Spring Employee Safety Awareness

Ski Resorts Have Their Own March Madness!!

Spring conditions changing from hard pack to sticky to slushy back to hard pack. Employees’ minds wander to the beach or bike riding or rafting or any number of scenarios. With the end of the season comes an end to paychecks. A lot of dynamics are at play as you approach the end of the ski season, historically making March the month with the most reported work-related injuries to employees.

- REMIND employees to be aware of changing conditions around them...whether on the hill or in the parking lot and whether on the clock or free-skiing. Departments should be having frequent, short safety meetings or huddles. Even if it seems obvious, state the obvious!
- TRAIN the employees brought in from other departments to fill in where other employees are leaving the resort early.
- INVESTIGATE those end-of-the-season injuries: where, when, why/how, who witnessed, etc.

Review of Open Work Comp Claims

As your ski season winds down, do a review of any open employee injury cases before they leave your employment. Do not assume the claim is ready to close based on a full work release. An injured employee can have a full work release and still be treating medically and the file be nowhere close to closing.

- CONTACT your work comp claims adjuster to discuss status of open files. Let the adjuster know your end-of-season date.
- PAY SPECIAL ATTENTION to Internationals (or anyone leaving your town):
  - If their injury is relatively minor, get them back to the doctor for a final exam.
  - If the injury is more serious and will require ongoing medical care, be sure the employee is aware of his/her responsibilities.
  - Get contact information. Ask your adjuster to send communications via email as well as regular mail, if required. Generally, email is a better way to stay in touch with Internationals.
  - KNOW who is still on mod duty. Discuss strategy with the adjuster. Become knowledgeable about TTD and TPD (temporary total disability and temporary partial disability) and how it is calculated in your state for seasonal workers. This will better enable you to make a good business decision about how to handle any employee still on modified work. If you can offer modified work past the mountain’s close date, you may be in a better position to manage the claim.

Be knowledgeable and proactive before the end of the season!

Quote of the Day

“The one quality that all successful people have is the ability to take responsibility.”

—Michael Korda

For more information, please contact:
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