



WORKERS' COMP *Newsletter*

Workers' Compensation Cooperative

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July 2019 Newsletter

HOT WEATHER SAFETY TIPS:

Stay hydrated. Drink plenty of fluids throughout the day

Wear protective clothing. Lightweight, light-colored and loose-fitting clothing helps protect against heat.

Pace yourself. Know your own limits and ability to work safely in heat.

Utilize scheduled breaks. Take time for rest periods and water breaks in a shaded or air conditioned area.

Use a damp rag. Wipe your face or wear it around your neck for cooling.

Avoid getting sunburn. Use sunscreen and wear a hat if working outside.

Be alert to signs of heat stress. Stay vigilant about your personal safety and check on fellow employees that might be at high risk.

TRAINING AVAILABLE FOR ADMINISTRATORS AND SUPERVISORS:

The **Workers' Compensation and Accident Prevention Best Practices for Administrators and Supervisors** training can help your school district reduce injuries, control costs and improve morale. Please call our Workers' Compensation Cooperative at (509) 575-2885 to schedule this training, which is provided at **no cost**. This training covers information about:

- Benefits of accident prevention
- Understanding roles in managing injured employees
- Coverage: What Workers' Compensation covers
- Accident investigations
- Sample accident investigation scenario
- Return to work program
- Job analysis
- Employee accident prevention program
- Reporting accidents to L&I
- Resources available

POST-OFFER PHYSICALS:

When hiring new employees this summer, post-offer physical examinations and performance-based physical capacity evaluations are required for certain personnel in the districts. (Reference: ESD 105 Workers' Compensation Claims Guide)

Measuring an individual's functional capacities (physical strength, flexibility, large and fine muscle control, and ability to see, hear, use hands and/or feet to manipulate pedals or other controls, for example) requires a physical examination and a physical capacities evaluation by a qualified medical provider.

As a prospective employer, we are often required to document an individual's fitness to perform a job in order to comply with local, state, or federal law. For certain types of positions, new employees must be able to demonstrate that they possess the minimum functional capacity to perform the duties of the job they have been offered. These positions are:

- Custodial Staff: building maintenance and grounds maintenanc
- Food Service Staff: cooks and servers with repetitive lifting requirement
- Transportation Staff: vehicle mechanics, and bus drivers (DOT physicals for bus drivers will suffice.)
- Special Education Staff: teachers, paraprofessionals and any therapists employed by the school district
- Paraprofessionals

The post-offer physical examinations will be conducted at an ESD 105 Worker's Compensation Cooperative approved facility. Responsibility for the cost of these evaluations will be determined by the school district. For assistance with setting up your program, please contact us.

BENEFITS OF A PRE-SHIFT STRETCHING PROGRAM FOR INJURY PREVENTION:

Stretching increases flexibility. Flexible muscles can improve your daily performance. Tasks that require bending or lifting become easier and less tiring.

Stretching improves range of motion of your joints. Good range of motion keeps you in better balance, which will help keep you mobile and less prone to injury from falls.

Stretching improves circulation. Stretching increases blood flow to your muscles. Improved circulation can speed recovery after muscle injuries and/or fatigue.

Stretching promotes better posture. Frequent stretching keeps your muscles from getting tight, allowing you to maintain proper posture and minimize aches and pains.

Stretching can relieve stress. Stretching relaxes the tense muscles that often accompany stress.

Stretching may help prevent injury. Preparing your muscles and joints for activity can protect you from injury, especially if your muscles or joints are tight.

Stretching essentials

Target major muscle groups and joints that you routinely use at work. Common areas to target include the neck, lower back, knees, shoulders and wrists to name a few.

Hold each stretch for a minimum of 7-10 seconds.

Don't bounce. Bouncing as you stretch can cause small tears in the muscle. These tears can leave scar tissue as the muscle heals, which tightens the muscle even further.

Focus on a pain-free stretch. Expect to feel tension while you're stretching. If it hurts, you've gone too far. Back off to the point where you don't feel any pain, then hold the stretch.

Relax and breathe freely. Don't hold your breath while you are stretching.

Questions? Contact Orlando Cerrillo at 509-454-3108 or orlando.cerrillo@esd105.org.

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