

MainstreetMinute

A workers' compensation resource for small business owners served by SFM Companies

Q & A Managing injured workers

Q. Should I consider a work injury a reason to lay the person off?

A. Laying off a worker who is collecting worker's compensation is likely to increase the cost of the claim significantly, with an impact on your workers' compensation premium.

Q. If I let an employee stay home to recuperate from a work injury, will that save my company money?

A. No. In fact, a stay-at-work policy, where injured employees recuperate while doing doctor-approved work, is generally the best way for your company to reduce the costs of work injuries.



SFM 'Resource catalog'

Browse self-help resources at www.sfmic.com/policyholders

SFM's online "Resource catalog" offers self-help resources that can give your business a lift. Here are some of the popular items ordered and downloaded:

- "Basic return-to-work policy" *CompTalk* and sample program.
- "Stretching Works @ Work" poster and related materials.
- "Four points to safe lifting" poster and other back-care materials.
- Safety videos via the *Video lending library*.
- "You were injured at work...Now what?" brochure.
- "Understanding benefits" *CompTalk*.
- "Employers required to provide work comp coverage" *Legal Advisory*.
- "Alcohol and drug policies" *CompTalk*.
- "Safety on a shoestring" *CompTalk*.
- "Slips, trips and falls" *5-minute solution*.
- "Eye protection" *5-minute solution*.
- "Fall protection" *5-minute solution*.
- "Small business owner exemptions" *Legal Advisory*.



Minnesota Chamber endorses SFM for group plan



The Minnesota Chamber of Commerce has endorsed SFM as the exclusive carrier for a special group workers' compensation program for its members.

SFM has begun leading a chamber initiative to organize a Safety Group Committee. The committee plans to make safety programs available to chamber members to help them raise their effectiveness in preventing injuries.

For Minnesota chamber members that are also SFM policyholders, the chamber safety initiative will offer more opportunities to take advantage of practical safety programs and expertise.

If you are interested in membership or more information about the Minnesota Chamber, call Mary Bethke at the chamber office, (651) 292-4672.

Briefs

Insurance guidebook released

The New York-based Insurance Information Institute has developed an insurance guide for small business owners. *Insuring Your Business: A Small Business Owner's Guide to Insurance* is designed to help small business owners decide what kinds of insurance they need for their particular businesses. The information is available on the institute's website or in book form. For more, go to www.iii.org/smallbusiness/intro.

Best business environment

Minneapolis-St. Paul ranks as the best business environment among 50 large metro areas in the country, according to Marketwatch, a subsidiary of Dow Jones & Company. The ranking is based on a strong mix of small and big, new and established businesses.

The region has the fourth highest concentration of small businesses, according to Marketwatch. It also has the second highest concentration of Fortune 1,000 companies.

Seminars

Register online at www.sfmic.com under the "Seminars" tab. The seminar below will be conducted at SFM's headquarters in Bloomington at I-494 and France Avenue. The seminar has two parts. You are invited to attend one or both parts. There is no charge for policyholders.

Part 1 "Responding to work injuries"

**Tuesday, Oct. 14
9 a.m.–10:15 a.m.**

Walks through your responsibilities as a claims coordinator. Covers your "Five-step response" when an injury occurs, ways to avoid reporting errors, tips on filling out the First Report of Injury online and best practices for handling questionable claims. A great seminar for those who are new to the responsibility of reporting work injuries to their insurer, and for those who need a refresher.

Part 2 "Return-to-work: Why it matters. How it works."

**Tuesday, Oct. 14
10:30 a.m.–noon**

Designed to help you make better-informed employment decisions involving injured employees. Follows your decisions through to their financial impact on your workers' compensation premium. Addresses the challenges of finding meaningful jobs for workers with medical restrictions. Covers the difference between a lost-time claim and medical-only claim and how to use that understanding to your advantage. Hear best practices from an SFM attorney.

the bottom line

What business people do you admire most?

Responses from small business owners in a survey commissioned by CapitalOne:

- Oprah Winfrey. "She persevered."
- Bill Gates. "Sharp. Capitalized on being in the right place at the right time."
- Martha Stewart. "A genius at marketing."
- Donald Trump. "Consistently rebounding from adversity and poor decisions."
- Steven Covey. "Bringing the human/spiritual side to business."
- Donna Dewberry. "Housewife who started her business to make extra money and provide her children with inexpensive but unique gifts for their teachers."
- Michael Bloomberg. "A straight-shooter."
- Ted Turner. "Original thinker."
- Frank Zappa. "Did what he loved."
- B. Thomas Golisano, Paychex founder. "Philanthropic endeavors."
- David Cole, Coinstar CEO. "Honest, creative, hard-working, morally and spiritually wise."

Work injuries may be unlikely.

But should one happen, report it directly to SFM.

Unlike reporting other types of insurance claims, you want to report claims for work injuries directly to SFM, your workers' compensation insurer. You may copy or notify your insurance agent if you wish.

Reporting only to your agent may delay SFM's ability to respond to the injured employee within the deadlines set by state work comp law.



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The Work Comp Experts

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*Tips and advice to help you
succeed as a small business
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*From your SFM Companies
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