

# MAC Self-Insured Workers' Compensation Fund

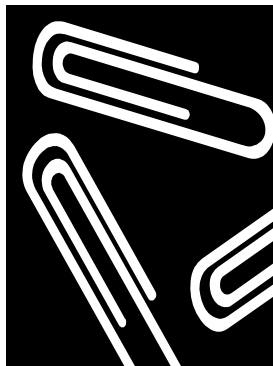
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MAC is publishing this safety flyer to communicate information that can help to eliminate unsafe practices and the related injuries, suffering, and costs. Counties are encouraged to pass this information on to any employees who can benefit from it.

## Modified Duty Return To Work

Your work comp fund encourages return to the workplace after an injury if at all possible. Always follow a doctor's direction and if the employee cannot do her regular job, then find a modified duty job and bring her back to a job that's within the Doctor's restrictions. Focus on what the employee can do and don't focus on what they can't do (stay positive). How many pounds can they lift, can they kneel, bend, drive? Have a form to send with them when they go to the medical provider; a sample form can be found at [www.mocounties.com/workcomp/](http://www.mocounties.com/workcomp/). There are many benefits to a timely transition back to the full requirements of the job. If the employee can work even a partial workday each day it can result in less deconditioning while off from a full-time schedule. There can be less overall emotional stress and increased overall morale. It can result in decreased illness time and help the employee focused on a positive work environment.



# Safety Clips

## Think you don't need your seat belt? Think Again

**Buckling your seat belt** is the single most important thing you can do to save your life in a crash. We know it's the state law, but it should be the "Department's Law" in each county. It will keep you in your seat and allow you to possibly maintain control of your vehicle. Being ejected during an accident is far more dangerous than being belted in the vehicle. **Pay attention to your driving.** As a driver you have many distractions while driving a vehicle, but always try to focus your mind and eyes on your driving and drive defensively. Many accidents can be avoided by reacting with even a split second of reaction time, but it's very difficult to react if you're not focused. Fairly recent work comp law changes have increased the penalty to the employee for not wearing seat belts. Under the law, if an employee has an injury caused by the his/her failure to use safety devices provided by the employer or failure to obey a reasonable safety rule of the employer, **the compensation and death benefits are reduced at least 25 but not more than 50 percent.** However, one must show that the employee had actual knowledge of the employer's safety rule and the employer had made a reasonable effort to make sure that the employee used the safety device or obeyed the safety rule. It is essential that all departments in all counties have **written rules that employees wear seat belts and have written proof that employees have been told and that the policy is enforced.**



when he lost control, swerved off the road, and hit a tree in Cooper County. The impact crushed the truck cab interior, but four hours after the crash the driver was released from the hospital with only a few cuts and bruises.



## Transportation System Safety Training

The Missouri Local Technical Assistance Program (MOLTAP) is an organization that, among other things, offers low cost training for people working with the transportation system. Safety is a major area of concern and LTAP brings together federal, state, county and other local resources. LTAP organizes and conducts training across the state in areas such as work zone and flagger training, culvert installation and maintenance, pavement and road maintenance, tractor mower safety and the proper use of signs. Courses are designed to facilitate learning for individuals from a wide range of job descriptions. A list of training dates and locations is available at [www.mocounties.com](http://www.mocounties.com) in the work comp area. Also, for further information please call 573-578-9493.

