

THE ADJUDICATOR

Issue 2 • Volume 13



**Less Cost.
Better Service.**
Inside the IC Budget



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Less Cost Better Service

Adam Gibbs, *Director of Communications*

Governor John Kasich is dedicated to moving Ohio's state agencies toward a direction of enhanced customer service and increased accountability at a lower cost to all Ohioans.

As proven in its most recent budget, the Ohio Industrial Commission is living that philosophy.

"It takes millions of dollars to run our agency, but I am committed to every dollar being spent wisely and responsibly," Commissioner Jodie Taylor, who was chairperson throughout the budget process, said. "We recognize that as a non-General Revenue funded agency, we have a responsibility to our Ohio employer

funding groups to maintain the lowest possible cost structure while attaining our goals of quality, timeliness and impartiality."

(Editor's note: Thomas H. Bainbridge was appointed chairman of the Ohio Industrial Commission on July 9, 2013)

Earlier this year, the IC submitted its Fiscal Year (FY) 2014-2015 budget to the Ohio General Assembly. It passed unanimously in both the Ohio House of Representatives and Ohio Senate before Governor John Kasich signed it in April 2013.

Over the next two fiscal years, the IC budget will be \$55.6 million in FY 2014

falling to \$54.4 million in FY 2015. The budget for FY 2014-2015 is less than the previous budget for FY 2012-2013. In fact, the FY 2014 budget is 4.9 percent less than the FY 2012, and the proposed FY 2015 budget is 6.0 percent less than the FY 2013 budget.

"Consequently, administrative cost rates for three of four Ohio employer groups were cut for 2013," Taylor said. "The fourth group, while not realizing a reduction, remained stable with no rate increase."

Taylor said the IC intends to maintain the lowest possible rate structure through the end of the next biennial budget period.

"The IC is an agency that has embraced process innovation and a commitment to quality," Taylor said. "This commitment has led to substantial financial savings for the agency."

Technological innovations and common sense solutions to problems have allowed the agency to reduce staff through attrition from 643 positions in 1997 to 400 positions at the end of 2012, without sacrificing the quality of service. As a result, the IC's budget was reduced from a ten-year high of \$62.6 million in FY 2011 to \$58.4 million in FY 2013.

While agency attrition since Fiscal Year 2008 has yielded estimated payroll expense savings in excess of \$12 million, there are other areas of note that have contributed to the IC's low cost structure. These include:

- Lease payment expense – an aggregate of \$2.4 million since FY 2009 using office consolidations and rent renegotiations in IC district offices.
- VoIP operations have saved an aggregate of \$219,000 since FY 2009 while expanding our broadband

capabilities to the district offices.

- Leveraged toner purchases using a vendor point program to secure \$106,000 in needed equipment replacements without a cash outlay.
- Reduced annual expenditures for office supplies from \$219,000 in FY 2008 to \$109,000 in FY 2012 through office consolidations, claims processing workflow, and utilizing centralized mailing.
- Slashed overtime paid by 75 percent from \$96,792 in FY 2006 to \$23,828 in FY 2012.

The recent financial savings has not sacrificed the quality of the IC's workers' compensation decisions. The IC's 93 hearing officers adjudicated nearly 150,000 claims in 2011, of which only 122 were advanced through a writ of mandamus to the Tenth District Court of Appeals. This was a 25 percent decrease from 2010. The IC's decisions were affirmed 73 percent of the time.

In 2012, there were 89 new mandamus cases filed which was a 37 percent decrease from the 122 new cases filed in 2011. The 89 new cases is the lowest number of new mandamus cases filed in many years. Of these court decisions rendered in 2012, the Court of Appeals denied the writ – or, in other words, affirmed the Commission – in 78 percent of the cases. To put this achievement in perspective, 248 of these cases were filed in 2005 and 295 such cases were filed in 2001. Appeals to court are now at an all-time low.

"The IC intends to maintain our momentum by continuing to upgrade our technological systems and focusing on the assurance of quality decisions while building on our history of fiscal prudence through realized savings," Taylor said.

Suspicious Package Training Keeps IC



Employees Safe While Handling Business Mail

Communications Staff

The Ohio Industrial Commission handles millions of mail pieces each year.

At any moment, a letter or package could turn a routine mail delivery into a lethal situation, which is why the agency instituted a proactive training course to educate IC employees on what to do if fear arises over a mysterious package or letter.

"The safety of our customers and employees is vital to the everyday operations of the agency," Commissioner Jodie Taylor said. "Whether it's training on how to handle suspicious mail or actions to be taken during an active shooter incident, the IC is dedicated to educating its employees to handle dangerous situations."

As part of that dedication, the IC invited an experienced bomb squad commander to teach IC employees how to handle a strange package or letter.

Earlier this year, Captain Steve Saltsman, bomb squad commander for the City of Columbus Division of Fire, visited the William Green Building in Columbus to offer his expertise in handling potentially deadly packages and letters.

"This is the type of training that not only benefits our employees, but benefits our

customers by increasing the security of our offices," Taylor said.

The Columbus Bomb Squad is one of the largest fleets in the country, responding to over 375 missions in 2012. Capt. Saltsman, a 23-year bomb squad member, trained IC employees on how to identify suspicious packages, determine the different types of destructive weapons, and most importantly, how to react properly to a lethal situation.

"This type of training is extremely important in preventing people from overreacting in certain situations and knowing exactly how to respond in the face of danger," Capt. Saltsman said. "There are many indicators of a suspicious package or letter, many of which simply take a few moments to notice."

How to Spot a Suspicious Package

There are four elements that are required for a bomb to be effective: a power supply, an initiator, an explosive, and a switch. Although these components may be difficult to see, there are indicators that make spotting a suspicious package possible.

"Excessive postage on a package suggests that the sender wants to ensure sufficient postage for delivery, thus avoiding any individuals weighing the package," he said. "A package marked as "personal" may be used to ascertain that the specific

recipient, not his or her assistant, opens the package.”

Incorrect job titles, protruding wires, oily stains, and misspelled words are possible signs of a suspicious package or letter. Excessive weight, a fake or missing

return address, unusual rigidity or unnecessary wrapping are also red flags.

“Homemade labels, an appearance of

being resealed, a peculiar odor, or a wet, sloshing sound are good indicators that something is wrong,” he said. “A letter bomb may or may not exhibit an indicator, and it is important to understand that an explosive device can be shipped via any possible means, including FedEx or UPS.”

Handle With Care. Do Not Shake or Bump.

If a package is suspected to contain any of the indicators, it is critical to not panic or disturb it. The situation should be assessed by verifying the recipient, evaluating whether the package is expected, and checking if the sender is legitimate.

“If a suspicious package is identified, do not move it, and get away from the area as soon as possible,” he said.

Isolate it Immediately and Do Not Open, Smell, Touch or Taste.

If a package or letter is deemed suspicious, leave it alone. Never open, smell, touch or taste the contents of the package.

“Avoid exposing the package to cellular phones or two-way radios because some devices are triggered by radio

frequencies,” Capt. Saltsman said. “Never put the package in water or a confined space and remember to protect yourself by ensuring a clear distance of at least 80 feet.”

A bomb is not the only threat to an IC employee; biological weapons, such as anthrax, can also be used to cause harm.

“If an individual comes into contact with a biohazard material, he or she should immediately wash any affected body parts, place clothing in plastic bags, isolate the bags, and keep them for authorities,” Capt. Saltsman said. “About 80 to 90 percent of contaminants can come off just by removing clothes.”

Treat the Package as Suspect. Call the Police.

“Ultimately, once the package is isolated and you are away from it, you should call local law enforcement authorities immediately,” he said.

“This is the type of training that benefits our customers by increasing the security of our offices.”



Captain Saltsman and other members of the Columbus Bomb Squad conducted the suspicious package training for IC employees.

The Doctor Is In:



Dr. Welsh Renews Contract with the IC

Communications Staff

Despite his impressive list of accomplishments, Dr. Terrence Welsh said he has more he would like to achieve at the

Ohio Industrial Commission, which is why he signed a two-year contract extension on May 20 to remain the IC's Chief Medical Advisor.

"I'm really humbled and honored to be working with my IC coworkers and it is a dream come true to work as a doctor in an administrative setting," Welsh said. "Our employees are all so understanding and willing to help me learn and be more effective in what I do."

The two-year contract allows Welsh eligibility for another renewal in two more years.

"Dr. Welsh has made so many valuable contributions to this agency during his tenure," Commissioner Jodie Taylor said. "He is a well-respected professional, who not only has a deep knowledge of medical issues, but is dedicated to helping our customers."

Under his tenure as Chief Medical Advisor, Welsh attributes much of his success to the collaboration of his team members and IC staff. Successful projects, medical manual revisions, standardization of peer reviews, revision of the educational systems and the continual delivery of

timely medical reports are just a few of the accomplishments Welsh delivers each day.

"Working with other team members, creating new products, positioning peer reviews and developing new processes to help us be more effective as an agency are all my favorite parts of the job," he said. "This job is unique because I am able to draw from my broad base of medical knowledge, but yet I see new and different scenarios each day that I've never seen before."

Over the next two years, Welsh hopes to continuously develop the educational process for doctors and recruit the best and most well respected doctors in the state.

"My goal is to provide every community in Ohio with an excellent clinician to perform medical exams and provide a great report," he said, "This job requires a great deal of respect, education and relationship-building, all of which take time and energy."

Welsh earned his bachelor's degree from Marquette University before graduating from the University of Cincinnati College of Medicine in 1986. He currently resides in Portsmouth and works part-time at his private practice. He has been married to his wife, Sharon, a retired nurse, for 24 years. The couple has four children: Patrick, 23, Jack, 21, Libby, 18, and Luke, 17.

And the 2012

Employee of the Year is...



Adam Gibbs, *Director of Communications*

She received her first Employee of the Month award last fall and now she has added to her award collection by

receiving the highest honor an Industrial Commission employee can receive.

Human Capital Management Senior Analyst Mary Seltzer is the Ohio Industrial Commission's 2012 Employee of the Year. She was awarded the Employee of the Year award during a special ceremony in Columbus on May 8.

"Thank you very much, everyone," Seltzer said after she received the award. "I really couldn't do my job if not for the employees in this agency helping me."

Commissioner Jodie Taylor, former Commissioner Gary DiCeglio and Executive Director Tom Connor presented the Employee of the Year award to Seltzer.

"I think it is very important that we honor our exceptional employees," Taylor said. "Our Employee Recognition Program is a program that allows us to put a spotlight on people performing outstanding work on behalf of Ohioans. I am really pleased to have so many excellent employees."

Last fall, Seltzer was named the November 2012 Employee of the Month. To win the award, she was selected from a group of exceptional Employee of the Month winners. Each Employee of the Month winner is selected by the IC's Employee Recognition Committee, which is comprised of IC employees throughout the state.

For winning the Employee of the Year Award, Seltzer was rewarded with an engraved plaque, personalized notepads and a certificate for two days off. Prior to joining the IC, Seltzer worked as a human resources

coordinator for the Ohio Consumers' Council, a project manager at Lucent Technologies,

and a systems analyst for General Mills. A resident of Pickerington, Ohio, Seltzer's academic degrees include an associate's degree in computer science, a bachelor's degree in business management, and a master's degree in marketing and communications.

"Our program allows us to put a spotlight on people performing outstanding work on behalf of Ohioans."

Q&A Session

Clears Up

Misconceptions for Legislative Staff

Adam Gibbs, *Director of Communications*



Questions about the hearing process and the differences between the Industrial Commission and the Ohio Bureau

of Workers' Compensation no longer perplex Ohio's legislative assistants.

"How long can a workers' compensation appeal last?"

"Is it common for injured workers to have an attorney?"

"Is there anything beyond the Ohio Industrial Commission where the employer or injured worker can file an appeal?"

Those were just a few of the questions that legislative assistants in the Ohio House of Representatives asked Legislative Liaison Jacob Bell during a recent informational session.

On April 3, the IC and the BWC held a joint presentation with 35 legislative aides in the Vern Riffe Center in Columbus.

"Our job is to provide legislative staffers with an overview of our workers' compensation system," Commissioner Jodie Taylor said. "By working with the BWC, I believe these informative meetings will provide an avenue for explaining the IC's role."

BWC Legislative Liaison Kelly Carey explained the workers' compensation process while Bell presented a PowerPoint presentation that detailed the procedures of the IC.

"By describing each agency's services piece-by-piece, individuals are able to obtain an enhanced comprehension of what each agency brings to the table," Bell said.

Ohio House staffers were given informational packets and agency contact information to use if any constituent questions arise in the future.

"This was an event that clarified what the Industrial Commission does and how we adjudicate appeals in the workers' compensation system," Bell said. "By having the BWC and IC present together, the audience learned that our agencies are two separate entities, but both play vital roles in making Ohio workers' compensation system a success."

"This event clarified what the Industrial Commission does and how we adjudicate appeals."



Security is a Top Priority at the IC

Mike Tanner, *Director of Security Services*

As the Director of Security Services for the Ohio Industrial Commission, I am responsible overall for the security and safety of IC property, our employees and our customers statewide where hearings are being conducted in all 12 offices.

Directing Security Services is a serious responsibility where I am privileged to hold this vital safety position. Fortunately, I work for an agency that does not hesitate to implement new security strategies where our team has succeeded over the last year. Here are a few of our successes.

Active Shooter Training Each IC employee received in-depth training on how to respond if an active shooter enters an IC facility. As a safety reference, we posted a simulated active shooter video on our internal website for our employees to review.

Workplace Violence Training Overall, the security and safety improved in each IC office throughout the state. We launched a comprehensive workplace violence training program, educating our IC employees on workplace violence issues and ways to react when a volatile situation occurred.

Suspicious Mail Handling Earlier this year, Captain Steve Saltsman, bomb squad commander at the City of Columbus Division of Fire, visited the William Green Building and offered his expertise in handling potentially deadly packages and letters.

Criminal Convictions In 2012, the IC received both bomb and workplace shooting threats. The bomb threat resulted in a criminal conviction and the workplace shooting threat currently has charges pending. Each threat against the agency is accounted for and turned over to prosecutors for possible criminal charges.

Directing the security and safety of our employees and customers is something I take very seriously, especially in regards to the security of our workers' compensation hearings. If you have a hearing, where you believe that security should be alerted due to the parties involved, at the least, please contact me 24 hours in advance. Advising IC personnel on the day of the hearing does not provide me the opportunity to enhance our security measures should the need arise. If you have any other security-related concerns, I can be personally reached at 614-387-3867 or mtanner@ic.state.oh.us.



Two Exciting IT Initiatives Will Better Serve You

Nilima Sinha, *Director of Information Technology*

Last month, The Industrial Commission (IC) Information Technology Department launched two new services that will enhance customer service.

On June 17, 2013, after a successful pilot with two representative firms and two third party administrators, the Industrial Commission began allowing hearing documents to be faxed and emailed directly into the IC imaging system.

Documents can be faxed to 1-877-ICFAXIN (1-877-423-2946) or emailed to 8774232946@fax.ic.state.oh.us, and will be in the IC image repository and viewable on ICON within 48 hours. Documents that are emailed will have a better image quality when viewed in ICON. Emailing is also quicker than faxing, and avoids issues such as a busy signal or call waiting.

Documents submitted through this service cannot exceed 25 pages per fax or email.

The following documents cannot be submitted using this service:

- Hearing Administrator documents
- Appeals, motions, documents that can be filed on ICON, or anything that requires immediate action by the IC

- Documents that need to be indexed the same day as submission
- Documents that already exist on ICON
- IC-2 (PTD application) and supporting medical evidence.

On June 19, 2013, all IC offices began providing expanded Internet access via an additional secure wireless network, ICWIFI. Use of this service requires logging in with a username and password after obtaining an agency-issued identification card. If you do not have an ID card and would like one, contact 614-644-1741.

To learn more about these two new services, contact the Industrial Commission IT Helpdesk during regular business hours (8AM-5PM) at 614-644-6595 (local) or 877-218-4810 (toll-free).

The IC's Information Technology Department is dedicated to providing a superior customer experience. These two initiatives have proven to be an excellent tool for employers, injured workers and representatives.



SUPREME COURT CASE UPDATES

State ex rel. Armstrong v. John R. Jurgensen Co., Slip Opinion No. 2013-Ohio-2237, Decided June 4, 2013

In order for a mental condition to be compensable, the condition must arise from a compensable physical injury. Where an Injured Worker suffers from Post-Traumatic Stress Disorder which arose from an industrial injury but not from the compensable physical conditions, the mental condition is not compensable under R.C. 4123.01(C)(1).

ISSUE: Whether R.C. 4123.01(C)(1) limits workers' compensation coverage to psychiatric conditions caused by the claimant's compensable physical conditions?

HOLDING: The Ohio Supreme Court found that, in order for a mental condition to be compensable under the Ohio workers' compensation system, "a compensable physical injury sustained by the claimant must cause the mental condition." The Court distinguished *McCrone v. Bank One Corp.*, 107 Ohio St.3d 272, 2005-Ohio-6505, from this case, noting that "the absence of physical injury, not the nexus between a physical injury and mental conditions, was determinative." The Court also distinguished *State ex rel. Clark v. Indus. Comm.*, 92 Ohio St.3d 455, (2001), noting that "although BWC allowed the claimant's PTSD as a compensable condition, no party challenged the allowance, and thus the compensability of that condition was not an issue on appeal." The Court concluded that it "has never held that a mental condition is compensable solely because it developed contemporaneously with a compensable physical injury."

The Court also noted that the General Assembly may "determine that mental conditions that develop contemporaneously with compensable physical injuries, or that arise out of the same accident or occurrence as the physical injuries, should be compensable, and amend the statutory language accordingly. Absent a mandate from the General Assembly that such conditions are compensable, however, we will not expand workers' compensation coverage to them."

CASE SUMMARY: While Injured Worker was operating a dump truck, another vehicle traveling at a high rate of speed struck him from behind. During the collision, the other vehicle slid under the Injured Worker's dump truck, causing fatal injuries to the other driver. Because of the accident, the Injured Worker suffered injuries to his cervical, thoracic and lumbar spines and the medical reports documented that the Injured Worker was "in shock." The Injured Worker filed a claim, which was allowed for cervical, thoracic and lumbar strains, and later sought the allowance of a psychological condition for Post-Traumatic Stress Disorder (PTSD). The Industrial Commission administratively denied the Injured Worker's request for PTSD, finding that the mental condition did not arise from the allowed conditions.

On appeal to the common pleas court, both parties produced evidence regarding the cause of Injured Worker's PTSD. Dr. Jennifer J. Stoeckel opined that Injured Worker's PTSD resulted from the accident and that "his physical injuries contributed to and were causal factors." Dr. William L. Howard agreed with Dr. Stoeckel to the extent that Injured Worker suffered from PTSD as a result of the accident, but opined that his physical injuries did not cause PTSD. Dr. Howard also noted that Injured Worker's PTSD was caused by witnessing the event and "the mental observation of the severity of the injury, the fatality, [and] the fact that it could have been life-threatening to him at some point." Dr. Howard also believed that Injured Worker "would have developed PTSD even without his physical injuries." The trial court determined the PTSD was not compensable because it did not arise from Injured Worker's physical injuries. The appellate court affirmed this decision.



SUPREME COURT CASE UPDATES

State ex rel. Coleman v. Indus. Comm., Slip Opinion No. 2013-Ohio-2406, Decided June 11, 2013

A prior determination for loss of use award under R.C.4123.57 (B) is not determinative. The Industrial Commission must conduct an independent evaluation of the facts when considering an application for statutory permanent total disability under R.C. 4123.58(C), even in the presence of a prior award under R.C. 4123.57(B) for the same body part or parts.

ISSUE: Whether the Industrial Commission abused its discretion in denying Injured Worker's request for statutory permanent total disability under R.C. 4123.58(C) when the Injured Worker was previously awarded a loss of use for the same body part under R.C. 4123.57(B)?

HOLDING/REASONING: The Ohio Supreme Court reversed the decision of the Tenth District Court of Appeals and denied the Injured Worker's request for a writ of mandamus. The Court concluded that the Industrial Commission did not abuse its discretion because there was evidence in the record to support the Industrial Commission's determination in denying Injured Worker's request for statutory permanent total disability under R.C. 4123.58(C).

The Court held that the Industrial Commission must conduct an independent evaluation for the facts when considering an application for statutory permanent total disability under R.C. 4123.58(C), even in the presence of a prior award under R.C. 4123.57(B) for the same body part or parts. The Court further held that the evidence must demonstrate the actual loss or loss of use of each of the two body parts at issue. It concluded that the Industrial Commission independently evaluated the facts. Upon its review of the medical, including the testimony of Injured Worker, the Industrial Commission determined that Injured Worker had some use of his right arm and hand. Finally, the Court noted that the evidence did not demonstrate a permanent and total loss of use of both body parts for purposes of former R.C. 4123.58(C).

CASE SUMMARY: In 1994, the Injured Worker sustained an industrial injury when he fell backward off a ladder and struck the back of his neck on a propane tank. The claim was allowed for fractured vertebrae, herniated discs, and shoulder injuries. The Injured Worker subsequently filed a motion, requesting compensation for the total loss of use of the right arm. In 2008, the Bureau granted the motion, concluding that the Injured Worker had a "100% loss of use of the right shoulder ankylosis" and awarding him 225 weeks of compensation under R.C. 4123.57(B). Neither party appealed the Bureau's August 1, 2008, determination.

In 2009, the Injured Worker filed a motion for compensation for statutory PTD under R.C. 4123.58(C). He maintained that, based upon the Bureau's 2008 award under R.C.4123.57(B) for loss of use, he was entitled to compensation for statutory permanent total disability for the loss of use of his right hand and arm. A staff hearing officer denied his motion, finding that there must be an independent evaluation of the facts for an application under former R.C. 4123.58(C), even if there had been a prior award under R.C. 4123.57(B). The SHO concluded that the Injured Worker's loss of use of his right arm did not meet the criteria for permanent and total loss under R.C. 4123.58(C). The Industrial Commission denied the Injured Worker's request for reconsideration.

The Injured Worker filed a complaint in mandamus in the Tenth District Court of Appeals. The court of appeals determined that the August 1, 2008, order awarding a loss of use award under R.C. 4123.57(B) implicitly established that the Injured Worker had lost the use of two body parts-his hand and his arm-citing State ex rel. Thomas v. Indus. Comm., 97 Ohio St.3d 37, 2002-Ohio-5306, 776 N.E.2d 62, and State ex rel. Internatl. Paper v. Trucinski, 106 Ohio St.3d 203, 2005-Ohio-4557, 833 N.E.2d 728. The court held that the loss of use of the Injured Worker's arm could not be relitigated and that the Industrial Commission was bound by the doctrine of collateral estoppel to issue the award, citing State ex rel. Kincaid v. Allen Refractories Co., 114 Ohio St.3d 129, 2007-Ohio-3758, 870 N.E.2d 701. The court granted the writ of mandamus. The Industrial Commission's appeal to the Ohio Supreme Court followed.



Honoring 100 Years of Fulfilling Our Promise

Adam Gibbs, *Director of Communications*

The Industrial Commission of Ohio is an agency founded on a promise.

In the second decade of the 1900s, 45 states first enacted general laws governing the conduct of workers' compensation. At this time, a promise was made that a no-fault system of compensating a worker or his family for his injury, occupational disease, or death casualty related to his job would be paid by his industry. In exchange, employees would forgo their right to sue their employers for work-related injuries by pursuing statutorily prescribed compensation as an exclusive remedy. The promise, created a century ago, resulted in a workers' compensation system that provides the workers with a faster and less expensive procedure for receiving benefits while the employer received immunity from a full-liability tort action in court.

One hundred years ago on March 12, the Ohio General Assembly enacted that promise by passing a law mandating workers' compensation coverage for Ohio employers. Two days later, Governor James M. Cox sat in his office at the Ohio Statehouse, surrounded by IC Chairman Wallace D. Yapple, Commissioners T. J. Duffy and William Archer, Ohio Senator William Green, and former Governor

James Campbell. The group watched Governor Cox sign the 1913 workers' compensation bill into law. At that moment, the Industrial Commission of Ohio was officially created.

A year later, in a 1914 Commission newsletter, Chairman Yapple wrote: *"Two years experience under the elective Workmen's Compensation Act of 1911, and five months experience under the compulsory act of 1913, demonstrates the superiority of the new system of caring for work accidents over the old system of employers' liability laws, with their resulting vexatious and expensive litigation. The new system is better for the employee because, while the amount of compensation paid is limited and fixed in amount, it is certain, and compensation is payable for every injury and for every death where persons are left wholly or partially dependent upon the deceased employee. It is better for society at large, because under its operation a vast sum of money is saved that was expended under the old system in the way of court costs, jury and witness fees, and for caring for those who had been incapacitated on account of injuries and as a result thereof became public charges."*

The Story of the Industry



1885

First state effort to arbitrate industrial disputes occurs when the General Assembly creates voluntary tribunals for settlement of industrial accident disagreements between employers and their employees.

Wallace D. Yapple, T. J. Duffy, and Morris Woodhull become the first members of the State Liability Board of Awards.

Picture: Morris Woodhull, (fourth from the right) at the 56th reunion of Civil War Company A, 131st Ohio Volunteer Infantry.

1911

Ohio General Assembly enacts law mandating workers' compensation coverage for Ohio employers.

Lemuel C. Fridley receives the first workmen's compensation check on April 28.

Picture: The signing of the 1913 workers' compensation bill in the office of Governor Cox on March 14, 1913. From left to right: William Finley, John Miller, unknown, Dr. Arthur F. Shepard, Wallace D. Yapple, George Burba, William Green, former Governor James Campbell, T. J. Duffy, William Archer, and Morris Woodhull.

1913



The Division of Safety and Hygiene is established to help prevent industrial accidents and occupational diseases through development of safety standards and programs.

Picture: IC train car safety exhibit.

1925



THE INDUSTRIAL COMMISSION OF OHIO AND BUREAU OF WORKMEN'S COMPENSATION HEARINGS REPORT TO BAILIFF

1955

Ohio Bureau of Workmen's Compensation is created by Ohio General Assembly. BWC begins administering workers' compensation system.

1956

The Ohio Supreme Court upholds the constitutionality of the establishment of BWC and the division of duties between the BWC and IC.



Industrial Commission is comprised of five, not three, members.

Picture: Vice Chairman James L. Mayfield, Chairman Leonard T. Lancaster, Member Steven A. Hatten, Member George C. Smith III and Member W. Craig Zimpher.

1983



Industrial Commission begins to move into the William Green Building.

1990

Industrial Commission of Ohio

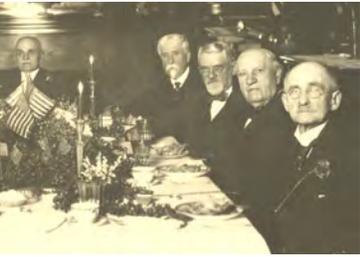
1893

State Board of Arbitration and Conciliation is established and consists of three members, one representing employees, one representing employers, and the third party being neutral.

*shall make no law respecting an establish
and to petition the government for a
related writs, being necessary to
shall, in time of peace be quartered
to the best of their power in their be*

1911

Ohio Workmen's Compensation Act creates voluntary workers' compensation plan for employers. State Liability Board of Awards is created to administer the law.



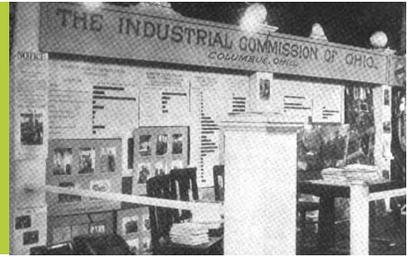
1912

Ohio establishes State Insurance Fund on March 1, 1912.

The Industrial Commission of Ohio (IC) replaces the State Liability Board of Awards.

Picture: Industrial Commission booth from a 1914 Safety Expo.

1913



1915

In *Mutual Film Corporation v. Industrial Commission of Ohio*, the court rules that films were not part of the "press" and therefore not entitled to First Amendment protection. The case establishes a censorship board in Ohio to review films.

1921

The Department of Industrial Relations is created and the IC becomes part of the department, with no change in responsibilities. In 1935, the IC becomes an independent agency.

The IC is separated from the Department of Industrial Relations to become an independent agency.

Picture: Industrial Commission docket books from 1933 and 1934.

1935



1963

As the Director of the Ohio Department of Industrial Relations, William Walker becomes the first African-American cabinet member in the history of Ohio.



1979

The IC establishes its Rehabilitation Division located in the Atlas building in Columbus.



1993

House Bill 107 passes, making changes to Ohio's workers' compensation system.



2013

March 14, 2013 marks the IC's 100th anniversary of serving Ohio's employers and injured workers.

Ohio | Industrial Commission

Timely, Impartial Resolution of Workers' Compensation Appeals

30 West Spring Street, Columbus, Ohio 43215

www.OhioIC.com, (800) 521-2691

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Mary Taylor, Lt. Governor

Thomas H. Bainbridge, Chairman

Jodie M. Taylor, Member

Karen L. Gillmor, Ph.D., Member

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