WELCOME EVERYONE

West Central Ohio Safety Council

West Central Ohio Safety Council
Sept 2026 Monthly Meeting

TODAY'S AGENDA

West Central Ohio Safety Council

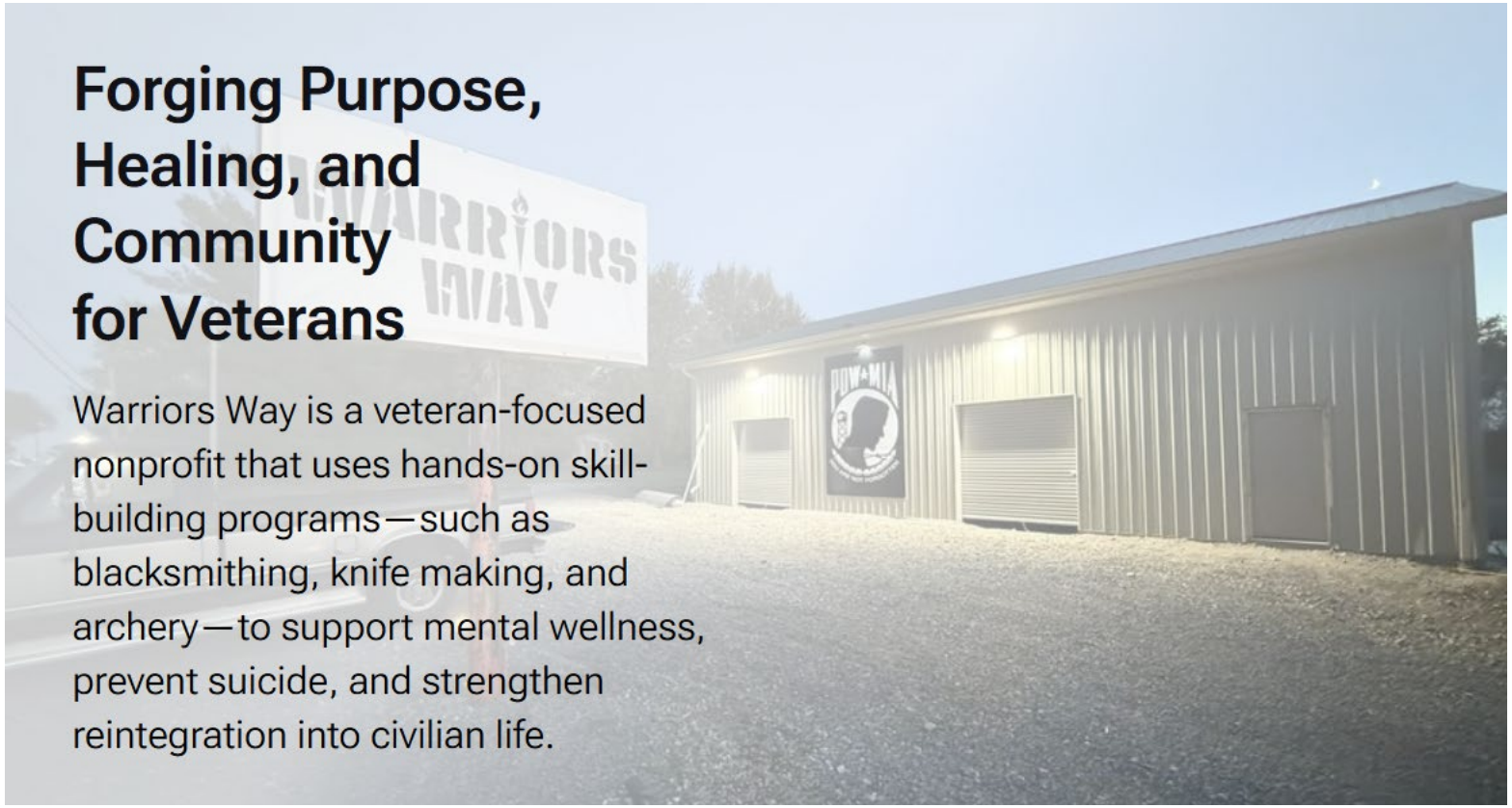
8:00 am: Meeting Begins with Announcements

- Deb – SC updates and External Training Opportunities
- BWC Updates from Butch Blankenship
- Keynote Speaker Presentation – **Workplace AccomModations for Ohioans with Disabilities**
- Meeting Wrap-Up - Pull 50/50 Winning Number
- Meeting Adjourned by 9 am

***SLIDES WILL BE SHARED WITH ATTENDEES AFTER THE MEETING AS WELL AS THE ATTENDANCE

FY2027 CHARITIES

Warrior's Way



West Central Ohio Safety Council

BUY YOUR 50/50 RAFFLE TICKETS NOW

West Central Ohio Safety Council



For Sale at the registration table

Now accepting Venmo

6 tickets for $5

1 ticket for $1

STEERING COMMITTEE MEMBERS

West Central Ohio Safety Council

President: **Amy Ricker**, Lima Pallet Co.

Vice President: **Crystal Jackson**, Cenovus- Husky Lima Refinery

Past President: Craig Hohenbrink, INEOS

Josh Unterbrink, Chamber Liaison

Joe Hutton, Fort Amanda Specialties

Tony Daley, Spallinger Millwright

Deb Katzenmeyer, Director



SAFETY COUNCIL DUE – OUTSTANDING $

- Alexander & Bebout, Inc.
- All Service Glass Co.
- Allen Soil & Water Conservation District
- Allied Environmental Services, Inc.
- Alpla, Inc.
- American Trim
- Autokiniton
- BMWC Constructors
- Boomerang Rubber Company
- Boomerang Rubber Company
- Brennco, Inc.
- CAM Industrial Solutions
- Comfort Keepers Home Care Services
- deSter Corporation
- FLUOR
- GEM Industrial
- International Tank Service, Inc.
- KALE Trucking Inc.
- Lima Pallet Company, Inc.
- Lima Sheet Metal
- Mennonite Home Communities of Ohio
- Miami Valley Gasket
- Moriarty Machinery & Supply
- Nooter Construction
- Novus Foods
- Nutrien
- Range Kleen Manufacturing, Inc.
- Resource Recycling, Inc.
- Revolutionary Safety Services
- Rudolph Foods Company
- Smith-Boughan Mechanical, Inc.
- Spherion of Lima, Inc.
- SumiRiko Ohio, Inc.
- Tuttle Construction, Inc.
- Vandalia Rentals Lima
- Wannemacher Enterprises, Inc.
- WOCAP
- West Ohio Food Bank

FY 2027 SCHEDULE

West Central Ohio Safety Council

Monthly Meetings
FY27 Schedule

Date	Speaker Name/Title/Company	Subject/Topic
10/13/2026	Tonya Sarno, Koorsen Fire and Security	Fire Safety and Prevention
11/2-6/2026	Bob Momany, Exec Director SCNWO	COSS Training
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ATTENDANCE

West Central Ohio Safety Council

🦺 Safety resources matter — presentation slides will be emailed following today's meeting.

📘 Need external safety credits? Booklets are available at the registration table, along with learning flyers from BWC.

✔️ Stay compliant — please review and verify your attendance throughout the year to ensure accurate safety records.

TRAINING OPPORTUNITIES OUTSIDE OF MONTHLY MEETING

West Central Ohio Safety Council

Certified Occupational Safety Specialist

- Week of Nov 2 – 6, 2026
- Instructed by Bob Momany, Safety Council of Northwest Ohio

DRUG FREE SAFETY PROGRAM - 2026

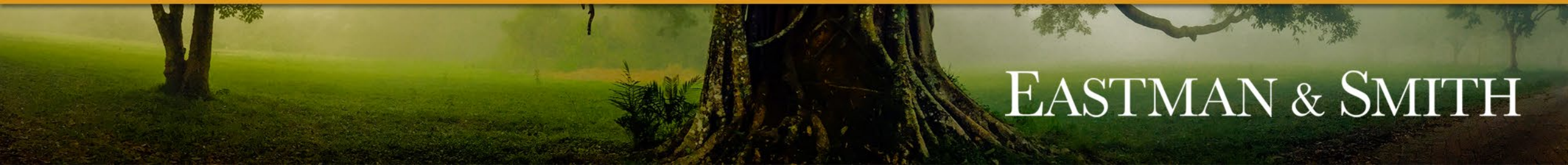
West Central Ohio Safety Council

- Drug Free Safety Training
- October 14, 2026
- Sheakley Trainer



Invitations will be emailed out

Thanks to Eastman & Smith for their continued support of our safety council annual program!



Safety Council Update

Kimberly S. Kondalski, Esq.
September 2026

EASTMAN & SMITH

RESOURCEFUL • RELIABLE • RESPONSIVE

Disclaimer: This information has been prepared by Eastman & Smith Ltd. for informational purposes only and should not be considered legal advice. This information is not intended to create, and receipt of it does not constitute, an attorney/client relationship.

VSSR Caselaw Update: Railings and the Impossibility Defense

State ex rel. Whirlpool Corporation v. Rice

Facts

- Worker injured after losing his balance crossing a conveyor belt containing no safety railings
  - As he stepped over the belt, his right foot got tangled in the emergency-stop cord and he tripped, falling approximately 28 inches to the ground below and landing on his right knee
  - Worker ultimately had right leg amputated and his claim was allowed for multiple right knee injuries



VSSR at Issue

Adm.Code 4123:1-5-05(C)(3):

- Safe means of passage. Where employees cross conveyors, a fixed platform equipped with standard guard railing and toeboards will be provided.

Procedural History

- SHO found:
  1. Worker was injured while crossing over a conveyor belt;
  2. Adm.Code 4123:1-5-05(C)(3) required employer to provide a “fixed platform equipped with standard guard railing” at such a crossing;
  3. Although the top step of each ladder constituted a “fixed platform” as defined by the administrative code, the platforms were not equipped with standard guard railings; therefore, employer violated Adm.Code 4123:1-5-05(C)(3); and
  4. Employer’s failure to have a standard guard railing attached to the platform was the proximate cause of the worker’s injury.
- Employer filed writ of mandamus in the Tenth District, which was granted
- Court of appeals reversed, denying the writ
  - Adopted the magistrate's findings of fact, but disagreed with the magistrate's legal conclusions

Ohio Supreme Court Findings

The Commission's factual findings were based on some evidence

The employer did not establish the SHO misinterpreted or misapplied former Adm.Code 4123:1-5-05(C)(3)

The employer failed to prove compliance was impossible

Impossibility Defense Explained

- The employer must show:
  - It would have been impossible to comply with the specific safety requirement or that compliance would have precluded performance of the work; and
  - No alternative means of employee protection existed or were available
- Ohio Supreme Court determined employer could not rely on the defense because installing rails was not impossible, nor did it impair the work being performed

Thank You!

Kim Kondalski, Esq.
Eastman & Smith Ltd.
(419) 247-1667

EASTMAN & SMITH



Bureau of Workers' Compensation

September Safety Council Update

West Central Ohio Safety Council

Butch Blankenship

Industrial Safety Consultant Specialist

Toledo Service Office

419-461-4760

butch.b.2@bwc.ohio.gov

Bureau of Workers' Compensation

bwc.ohio.gov

Monthly learning – September and October

bwclearningcenter.com

Sept. 16 - Emergency preparedness planning half-day workshop

Cambridge Service Office

Sept. 24 - Safety for the non-safety professional

Mid-Ohio Conference Center (MOCC), Mansfield, OH

In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

Monthly learning – September and October (Continued)

bwclearningcenter.com

Oct. 6 - OSHA 10: Industry safety basics

Mid-Ohio Conference Center (MOCC), Mansfield, OH

Oct. 6 - First aid in the workplace

Youngstown Service Office

Oct. 14 - Ergonomics: Basic principles

Ohio Fire Academy, Reynoldsburg, OH

Oct. 27 - OSHA 10: Industry safety basics

Cincinnati/Springdale Service Office

In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

Virtual learning – September and October

- **Sept. 3** - Job safety analysis
- **Sept. 10** - Work zone flagger control and safety
- **Sept. 15** - Violence in the workplace
- **Sept. 30** - Health hazards and toxicology fundamentals workshop
- **Oct. 1** - Safety series workshop module 2: Ergonomics, accident analysis, and hazard assessment basics
- **Oct. 7** - Controlling workers' compensation costs
- **Oct. 13** - Bloodborne pathogens

bwclearningcenter.com

In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

Virtual learning – September and October (Continued)

- **Oct. 22** - Safety for the non-safety professional workshop
- **Oct. 29** - Safety series workshop module 3: Hazard communication and personal protective equipment basics

bwclearningcenter.com

In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

Webinars – September and October

- **September** - No webinars scheduled for September
- **October** - No webinars scheduled for October

bwclearningcenter.com

Webinars do not qualify for Safety Council rebate external training credits.

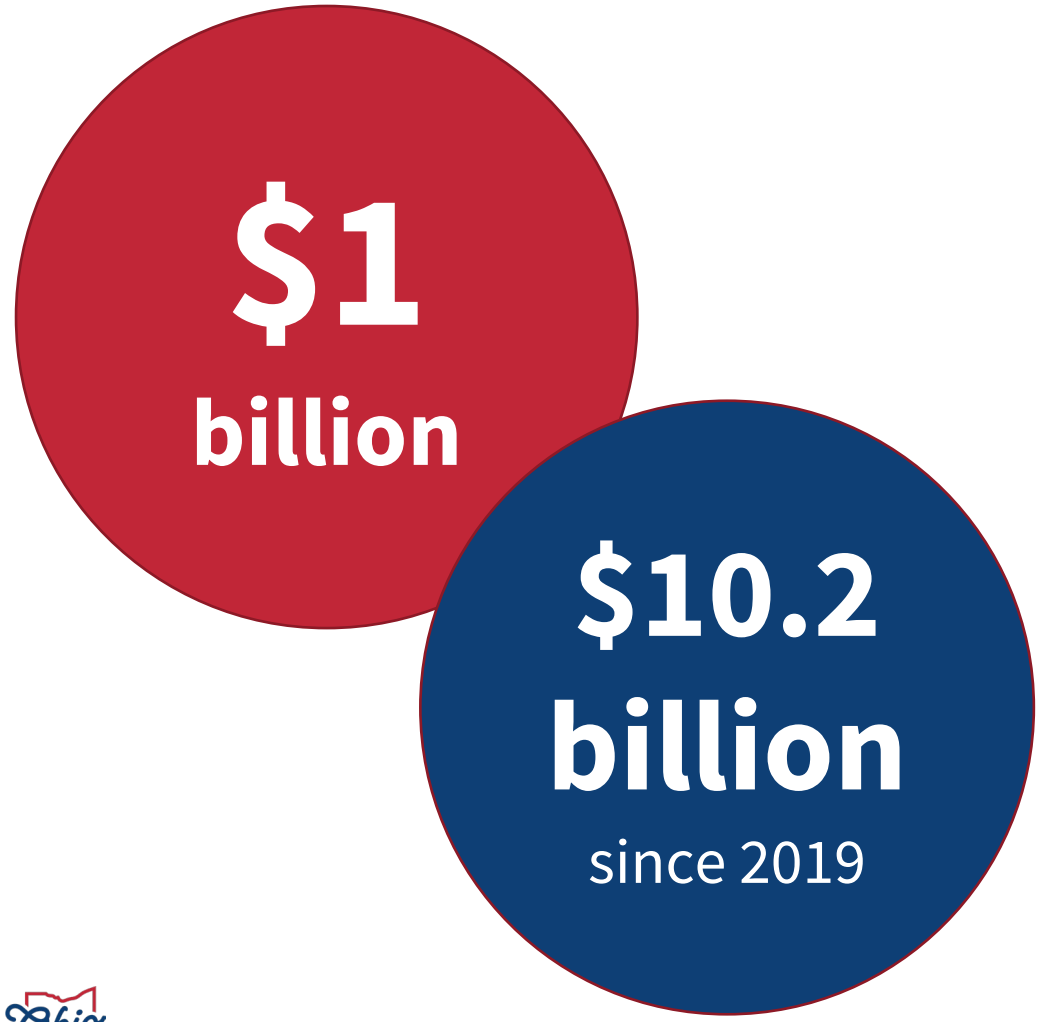
Private employer important dates – September and October

- **Sept. 15** - PA Individual retro billing invoice mailed for previous policy year (approximate date)
- **Sept. 30** – PA snapshot date for experience calculation

Public employer important dates – September and October

- **Sept. 30** - PEC last date to request change in estimated annual payroll exposure PY 2026
- **Sept. 30** – PEC Claim Impact Reduction Program (CIRP) training requirement deadline
- **Sept. 30** - PEC Substance Use Prevention and Recovery (SUPR) annual report due
- **Sept. 30** – PEC Substance Use Prevention and Recovery (SUPR) Program application deadline for 1/1/2026 start date
- **Oct. 31** - PEC PY 2027 notice of estimated annual premium mailed (approximate date)

Dividend proposal



- The BWC Board of Directors has approved Governor Mike DeWine's request to issue a $1 billion dividend to Ohio employers.
- The total dividend payments exceed the premiums employers have paid since 2019.
- Checks will be delivered to eligible employers throughout Sept. and Oct.

Save the date: March 16-19, 2027



150+ sessions



9000+ participants



200+ speakers



300+ exhibitors

Ohio Bureau of Workers' Compensation

OSC27®

Ohio Safety Congress & Expo

Ohio Bureau of Workers' Compensation
OSC27
Ohio Safety Congress & Expo

Office of Safety Services – We are here to help

On-site safety consultations

Workplace hazard assessments

Ergonomics and process safety reviews

Training and education courses

Grant opportunities for safety equipment



Bureau of Workers' Compensation

BWC.Ohio.gov



Workplace Accommodations

Alanna Smith, Business Relations Specialist
Shelly Burkhart, Accessible Ohio Specialist
Division of Employer & Innovation Services

Overview of RA

Reasonable accommodations

Types and examples

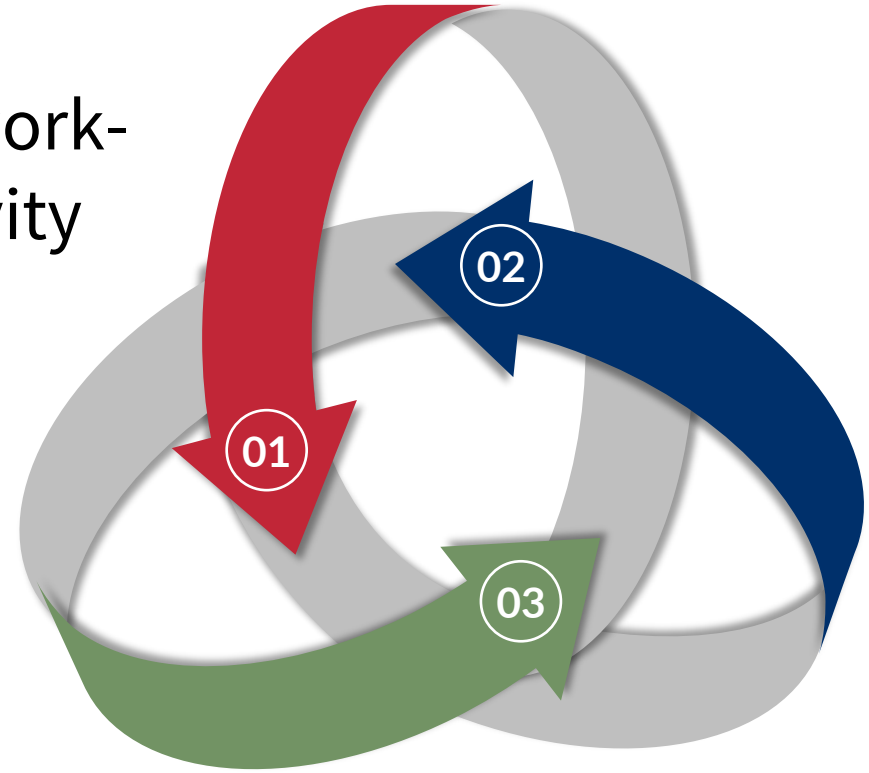




Introduction to RA

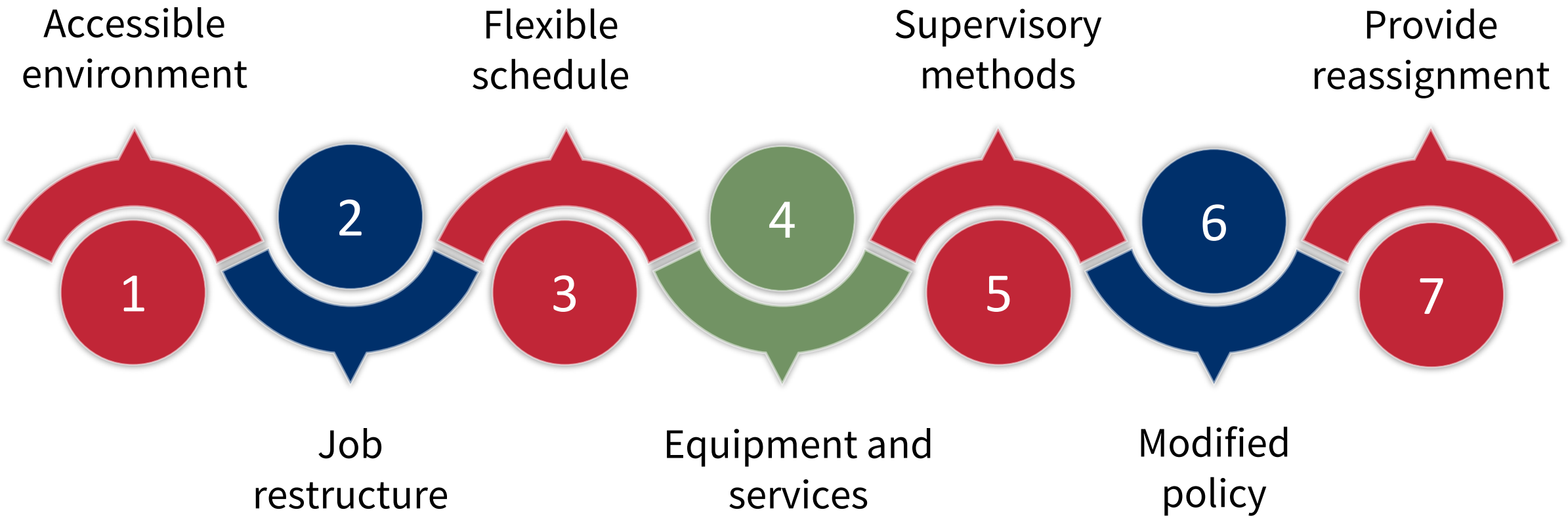
Change in a work-related activity

Ensure equal access



Three categories of RAs

Types of RA


Accessible environment
Flexible schedule
Supervisory methods
Provide reassignment
1
2
3
4
5
6
7
Job restructure
Equipment and services
Modified policy

RA Request

01 Can be made at any point

02 Includes a change related to disability

03 Can be in preferred format

04 Can use plain language

Documentation of Disability

Verify the disability exists

May obtain when not obvious



Appropriate professional

“Reasonable” documentation

RA Process



01 Interactive process

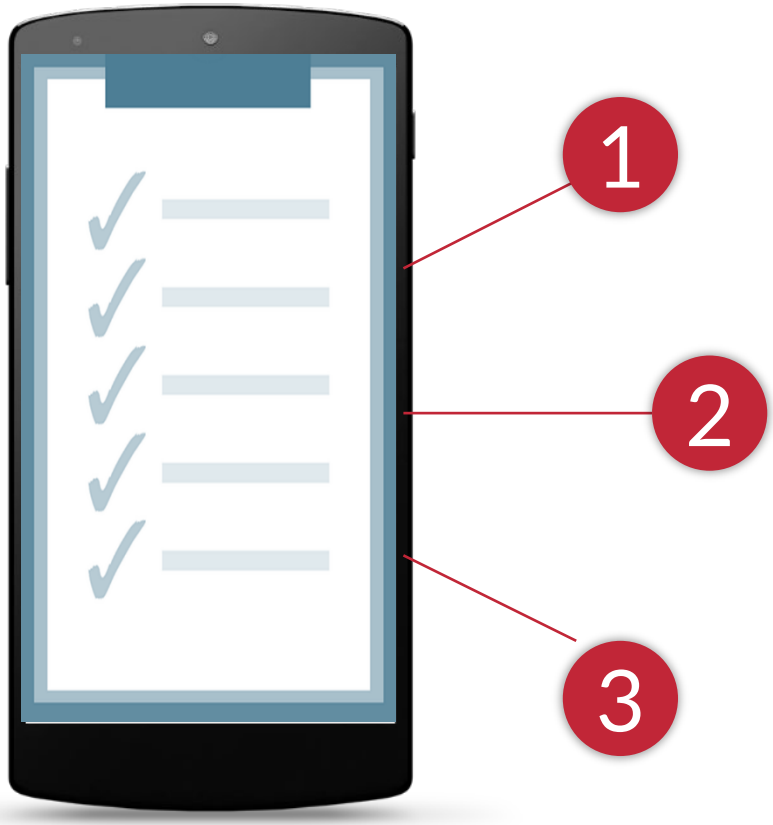
Ask the employee 02





03 Be open to new ideas

Undue Hardship Assessment



1. Too costly or difficult
2. Case-by-case assessment
3. EEOC criteria

Cost of RA

Cost is a concern



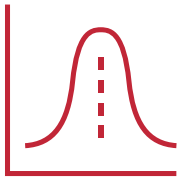
High cost is more myth than fact



More than 50% of accommodations cost nothing at all



Median cost of RA is $300



Funding



- Budget for RAs
- Centralized accommodation fund
- Track RAs provided
- Unique for each employer

Confidentiality



Separate medical files



Stored apart from personnel files

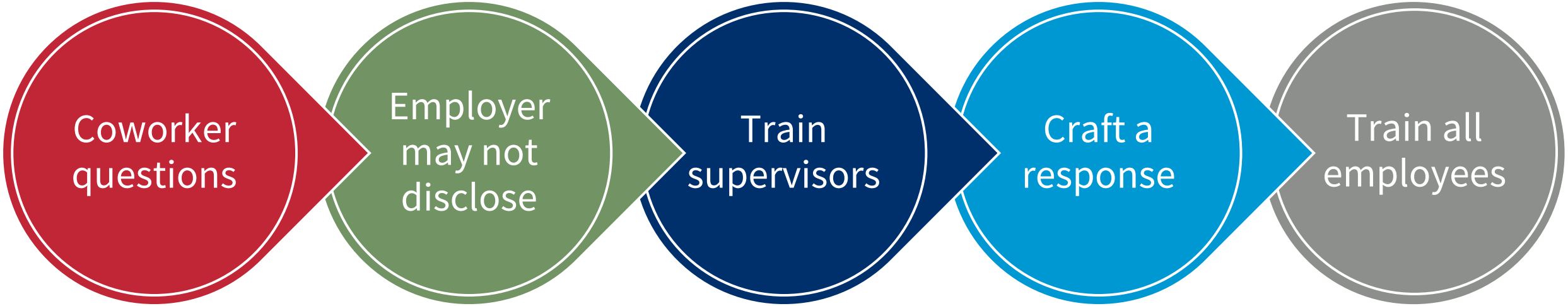


What may be shared



What may not be shared

Communications



OOD Services

- Candidate referrals
- Services to keep incumbent workers on the job
- Disability Etiquette and Awareness training
- Job Fairs and Hiring Events
- Tax credits and other resources
- Worksite Accessibility Services
- Ohio College2Careers
- Inclusive Employer Toolkit

Summary

- Bring unique perspective
- Removes a barrier
- Equal access
- Interactive process
- OOD Supports

Resources

Opportunities for Ohioans with Disabilities (OOD)

OOD Support for Employers: https://ood.ohio.gov/information-for-employers

OOD Support for Individuals: https://ood.ohio.gov/information-for-individuals/oodworks/welcome

Job Accommodation Network (JAN)

https://askjan.org/

Employer Assistance and Resource Network on Disability Inclusion (EARN)

https://askearn.org/

Equal Employment Opportunity Commission (EEOC)

https://www.eeoc.gov/

Great Lakes ADA Center

https://www.adagreatlakes.org/



Any Questions?

Alanna Smith, Business Relations Specialist, Division of Employer & Innovation Services

Alanna.Smith@ood.ohio.gov

Shelly Burkhart, Accessible Ohio Specialist, Division of Employer & Innovation Services

Shelly.Burkhart@ood.ohio.gov

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West Central Ohio Safety Council

THANKS FOR BEING HERE TODAY

~~50/50 DRAWING~~



THANKS FOR ATTENDING

West Central Ohio Safety Council

THE NEXT MEETING IS ON

October 13, 2026

Our FOURTH meeting for FY27.

UNTIL THEN….

BE SAFE OUT THERE! ☺

Check attendance - Scan QR Code

West Central Ohio Safety Council

CLICK HERE TO VIEW ATTENDANCE Through 9-7-26

Please look this over ASAP and reach out with any discrepancies for me to review.

