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BWC Board Approved Changes to the DFWP/DF-EZ Discount Program

*** REVISED 03-26-10 ***

Program Structure

- Name change of program to “Drug-Free Safety Program (DFSP)”
- Application periods per year:
 - PRIVATE Employers: Until last business day in JUNE (for 2010 only)
Until last business day in April (for subsequent yrs) , a
 - PUBLIC Employers: Until last business day in October
- Create 2 program levels:
 1. Basic — 4% premium discount (NO random testing)
 2. Advanced — 7% premium discount (15% random testing)
- No 5-year limit
- Non-continuous participation allowed
- NO CHANGES to “Level 0” (state construction) requirements

Stack-ability for Premium Discount

- DFSP will be compatible with: 3% for Group-Rated w/Advanced Level DFSP; Safety Council; Small Deductible; Salary Continuation (against criteria)

Safety

- Require:
 - Online safety assessment of all participating companies
 - Advanced Level – Safety Action Plan
 - Online accident analysis training for supervisors
 - Online accident reporting

Policy

- NO major changes

Employee Education

- MINIMUM of 1 hr. annually (BWC-specified training content assuring curriculum new each year)

Supervisor Training

- MINIMUM of 2 hrs initially and 1 hr in EACH subsequent year (BWC-specified training content assuring curriculum is new each year)

Drug Testing

- Minimum requirement of 6-panel drug test (adding ecstasy)

Employee Assistance

- Basic Level: Allows for termination
- Advanced Level: second chance required after 1st positive test except per specific circumstances; Employer will pay for assessment.