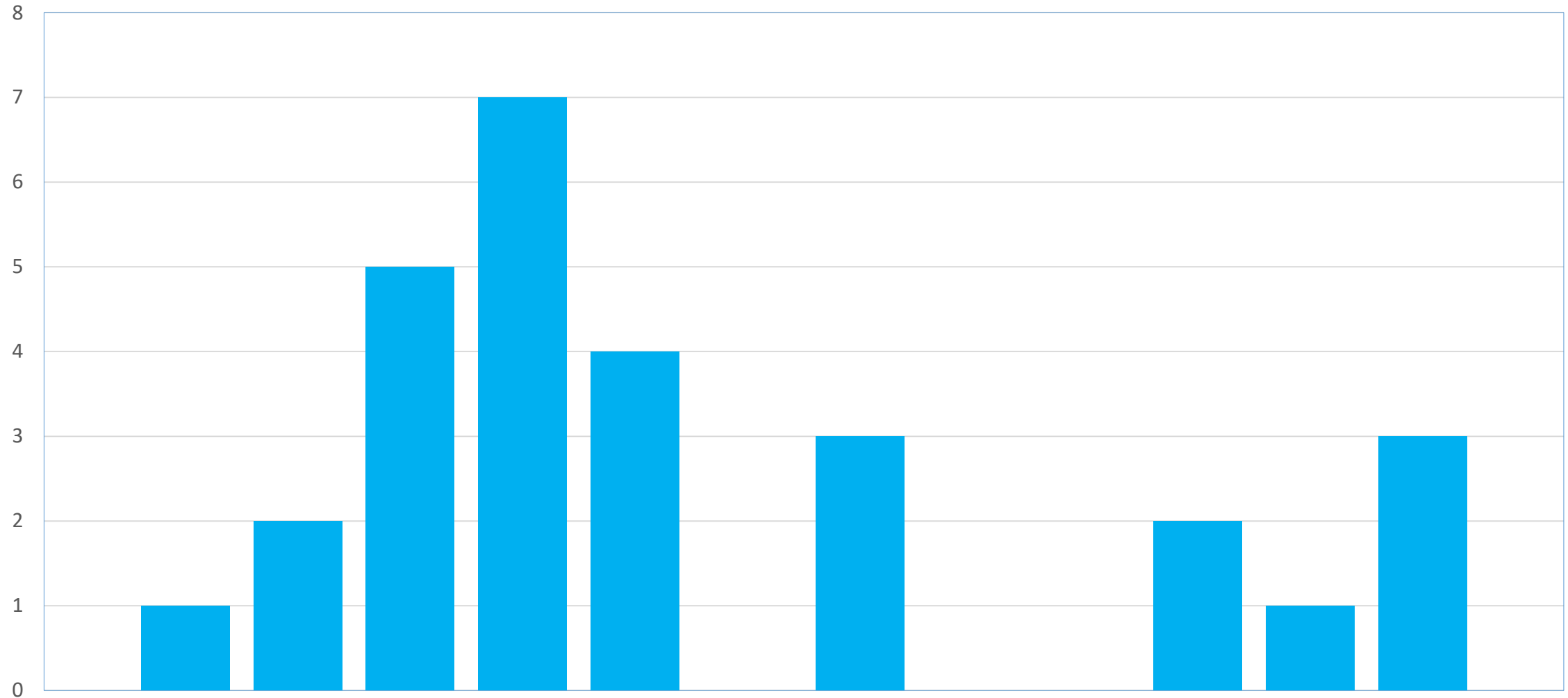


# Compliance Audit Dec 2022 – Nov 2023





# Completed Compliance Audits Dec 2022 – Nov 2023



Column1	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Compliance	1	2	5	7	4	0	3	0	0	2	1	3

# Lucas' Summary for Compliance Audit

Compliance audits uncover more errors than technical audits

- Based on allegation
- One large outlier in the data set

Program has shifted from the field to central office

Additional compliance work includes:

- Tree trimming
- Arborists
- Other risk classes with tree care/removal

# Report Fraud

- Makes sure everyone is playing by the same rules
- Employers that incorrectly report premiums, or do not report premiums have an unfair advantage over ones that do.
- Holding fraudulent employers accountable ensures that honest employers are not supplementing the bad ones by paying hire premiums
- Report Employer Fraud  
<https://secure.ini.wa.gov/reportemployerfraud/> -

# Fraud Form

## Report Employer Premium Fraud in Washington State

Do you wish to file a complaint with L&I about an employer you believe is taking advantage of the Washington State workers' compensation system? Let us know by completing this form. We take action against fraud because it increases costs for everyone. Provide as much information as you can. We will need it to pursue your complaint.

### Your Information

L&I may receive a request for public records under Washington's Public Records Act for records relating to your complaint. If you include your name and contact information in your complaint, we will need to disclose it to the person requesting the complaint records. If you prefer not to share your contact information but would like to share additional information with the department about this complaint, please note the referral number and call 1-888-811-5974 and select Option 2.

---

Your name:	First:	<input type="text"/>	Last:	<input type="text"/>
Your daytime phone: - include area code	<input type="text"/>	000-000-0000		
Your evening phone: - include area code	<input type="text"/>	000-000-0000		
Your address:	<input type="text"/>			
	<input type="text"/>			
City, State, Zip +4:	<input type="text"/>	-- ▾	<input type="text"/>	- <input type="text"/>
E-mail:	<input type="text"/>			

# Fraud Form

## Information about employer you are reporting

\* Required information

Business name:	*	<input type="text"/>
Business address:		<input type="text"/>
City, State, Zip +4:		<input type="text"/> -- <input type="text"/> - <input type="text"/> <input type="text"/>
Business phone: - include area code		<input type="text"/> 000-000-0000
Principal owner name:		First: <input type="text"/> Last: <input type="text"/>
UBI number:		<input type="text"/> (9-digits, format: 123456789 or A12345678)
Contractor registration number:		<input type="text"/>
What fraud are you reporting?	*	<input type="radio"/> Firm has employees and no industrial insurance account <input type="radio"/> Firm has workers who are not reported to L&I <input type="radio"/> Firm does not report all hours to L&I <input type="radio"/> Firm does not report in the correct risk class <input type="radio"/> Other <input type="text"/>
Explain the reason for reporting fraud:	*	<input type="text"/>

## Worker Information

Number of workers:

Do you have information about workers?

(Examples: names, contact phone numbers, SSN, length of employment, e-mail addresses, web sites, license plate numbers, etc.)

Yes  No



# Questions?

Lucas Knutzen

- Field Audit Program Specialist
- [Lucas.Knutzen@lni.wa.gov](mailto:Lucas.Knutzen@lni.wa.gov)
- (360)890-5230

# Safety Training Risk Class

*David Pryor, Gary Honc, Michelle O'Brien*



# Safety Training Risk Class

- Agenda
  - Background
  - Reporting requirements
  - Resources
  - Q&A



# Background

- Employers enrolled in the Logger Safety Initiative program requested L&I to explore the possibility of creating a safety training risk class for workers that attend required training classes.

# Safety Training Reporting Requirements

- The employer must be enrolled in the LSI program.
- Safety training classes must be conducted in a classroom environment that is free from recognized hazards that are likely to cause serious injury or death.
  - The cab of a truck is not considered an indoor environment and would not qualify as an acceptable training environment for this classification.
  - Conducting Safety Training in a shop environment or on a logging site will not qualify because of the exposures to serious injury or death.
- Employers can report all eligible employee's that attend safety training classes. Training hours are limited to a minimum of one hour per training class and a maximum of **16** hours reported in the safety training risk class per calendar year for each employee.
- Clerical office staff and Permanent Yard or Shop Operators who attend safety training should be reported in their respective risk classes.

# Safety Training Reporting Requirements

- Log truck drivers and mechanical operators can split their hours to attend safety training classes.
- Formal safety training classes approved by the LSI program in advance that qualify for reporting, for LSI purposes, formal training is a course, program, seminar, conference, or convention. Please see the [Logger Safety Initiative Safety Training Requirements](#) for more details.
- Monthly supplemental reports will be required from each LSI employer, listing all employees that have attended safety training classes, the training topic, date and the location of the training.
- Pilot for up to 3 years to gather data.

# Scenario's

- Worker travels to and from safety training classes during a work shift using vehicles owned by the employer. (All travel time is reportable in risk class 6103)
  - *All travel time is reportable in risk class 6103*
- Worker utilizes personal vehicle to travel to and from a scheduled safety training class which is the only scheduled work activity for that work shift.
  - *Travel time not reportable*
- Worker utilizes personal vehicle to travel to a scheduled safety training class, then travels to the employer's principle place of business and/or job location in the field to perform other work duties, then ultimately travels home upon completion of the work shift.
  - *Travel time to the safety training and the travel time home is excluded, all travel time in between is reportable*

# Resources

- LSI program staff
  - Siri Newcomb – (360)902-6588
  - Ragnar McCollum – (360)902-6102
  - [Loggersafety@lni.wa.gov](mailto:Loggersafety@lni.wa.gov)
- Account Managers
  - Gary Honc – (360)902-4823
  - David Pryor – (360)902-5617
- Safety Training reporting requirements Fact Sheet
- LSI Website



Thank you!

# LSI Supplemental Monthly Reporting | 2024 Updates

*Siri Newcomb*



# LSI Supplemental Monthly Reporting

- LSI Monthly reports have been updated and include a second page for reporting in 6103-13
- Submit LSI Safety Training Attendance Roster
  - Report is due by the 10<sup>th</sup> of the following month
  - Reports are due even when reporting 0 hours
- Monthly reports are compared to quarterly
  - If a variance is found between the reports you will be contacted by email requesting additional action. Such as amending reports.







# Summary

- The Safety Training Pilot starts January 1, 2024 (the pilot period is 3 years)
- LSI Supplemental Monthly reports for Manual Logging and Safety Training are due Monthly.
- Reports are due even when reporting 0 hours.
- The due date for reports is the 10<sup>th</sup> of the following month.
- The LSI Program Specialist 2 will check monthly vs quarterly reported hours.  
If a variance is found the LSI program will reach out for an explanation of the variance. If needed employers will be able to amend reports.

# Questions?

Contact the LSI program at:

Email: [Loggersafety@lni.wa.gov](mailto:Loggersafety@lni.wa.gov)

Siri Newcomb

Phone: (360)902-6588

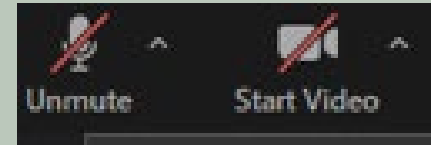
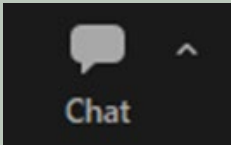
Email: [siri.newcomb@lni.wa.gov](mailto:siri.newcomb@lni.wa.gov)



Thank you

# Reminder!

- Hover over your name and **click** the 3 dots at the top right corner select 'Rename'
- Use the Chat feature to share questions or thoughts anytime during the meeting.
- Please set your microphone to **mute** and have your camera **off**.
  - \*When presenting or asking questions feel free to unmute and turn your camera on.



## Meeting Hosts:

Eddy Boulch  
Ragnar McCollum  
Siri Newcomb

Questions? Email us at: [Loggersafety@lni.wa.gov](mailto:Loggersafety@lni.wa.gov)

# 10 Minute Break



10:00

# Town hall LSI Re-Visioning Project

*LSI program*



# Why are we conducting this project?

- To align with the five-year goals set by the Taskforce in 2019
  - Revamp the program and realign the discount incentives towards overall performance and accountability in the LSI program
  - To place additional focus on company's safety performance
  - Assess and update the LSI training program and develop training resources for employers
  - Continue to brain storm and create innovative solutions to improve the safety culture and reduce injuries



# Milestones to Date

## Move LSI to a performance-based tier assignment program

- Add a randomized audit function which encourages proper reporting of premium hours **(Complete)**
- Develop measurable DOSH Consultation activities that assess safety performance and climate **(Complete)**
- Develop a LSI underwriting methodology that assesses enrollee performance to assign premium discounts **(Complete)**
- Review and modify existing policies and processes **(Ongoing)**
- Build a training website that has the space to house more training **(Complete)**



# Companies will be assessed on the following criteria:

## Safety Monthly safety inspection checklist

- APP checklist
- Consultation Report
- Employee and supervisor safety culture interviews questions
- Employer follow up interview

## Training

- Quarterly training
- Job-specific training
- Training for new cutters

## Premium Reporting

- Continuous and timely premium reporting
- Continuous and timely monthly reporting
- Quarterly reports match monthly reports
- Premium account in good standing

## Premium Audit

- Penalties
- Audit findings
- Incorrect division of hours
- Non-exempt ICs
- Referral/complaint

## Other

- Wage complaints
- Misrepresenting how an injury claim occurred

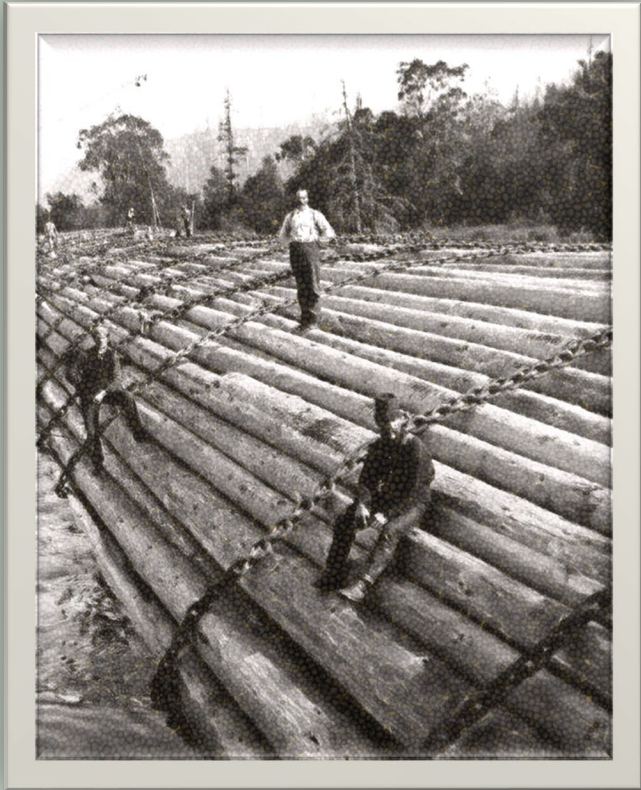
# Ragnar McCollum

*Underwriter, Logger Safety Initiative*





## Underwriting Insured 17<sup>th</sup> Century Marine Vessels





# COMPANY ASSESSMENT CRITERIA:

## SAFETY & SAFETY CULTURE

- Accident Prevention Plan (APP) Checklist\*
- Monthly Safety Inspection Checklist\*
- Employer/Employee Interviews
- Consultation Report(s)
- Consultation Debrief w/Underwriter
- Underwriter Follow-Up w/Employer



# Training

Quarterly training documentation will be used as part of the overall assessment. A points value will be given to companies for completing the LSI required quarterly training



## Training cont.

Job specific training documentation will be used as part of the overall assessment. A points value will be given to companies for completing the LSI required job specific training

**Note:** if your company request additional consultations not related to your annual LSI required visit, information will not be used in the assessment.



## Training cont.

Training for new cutters will also now be used as part of the overall assessment. A points value will be given to companies for completing the LSI required new cutter curriculum.





# Premium and Supplemental Reporting

- Continuous and timely premium reporting
  - Quarterly worker's compensation reports
- Continuous and timely monthly reporting
  - LSI Supplemental Monthly Hours reports
- Quarterly reports match LSI supplemental monthly reports
- Premium account remains in good standing



# Other topics that we will be covering

- New companies entering into program
- How MOP's will work
- Disciplinary process
- When will you know your assessed tier level?
- Update on policy work stream



# New Companies

- Come in at Tier 1
- Must complete:
  - Initial Risk Management Consultation
  - Technical Premium Audit
  - Initial DOSH Safety Consultation
- Stays at Tier 1 for at least a year
  - We will make our assessment after 1 year to determine tier level eligibility



# How the MOP process will work

## Review Frequency

- Review every year for Tier 1 (MOP will be for one year)
- Review every two years for Tier 2 and 3
  - Tier 2 companies can request re-review after a year
  - MOP's will be for two years, If a Tier 2 is evaluated higher they will be given a new Tier 3 MOP



# Returning Company

- Companies that left voluntarily and are coming back into the program
  - Return at a Tier 1 at any time they choose to return
- Companies that were terminated from the program
  - Must correct the deficiency that caused the termination
  - Must be out of the program for at least 4 quarters before allowed to reapply or three years if a willful action occurred
  - All returning companies will return at a Tier 1



# How the infraction guidelines work

Tier Reduction/Termination/Suspension	Tier Reduction	Suspension	Termination
4 hours of approved Quarterly Trainings	X		X
4 hours LSI approved safety trainings with supervisor(s) (annual training)	X		X
Claim Suppression (employment standards substantiated)			X
Wage Complaints (employment standards substantiated)	first offense		repeat offense
Willful Misrepresentation Warning (Step 1) (audit)	X		
Willful Misrepresentation (Step 2)(audit)		X	X
Repeat Findings in Technical Audit	X		X
Not in good standing		X	X
Non-cooperation with Audit		X	X
Willful misrepresentation of cause of injury for a claim		X	X



# Tier Reduction

2-4 quarters long

- All reductions are at a minimum of one tier level
- If in Tier 1 discount will be suspended
- A formal letter of determination will be sent to employer identifying a corrective action plan and timeframe in which the corrective actions must be completed, non-compliance result in termination



# Discount Suspension

- Employers are still enrolled in the program but are no longer receiving a discount
- Employers in suspension will not go through their yearly/bi-yearly review
- Must complete all corrective action
  - If not completed, moves to termination from the program
- Must maintain program requirements
- Length of suspension depends on the reason
- Suspension may be used as a temporary measure until offense is verified
  - May result in Termination
  - If the final decision on appeal is reversed by a finding of fact or law, the employer will be retroactively reimbursed the suspended discount amounts for all premiums paid during the period of suspension.





# Termination

- Employers are removed from the program



VISION



PROJECT GOAL



IMPLEMENTATION



PROGRESSION



COMPLETION

# Path to Completion

**2024** (JAN – JUN)

- *Program-Wide Assessments*
- Potential New Tier Level Assignments
- Employer Notification

**2024** (JUL – DEC)

- *Program-Wide Re-Assessments*
- Confirm Tier Level Assignments
- Employer Notification

**2025**

**Program  
Implementation**

# Questions?

