



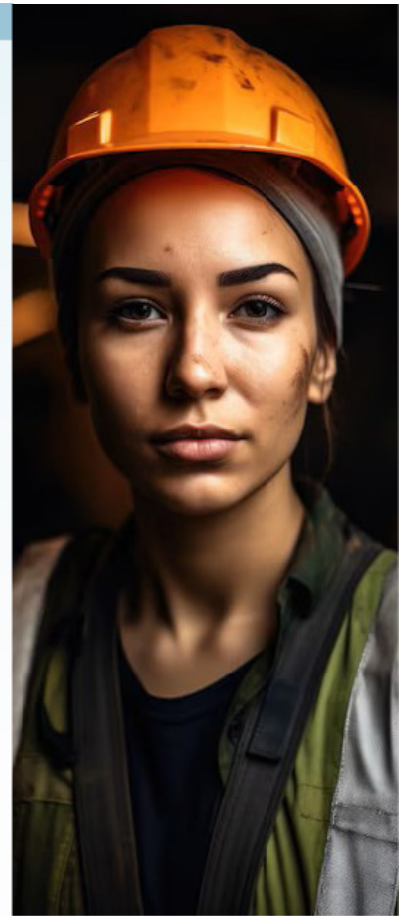
Innovative Work Health Solutions

Why Screen Employees before Job Placement

The challenge of hiring and retaining qualified employees is at the heart of human resources and business management in almost every industry. Based on recent claims data, almost 40% of all work injuries occur within the first 12 months of employment. Screening applicants before work placement to make sure they are physically capable of performing work make a major difference in workplace safety. Many new employees lack a full understanding of job tasks and safety procedures, making them more prone to injury. A properly designed job-related employee screening protocol can save employers thousands of workers' compensation dollars and avoid costly lost work time. When adopted as a routine human resources



practice, these programs can be extremely effective to safeguard both new hires and their co-workers from preventable workplace injuries.



Inside this issue

Why Screen Employees.....	1
ER vs Urgent Care.....	2
EEOC and Verizon Maryland.....	3
Workstation Set-Up.....	4

Special points of interest

- Importance of best practice in hiring new employees
- EEOC actions against hiring discrimination





ER VS URGENT CARE: IS THERE REALLY A DIFFERENCE?

A workplace accident disrupts everyone's day. Getting your employee the right care quickly is essential for their well-being and your business continuity. While emergency rooms (ERs) might seem like the go-to option, urgent care centers are often a better fit for work-related injuries, both recordable and non-recordable. Here's why:

Faster Care, Less Wait:

- ERs prioritize life-threatening emergencies. Your employee might wait for hours, even with a sprained ankle or minor cuts.
- Urgent care centers specialize in non-life-threatening conditions. They typically have shorter wait times, getting your employee seen and treated quickly. This minimizes lost productivity and ensures a faster recovery.

Cost-Effective for WorkComp Claims:

- ER visits come with hefty bills. These high costs can significantly impact your workers' compensation premiums.
- Urgent care centers offer more affordable upfront costs. This translates to significant savings for your business and the workers' compensation provider.

Specialized Treatment and Recordkeeping:

- Many urgent care centers have staff experienced in occupational medicine. They understand the nuances of work injuries and can provide targeted treatment plans to get your employee back to work safely and efficiently.
- We understand recordable vs. non-recordable injuries. Our staff can properly document and report injuries in accordance with OSHA guidelines, ensuring accurate recordkeeping for your business.

Streamlined WorkComp Process and Continuity of Care:

- Urgent care clinics are familiar with workers' compensation claims. We can handle the paperwork and filing efficiently, minimizing delays in getting your employee the care and benefits they deserve.
- We can provide continuity of care. If your employee requires additional treatment or follow-up care, we can refer them to the appropriate specialist, ensuring a smooth transition for their recovery.
- ERs might not be familiar with workers' compensation or have established referral networks. This can lead to delays and fragmented care.

When is the ER the right choice?

- Life-threatening emergencies (severe bleeding, head injuries).
- Complex fractures requiring immediate intervention.

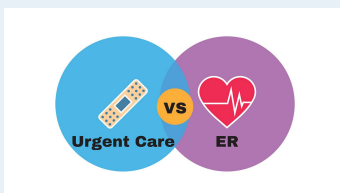
For most recordable and non-recordable work-related injuries, however, an urgent care center offers a faster, more cost-effective, and work-focused solution. This translates to quicker recovery for your employee, less disruption for your business, and proper recordkeeping for regulatory compliance

Remember: Always consult with your workers' compensation provider for specific guidelines in your area.

By choosing our urgent care center for your work-related injuries, you ensure your employees receive the right care, quickly and efficiently, while minimizing costs and maximizing their return to work.

Did You Know???

1. More than 30% of all ER cases are non-emergent.
2. The average UC visit costs between \$70-\$125 vs the average ER visit which typically exceeds \$1300.
3. Wait time averages for UC are between 15-25 minutes vs averages in the ER that exceed 2.5 hours.
4. 90% of ER visits could have been treated at Urgent Care.





Verizon Maryland to Pay \$115,000 in EEOC Disability Discrimination Suit

Federal Agency Charges Beverage Company Refused to Update Software or Offer an Alternative Accommodation GREENSBORO, N.C. – PepsiCo Beverage Sales, LLC violated federal law when it failed to provide a reasonable accommodation to and fired a blind employee in its North Carolina call center, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit filed today.

According to the EEOC’s lawsuit, PepsiCo hired a blind employee as a customer care advocate for its Winston-Salem call center. The employee notified PepsiCo that he was blind and requested a reasonable accommodation for his visual impairment that would allow him to access information in the call center computers to perform his job. A vocational counselor from the North Carolina Department of Health and Human Services (NCDHHS) offered to conduct an assistive technology assessment of PepsiCo’s computer system and offered assistance with purchasing supportive equipment for the employee.

According to the EEOC, this assistance was rebuffed by PepsiCo, which represented to NCDHHS that the accommodations had to be handled internally. The employee was placed on unpaid leave while PepsiCo reviewed the accommodation request. PepsiCo claimed it did not have other jobs that were suitable for the employee and fired him. PepsiCo failed to consider or offer other accommodations to assist the employee in performing the essential functions of the job, the EEOC said.

Such alleged conduct violates the ADA, which protects employees and jobseekers from disability discrimination. The EEOC filed suit (EEOC v. PepsiCo Beverage Sales, LLC d/b/a PepsiCo Beverage Company Case No. 1:24-cv-00456) in U.S. District Court for the Middle District of North Carolina after first attempting to reach a prelitigation settlement through its administrative conciliation process.

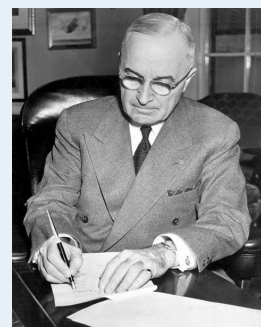
“Applicants for employment and new employees are particularly vulnerable when it comes to disability discrimination,” said Melinda C. Dugas, regional attorney for the EEOC’s Charlotte office. “At that stage, the employee often does not yet have enough information about the employer’s operations to recognize and assess potential reasonable accommodations. It is incumbent upon the employer to share information and to work with an employee or the employee’s advocate to identify possible accommodations.”

EEOC History

THE EARLY YEARS

In June 1941, on the eve of World War II, President Franklin D. Roosevelt signs Executive Order 8802 prohibiting government contractors from engaging in employment discrimination based on race, color or national origin. This order is the first presidential action ever taken to prevent employment discrimination by private employers holding government contracts. The Executive Order applies to all defense contractors, but contains no enforcement authority. President Roosevelt signs the Executive Order primarily to ensure that there are no strikes or demonstrations disrupting the manufacture of military supplies as the country prepares for war.

In July 1948, President Harry S. Truman orders the desegregation of the Armed Forces by Executive Order 9981. The order requires that there be "equality of treatment and opportunity for all persons in the armed services without regard to race, color, religion or national origin." America's fighting forces are actually integrated only when the Korean War begins in 1952.



Computer Work Station Set-Up



There are currently 30,000 workers in the US that work exclusively at a desk. Having a proper desk set-up is key to avoiding unnecessary discomfort and potential injury.

Here are a few quick tips for a more comfortable work station::

1. The chair should provide appropriate upper extremity support while also allowing the worker to rest their feet comfortably on the floor.
2. The keyboard should be centered in front of the worker and the mouse should be at the same level as the keyboard.
3. The monitor should be positioned about an arm's length away and the eyeline should fall within the top third of the monitor.
4. The screen should not have any glare and the brightness should be kept low.

For more tips or to schedule an ergonomic assessment for your workstation, please reach out to us for information.

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We offer comprehensive complimentary employer risk and safety program assessment. Please contact an Innovative Work Health Solutions representative for your complimentary consultation.

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