

GESPA

Executive Board Meeting

11-19-07

Began at 5:03 PM

Conducting: Boyd Kimber, President

Pledge: Doyle Herndon

Number on executive board 17

Number in attendance 10 (including Boyd and Nan)

Guest Speaker: Bobbi Whitlock and Kathy Merrill

Excused: Tony Beale, Sue De La Cruz, Susie Nielsen and Marla Stark

Doyle Herndon moved to accept the minutes as presented from our last board meeting

Brian Mann seconded the motion

Vote: All in Favor

Motion carries

Guest Speaker

Bobbi Whitlock

We are the third party administrators for workers compensation fund. We deal with paying the bills (doctors), the policies and procedures etc. We have been administrating for the district since 2005. The district is self insured.

The supervisors of every department report injuries to us. It is all state regulated. When we receive notice of an accident, we look at the employer who is submitting the claim and we ask questions of the employee and the employer. We ask the employee to fill out an accident form to gather more

information. One of the reasons that we ask about dependants and marriage status is because you will receive an additional \$5 per day for each dependant and \$5 per day for your spouse on wage loss.

Everyone has the idea that if an accident occurs at work that it is covered, that is not the case. In order for an injury to be compensable it must arrive out of and occur at the place of employment. We determine prior injuries (pre-existing) and aggravating event if pre-existing. We have 45 days from the date of the claim to accept or deny the claim. If we are still waiting to get information from the claimant or the doctor we have to send a denial letter if we are at the 45 day mark. This does not mean that the claim will not go any further, once we receive the information that we need we re-open the file and begin the process again.

When lost wage benefits are entitled, such as if the doctor has listed the person to be off and the department is unable to offer light duty, there is a 3 day waiting period for this to kick in if they are to be off between 1-14 days; if they are to be off 15 or more days there is no waiting period. The benefit rate runs from July 1 through June 30th of each year and the benefits are not taxable.

Workers compensation covers a work related injury whether you broke a rule or policy of your employer or not; however, the district has policies in place that may cause you to be written up for violating the safety policy or rule. It does not affect your claim with workers compensation but it may affect you at work.

We ask that whenever possible the claim be submitted within 24 hours of the incident, while it is still fresh in the mind of the employee and any witnesses. We try to encourage people to report the injury to their supervisor any injury right away even if you don't want or need medical attention.

*The law gives an employee 6 months to report an injury.

The question was posed as to pre-existing periods for a re-injury, is there still a waiting period?

Example: Hurt at work 5 years ago and at work re-injure the back or aggravate the injury, do we have to fill out new paperwork?

Answer: If associated with a causing event yes, otherwise no.

If you were injured prior to May 1, 2007, there is a 3 year statute; which means that the employee must follow up with their doctor at least once every three years to protect the employee and to continue coverage of the current claim. If the party was injured after May 1, 2007 the 3 year statute does not apply.

With permanent injury there is a guide to determine % of injury, covering many different areas a type of surgery, range of motion etc. They will not give the percentage and rating until you are all the way cured or back to your original starting point.

Question was asked, if you take the compensation agreement for the permanent % of disability that it will affect future benefits.

Answer: this is not the case, you are entitled to it. If you have future surgeries, they would still be paid for by workers comp, most people worry that this will finish off or close out their case and close the claim, but that is not true.

If a third party is involved in an accident, if you are driving a company vehicle and a third party hits you. Workers compensation would pay but would put a lean on any law suits (you would sign a subrogation clause with workers compensation) which would pay back workers compensation in the event any money was awarded to you from the third party. If you later needed to be seen for the same injury through workers compensation fund you would need to exhaust the money that you received first, before they would start paying again.

**There is nothing in the state law that says there has to be a witness for an accident, often people work alone. It is helpful if there is a witness but it is not required. More than 50% of our claims/cases do not have a witness.

How long could a person continue to see the doctor, or continue to receive medication etc? How long would workers compensation cover you?

Answer: Indefinitely, we may require you to see another doctor to verify that the treatment is still needed, generally maintenance treatment in not covered. These are all on a case by case scenario, each are individually determined.

You have the right to change doctors one time without permission. It can be done again with permission from workers compensation. There needs to be a need for changing doctors, you have to be seen initially at the workers compensation clinic first.

A referral from a doctor is not considered a doctor change, but it is nice to keep the lines of communication open between all parties. Let us know that you were seeing this doctor and the doctor has referred you to this doctor so that we know what is going on.

The biggest delays in claims processing is usually from the employee themselves. They do not like to sign the medical release for 10 years and we can't gather needed information without that. The medical release needs to be signed to be treated and to file a claim.

You can limit the release. We can list to release only information related to the back if it is a back injury, etc. Workers compensation does not share this information with anyone, not even your employer, this is STATE LAW.

Department reports

#1

CUSTODIAL

Nothing

FOOD SERVICE

We are still working through some problems. We have a worker that has been in jail that is now being disciplined at work for time missed.

HOURLY

Nothing

INSTRUCTINAL ASSISTANTS

Nothing

INFORMATION SYSTEMS

Nothing

MAINTENANCE

Door and lock issue is still ongoing. We had discussed this with Dr. Gourley in Advisory and he suggested better communication between the departments, he said that he will talk to police electronics about this.

We have a safety issue and an OSHA issue with the paint trucks. We trucks driving around with flammable liquids and they do not have OSHA placards on the vehicles.

POLICE/SAFETY/ELECTRONICS

Nothing

SECRETARIAL

Nothing

TRANSPORTATION

Can we adjust the early out time for Hartvigsen to better match the other early out elementary schools? If we can it would free up about 20 drivers and save the district money. Can we coordinate better on the planning days to adjust the start and stop times of the school to be closer to the other early out start and stop times?

The calendaring committee had 5 classified employees on it but they were all secretaries, it needs to be more diversified.

WAREHOUSE

Nothing

#2

Time change for the executive board meetings for GESPA

Jerry Norton made a motion to move the executive board meeting time to 5:30 PM at the current location.

Doyle Herndon seconded the motion

Discussion

Vote: All in favor, motion carries

#3

Blue Book Committee

The committee will consist of Boyd Kimber, Doyle Herndon, Tony Beale, Doug Woolsey, Dave Clark and either Tracy Atkin or Stacey Banks or both. These people will sit on the committee for redoing the blue book this spring. The district is requesting that all 3 organizations try to come closer in line with each other so that we have the same policies for all employees. (Secretarial, Classified and Teachers). We will be working with GEA and GAEOB on this issue to better align the three policy books.

#4

Elections-President Elects

Elections are in March; the nomination forms are on line and will also be mailed to each department.

- We need to have notice of these elections posted on the web page, listed in the newsletter and mailed out to the departments in January. The president elects are in charge of elections for their departments.

#5

New membership-Dave Clark

Dave is working with Lloyd Bybee in Human Resources to address new hire packets.

#6

Plan for district secretaries

We would like to obtain some NEA grant money to get some board members off of work paid so that they can go out to the schools and visit secretaries at their work on their lunch or break. Nan said that she will be meeting with NEA next week and she will put in the request.

#7

Outstanding employee awards

Ted Case is nominated for November and Rob Martinez is nominated for December.

Jerry Norton made a motion to accept these nominees for employee of the month for November and December 2007.

Doyle Herndon seconded the motion

Discussion

Vote All in favor, motion carries

#8

School Board Meeting report

Cottonwood Mall/Holladay City RFD

Valley Fair Mall/West Valley City RFD

Open/Closed schools

Proposed boundary changes

Tracy Atkin made a motion to discuss the December meeting.

Discussion

Tracy Atkin amended her motion to read that we will not hold a December GESPA board meeting. (Motion to cancel the December board meeting).

Brian Mann seconded the motion

Discussion

Vote All in favor, motion carries

USEA/NEA business

Referendum 1 went down in flames thanks to all of our employees helping to get the word out and getting out and voting.

The Jordan split vote occurred and the split will happen because JCEA did not take a stand to help get people out to vote on this issue, if they had gotten together with their teacher association they would have been able to defeat this vote.

It is even more important for GESPA to team with GAEOP and with GEA to defeat our vote that comes up next year to determine if Granite will split or not. We need to make sure that everyone is informed and we need to work very closely with the other organizations to work against this split, we need to have membership up and we need to stay apprised of the situation and pass the information along to fellow employees, family, friends and neighbors. If we all work together on this during this school year, we can defeat this.

Herriman is currently trying to appeal the vote to keep the split from happening.

GESPA needs to face the issues and increase the membership, have strong leadership and strong members.

We have had 4 more withdrawals of membership this month, 2 from food service, one from maintenance and one media support aid.

Doyle Herndon moved that we move into executive session

Jerry Norton seconded the motion

Executive Session Discussion

Fundraiser update

Tracy Atkin and Boyd Kimber talked about the Wendover bus trip and the information that they had so far on working the booths at the E-Center for another way to earn funds for the association.

The E-Center would be a yearlong commitment; we would be responsible to have enough volunteers to run our booth for every event hosted there for the entire year, all concerts, grizzly games etc. The board felt like they would like the committee to meet with the E-Center personnel to gather schedules, # of people needed for the booth we choose to run etc. and bring this back to the board in January.

Doyle Herndon made a motion to have the fund raising committee meet with the E-Center and gather more information and bring back the information to the board in January.

Brian Mann seconded the motion

Discussion

Vote All in favor, motion carries

Motion to end the GESPA board meeting by Brian Mann

Seconded by Doyle Herndon

Vote All in favor, motion carries, meeting is adjourned