

# WORKERS' COMPENSATION

*By: Michael Brennan*



## **Workers' Compensation "Our Way" – A Safety Contract between Employer and Employee**

Workers' Compensation Insurance costs are going up as you have probably seen if your coverage has renewed recently. It is now more important than ever to prevent and manage work related injuries since this is the only way to try and control your costs. The following is a suggested way to get started off on the right foot with employees. This can be done when hired or just drawing a line in the sand and starting fresh.

It's a contract of sorts between the employer (We) and the employee. We call it "Our Way" but feel free to adapt to your needs.

*We feel that everyone is responsible for safety here.*

*We expect you to tell us if an unsafe condition exists.*

*We expect you to tell your co-worker that he or she is working unsafely.*

*We require your feedback on job safety and how doing things safely improves productivity and quality.*

*We want you to ask for help if you're unsure about a task.*

*We want you to understand that being focused on what you're doing can save you from severe injuries.*

*We require immediate reports of work-related injuries and near misses.*

*We need your suggestions on how to improve our business.*

*We will make sure that you have training before performing a task.*

*We will respect you and your work.*

*We will provide you with the best care possible if you are injured.*

*We will investigate all questionable injuries or illnesses because it's the law and fraudulent work-related injuries are felonies in California.*

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Date

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Supervisor

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Employee

This can be used as a handout, a safety meeting topic, new hire orientation etc. I hope this is useful and I invite you to use it in your safety efforts at your companies. Please feel free to call me to discuss any questions.



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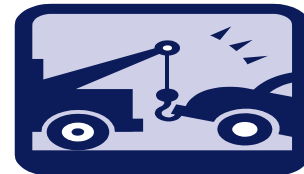
**CALR Member references available-Please ask!**

Two Offices in CALIFORNIA

**Call Michael Brennan at (800)509-6452**

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