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## DFWP is now DFSP

### Drug-free safety program is now called EZ



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Applying 'lessons learned' over the thirteen years since its inception in 1997, the new design incorporates many favorable features.

The Board of Directors for the Ohio Bureau of Workers' Compensation voted and secured the roll-out of the new Drug-Free Workplace Program (DFWP/DF-EZ) replacement. At the time of this writing, the plan is for the new program, titled Drug-Free Safety Program, to be available for employers to participate as of July 1, 2010 (with an enrollment period ending June 30).

Employers who had participated in the previous program and been disqualified or, who had exhausted their five years of eligible participation, will be able to qualify for the new program and its benefits.

Applying 'lessons learned' over the thirteen years since its inception in 1997, the new design incorporates favorable features such as:

- Two levels of participation with premium discounts; Basic - 4 % discount and Advanced - 7% discount. (For contractors working on state construction jobs and subject to House Bill 80, there is still no premium discount available for Level-0.)
- Elimination of the five-year participation cap.
- Discount stack-ability with some of the other BWC programs including group-rating, and
- Allowing an employer to have non-continuous years of participation in the discount program as it best accommodates their premium calculations.

A chart of the elements of the new DFSP program, as compared to the current DFWP/DF-EZ, is available at <http://workingpartners.com>.

#### Safety first

Safety should be a principal objective of any drug-free workplace program. There is a new approach to safety in the redesign. Critical safety requirements have been integrated into the drug-free workplace program:

- Changing the program's title to Drug-Free Safety Program (DFSP),
- Requiring an online safety assessment for all participants,
- Requiring participants in the Advanced Level to do a Safety Action Plan, and
- Providing online accident analysis training and reporting.

Supported by the Bureau's administrator Marsha Ryan and following the Deloitte program analysis, a task-force led by Dr. Abe Al-Tarawneh, Superintendent of Division of Safety and Hygiene, has been working feverishly for over eight months on the redesign. The process included feedback from stakeholders (representing trade associations, employers, vendors of drug-free and safety services, third-party administrators, and specialists).

#### Consistency

Consistent themes ran throughout the development process. In one session with stakeholders, Dr. Al-Tarawneh spoke about the process he and his team had been engaged in to learn drug-free workplace issues. He spoke of a first passage wherein as a professional from a scientific and engineering background, he felt he "got it." However, he said as his team pressed forward, they gained an appreciation for how complex drug-free workplace

operations truly are. He and his team showed compassion for the complexities faced by all parties; employers, systems and vendors, without whose services to support the employers, the goal of a bureau-driven drug-free workplace program are compromised.

Dr. Al-Tarawneh addressed the need for changing the current program and acknowledged that this next change may not be a "final" change in the grand scheme of things. He reminded us that because the bureau is a 0-neutral budget, if a program demonstrates that it pays for itself, there is justification for more dollars to come back to employers who are working hard to "DO" the program.

Meeting the goal of mitigating and/or minimizing workplace accidents and their associated costs will take all the parties: the bureau provides us a basic structure, a small incentive and adjustments against on-going ROI measurement; the DFSP service providers make outcome-driven, quality products and services available efficiently and cost-affordably; the employers comply with and commit the resources it takes to "DO" a program the right way; employees learn the issues and comply with the program to keep themselves and the public safe. Done correctly, it is a win-win for all involved. **BXM**

*Working Partners will be broadcasting several FREE webinars during the months of April and May to discuss the new program and how to maximize the benefits for your company. Contact us at 614-337-8200 or 866-354-3397.*