

**40
TIPS**

**40
MINS**

TIP 1

Educate & Train your campus

The word "NOW!" is rendered in a bold, 3D, blue font with a slight shadow, giving it a sense of urgency and depth. The letters are blocky and the exclamation point is also 3D.

Alisha Brown, Director, Total Wellness

TIP 2

Prior to an Accident

Know your audience!



Marvin Pratt, EH&S Director

TIP 3

Coordinate to impact

How does coordination with other CSU departments positively impact a workers' compensation claim?



Corey Ingber, Legal Managing Partner

TIP 4



Prevention and Awareness

**How can your campus assist employees
with mental and physical wellness?**

Beth Ryan, Human Resources

TIP 5

New accident/injury

What to do & who to contact when a claim occurs.



Alisha Brown, Director Total Wellness

TIP 6

Prior to the accident

Determine what TRAINING is needed.



Marvin Pratt, EH&S Director

TIP 7

Investigate but Communicate

What are the first steps to take in order to minimize the likelihood of the employee hiring an attorney and making the claim litigate?



Corey Ingber, Legal Managing Partner

TIP 8

Income Replacement

What income replacement benefits are available to injured employee?



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Beth Ryan, Human Resources

TIP 9

Industrial Disability Leave / Temporary Disability



Importance of meeting and comparison sheet.

Alisha Brown, Director Total Wellness

TIP 10

LOA concurrently with Workers' Compensation.



What leaves of absence programs run concurrently with workers' compensation benefits?

Beth Ryan, Human Resources

TIP 11

Prior to the accident

Evaluate what protections are in place.



Marvin Pratt, EH&S Director

TIP 12

Goals beyond Regulations

What is the value of having leading claims goals beyond workers' compensation regulations?



Corey Ingber, Legal Managing Partner

TIP 13

Communication

The importance of communication with your medical clinics.

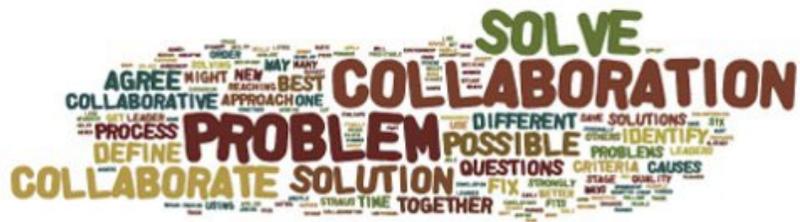


Alisha Brown, Director Total Wellness

TIP 14

Prior to an accident BE AVAILABLE

Importance of being available before, during and after an accident.



Marvin Pratt, EH&S Director

TIP 15

Investigation and Time

After receiving a completed and signed claim form (DWC-1), how much time is there to investigate?



Corey Ingber, Legal Managing Partner

TIP 16

SUPPLEMENTATION?

What is supplementation? How does it work?



Beth Ryan, Human Resources

TIP 17

After the Accident

Be even, balanced, neutral during an investigation.



Marvin Pratt, EH&S Director

TIP 18

Catastrophic Leave

Can an employee use Catastrophic Leave as supplementation?

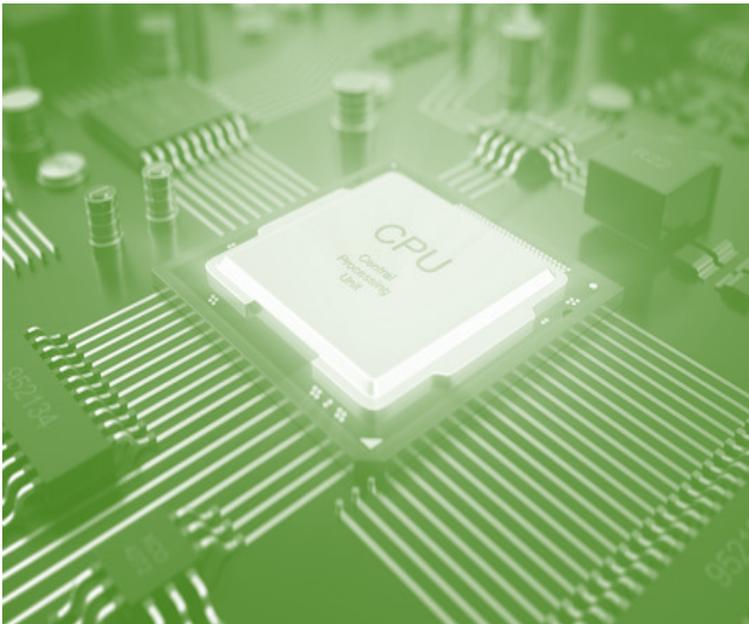


Beth Ryan, Human Resources

TIP 19

After the Accident

Why is it important to keep asking questions?



Marvin Pratt, EH&S Director

TIP 20

Claim Reviews

How often and why you should have claim reviews?

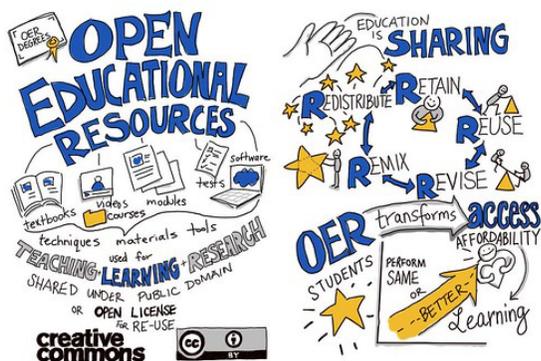


Alisha Brown, Director Total Wellness

TIP 21

Sharing Knowledge with Others

Why should various CSU Departments share information and how does this impact a claim?



Corey Ingber, Legal Managing Partner

TIP 22

After the Accident

Be clear with corrective action.



Marvin Pratt, EH&S Director

TIP 23

CalPERS

What does CalPERS require of employers when an employee is unable to return to work?



Beth Ryan, Human Resources

TIP 24



Return to Work ideas?

Alisha Brown, Director Total Wellness

TIP 25

Reasonable Accommodations?

Is it necessary to coordinate a return-to-work opinion from a W/C primary treating physician with HR in order to satisfy FEHA mandates?



Corey Ingber, Legal Managing Partner

TIP 26

TRTW Form

What is the Transitional Return to Work Form and when it is used?



Alisha Brown, Director Total Wellness

TIP 27

FOLLOW-UP

Ensure corrections are prioritized and completed.



Marvin Pratt, EH&S Director

TIP 28

CalPERS

What happens when CalPERS no longer deems a retired employee disabled? Does the campus have to “take the employee back?”

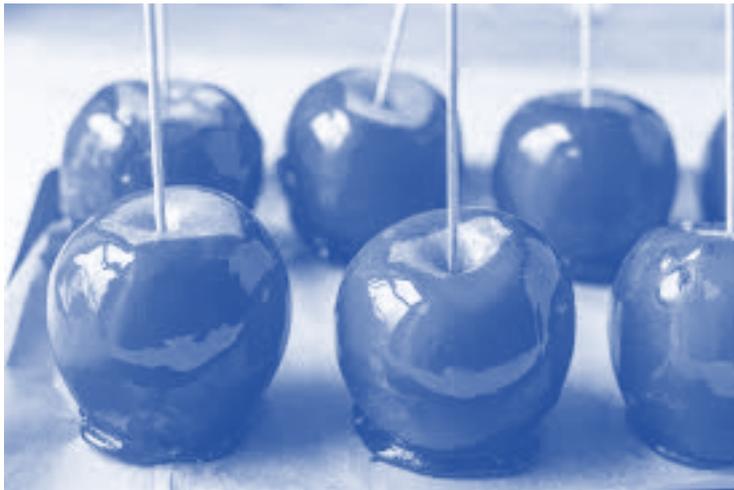


Beth Ryan, Human Resources

TIP 29

Follow up EHS Staff

Get EHS staff in front of high risk groups.



Marwin Pratt, EH&S Director

TIP 30

Disability Retirement

What is Service Pending Disability Retirement?



Beth Ryan, Human Resources

TIP 31

Psychiatric Claims

Are psychiatric claims different than physical injuries as if so, to what extent?



Corey Ingber, Legal Managing Partner

TIP 32

Disability Retirement

What is an Employer initiated disability retirement?



Beth Ryan, Human Resources

TIP 33

Disability Retirement

What is Temporary Disability Allowance?



Beth Ryan, Human Resources

TIP 34

Cost Drivers?

What are the cost drivers for a workers' compensation claim?

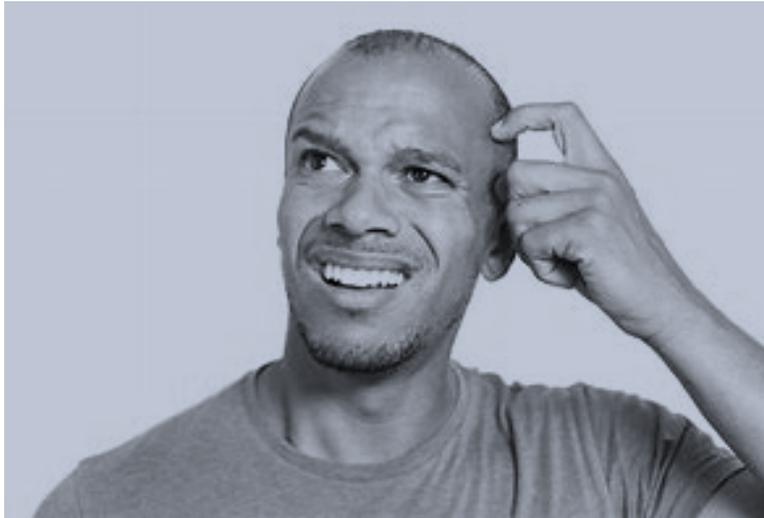


Alisha Brown, Director Total Wellness

TIP 35

Drivers of Litigation?

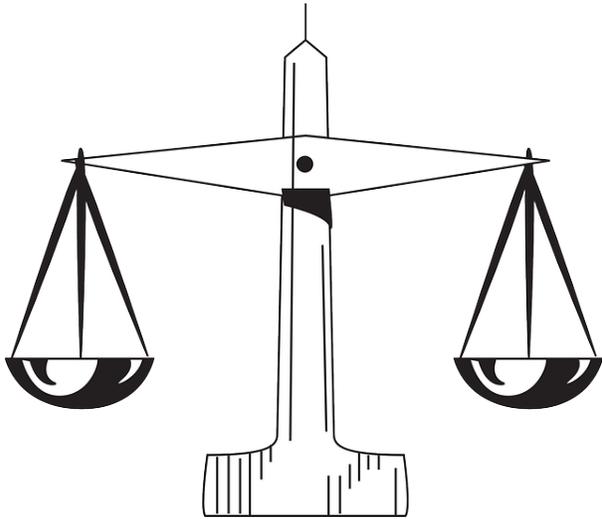
What are the most common drivers for litigation?



Corey Ingber, Legal Managing Partner

TIP 36

How to keep litigation down



Alisha Brown, Director Total Wellness

TIP 37



Settlement Considerations

What should be considered before resolving a claim by compromise and release?

Corey Ingber, Legal Managing Partner

TIP 38

The value of a settlement - best claim outcome



Why should most workers' compensation claims settle rather than be decided by the Workers' Compensation Appeals Board?

Corey Ingber, Legal Managing Partner

TIP 39

Follow up

Support the Managers.



Marvin Pratt, EH&S Director

TIP 40

Tips from a Workers' Compensation Coordinator



Alisha Brown, Director Total Wellness