



HUMAN RESOURCES RISK MANAGEMENT

By some accounts, employers are more likely to be sued by an employee than a customer. Managing this risk mitigates exposure to a lawsuit, and is necessary for compliance with State Laws, including both HR and OSHA requirements.

STAFF SAFETY: Employers insure for employee injuries with Workers Comp insurance, but the costs of an injury are substantial. In addition to increasing premiums on Workers Comp from injuries at work, injuries can create scheduling difficulties due to employees unable to perform their job, retraining new employees, and morale problems. In the worst cases, workers comp injuries can drive costs up drastically and threaten profitability. There are

COBRA COMPLIANCE: COBRA and Cal-COBRA generally require that group health plans sponsored by employers with 10 or more employees in the prior year offer employees and their families the opportunity for a temporary extension of health coverage (called continuation coverage) in certain instances where coverage under the plan would otherwise end.

COBRA outlines how employees and family members may elect continuation coverage. It also requires employers and plans to provide notice.

ASSESSMENT

- Is your Company up to date with OSHA Safety Laws, including all eight requirements for a compliant Injury and Illness Prevention Program for employees (Safety Program)?
- Are you managing COBRA compliance internally, through your health insurer (CalCobra for 10-20 employee companies), or through another third party?