



Dear Members and Supporters,

The UCWCP is seeing an increase in the number and complexity of injuries over the last few months requiring program services. Knowing what to do before an injury occurs is the key to good outcomes. Therefore, we are offering another training for participating contractor's staff -see information at the end of this email.

Please welcome the following contractor who made the decision to "COME ON BOARD" the Union Construction Workers' Compensation Program (UCWCP):

Stapf Concrete Construction, Inc. (effective June 1, 2014)

WELCOME ABOARD!

You can see our current list of Participating Contractors by clicking on the following link:

http://www.ucwcp.com/docs/Employer_Participants.pdf

You can see our current list of Sponsoring Organizations (labor & management) by clicking on the following link:

http://www.ucwcp.com/docs/Sponsoring_Organizations.pdf

You can see our current list of Sponsoring Insurance Providers by clicking on the following link:

<http://www.ucwcp.com/docs/Insurance%20Providers.pdf>

QUOTES TO NOTE

*"As a long-standing member of the UCWCP that sees few disputed claims, it is easy to think that Harris Companies doesn't use the program often. However, as a Management trustee for the UCWCP I have a unique perspective-I see the ongoing work the program does behind the scenes to ensure that 'the right thing happens' when a tradesperson gets injured. This proactive method prevents disputes from occurring. The UCWCP provides ongoing training to contractors, union leadership, claims adjusters, and the program's physicians that treat our injured employees. This training gets everyone on the same page: **provide our injured workers excellent treatment without delay and return them to union work and benefits as quickly and safely as possible**. The UCWCP is much more than a dispute resolution system. It is a dispute prevention system first and foremost."*

**- Tom DePauw, Vice President & Chief Financial Officer
Harris Companies
Member Since: 2003
Management Trustee, UCWCP**

"Although we rarely have workers' compensation claims, our company is a 10+ year member of the Union Construction Workers' Compensation Program. The UCWCP provides efficient and effective services which assist the parties through every part of a claim. The network of doctors, the QRCs in the exclusive list of rehabilitation consultants, and the alternative dispute resolution system all work together to streamline the claims management process. Their staff assist in making sure our

company, insurer and employees all communicate clearly when an injury happens, and this helps avoid costly, time consuming delays that create losses for everyone. "

- **Daniel Kent, Safety Director**

Harris Companies

Member Since: 2003

- To review or print other quotes from our participants please click on the following links.

Contractors:

<http://www.ucwcp.com/docs/Employer%20Member%20Testimonials.pdf>

Union Leaders and Members:

<http://www.ucwcp.com/docs/Union%20Member%20Testimonials.pdf>

Insurance Agents and Carriers:

<http://www.ucwcp.com/docs/Agent-Insurer%20Testimonials.pdf>

SUBSCRIPTION FEE CHANGES FOR 7-1-2014 TO 6-30-2015

- The Board of Trustees approved NO INCREASE in the payroll assessment rate (union labor payroll X .0013) used to calculate annual subscription fees paid by participating contractors.

They DID INCREASE both the minimum and the maximum amount of payroll being assessed, as follows:

*Minimum: From \$784,615.38 to \$807,692.31 (minimum subscription fee goes from \$1,020 to \$1,050 annually);

*Maximum: From \$6 million to \$6.5 million (maximum subscription fee goes from \$7,800 to \$8,450 annually).

The last time there was an increase in the amount of payroll being assessed was in 2007. There has NEVER been an increase in the payroll assessment rate. The increase was approved to provide additional program services.

2014 CASE STUDY: RETAINING A GOOD EMPLOYEE

- **A 57-year old operating engineer injured his neck and right shoulder on the job.** The injury was immediately reported and the employer assisted the employee in scheduling the urgent care appointment with an Exclusive Provider Organization (EPO) clinic. The EPO Occupational Medicine doctor provided the initial care and released the employee to work with some minimal restrictions. The employer provided union work within those restrictions so the employee continued to earn scale and benefits, including his significant overtime. Eventually the restrictions were lifted and the employee returned to full duty work and overtime. Since this was a medical-only claim the insurer sent no paperwork to the program.

The injury continued to bother the employee's neck and shoulder, but he kept working through it. The employer finally suggested that he see an EPO specialist, and assisted in scheduling that appointment. The specialist recommended surgery on the shoulder, which was approved and performed quickly. The employee only missed 1.8 weeks from work, returned to work with a limit of 40-hours per week for 28 weeks, and then was released to full duty. The doctor eventually provided a permanent partial disability rating. The insurer denied the over-time wage loss claim stating that the employee did not have any reduction in earning capacity, and both sides hired attorneys. The insurer contacted the program to discuss a possible resolution, and a facilitation meeting was scheduled.

The parties began the facilitation with the attorneys stating that their clients were interested in a full, final and complete settlement. During

the meeting, however, it became clear that the employer and employee did not fully understand the implications of this type of settlement: **the likely need for a resignation by the employee and the end of a very good employer-employee relationship**. As the facilitator explained the need for the resignation the parties realized that they did not want that to happen. The employee wanted to continue to work for the employer and the employer did not want to lose one of their "key" employees. Options not yet considered by the attorneys needed to be explored.

With some help the parties reached a "to-date" settlement, which paid the injured worker most of the benefits in dispute. The employee did not have to resign and the employment relationship remained intact.

EXCLUSIVE PROVIDER ORGANIZATION (EPO) UPDATE

Over the last few months, our EPO's Nominations and Review Committee has been busy reviewing selected specialty groups to ensure we have accurate information on everything from clinic hours and services; physician availability; and most importantly, the quality of the services being provided to our injured participants.

In May all current **pain management physicians** and a few newly nominated physicians were reviewed. In June we contacted all of our **occupational medicine clinics** to obtain current provider listings, address and phone, hours, drug-testing and scheduling information. The updated directory was then sent to the EPO Nominations committee members to be reviewed.

After an analysis of the committee's feedback along with consideration of the providers' geographic location, those physicians that could strengthen the EPO for the benefit of our injured participants were sent through the credentialing and contracting process. This has been completed and the EPO directories (Primary Care for Occupational Medicine; and Specialty Care for Pain Management) have been updated.

Web Site EPO search features have been enhanced to allow users to search for providers or clinics by zip-code. We also added sub-sub-specialty information for neurosurgeons.

CONTRACTOR TRAINING!

Our next member-only training session for contractors is scheduled for July 30th at 9:30 am here in Bloomington. Mark your calendars so you can join us! The training will feature a guest speaker: Dr. Shawn Olson, MD, MPH, a Board Certified Occupational Medicine Specialist. Additional information about the training has been sent out by separate e-communication.

On behalf of the Trustees and staff of the UCWCP, thank you for your continued support of our joint efforts at "*Making Workers' Compensation Work Right for Minnesota's Union Construction Industry*".

We hope that you are enjoying the great summer weather even during the busy construction season.

Kevin Gregerson
Program Administrator



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