

MTM Manufacturing Technology Mutual Insurance Company

Monthly Newsletter for January 2009



Participant in the Michigan Property & Casualty Guaranty Association



January 2009

This year the MTMIC has had the great fortune to work with the Michigan Plastics Processors Association Workers' Compensation Fund (MPPA) as they took the steps necessary to close down the operation of their workers' compensation fund.

We will have some changes in our staffing as this group becomes homologated into our system. Debra Bruno and Patrick Dunn have joined MTMIC from MPPA. They will be working with the former MPPA members and our existing staff to provide a transparent and seamless transition. We welcome their participation and hope you will also welcome them as they will have increasing contact with our group as we make them a part of our operation.

MTMIC Board

We welcome Dennis Haller (Haller International) as our newest Board member. We also want to acknowledge the long term participation of Richard Smith of Wolverine Bronze for his many years of service. Mr. Smith was presented with a commemorating plaque at the December 18 meeting.

The first Board meeting of 2009 will be on January 15. The Board will elect new Officers at this meeting; the offices to be filled are President, Vice President, Treasurer and Secretary.

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MTMIC Staff Members

The following is contact information for the staff of MTMIC in 2009.

Claims Manager:	Donna Motley	Ext. 1011
Claim Staff:	Kimberly Davis	Ext. 1004
	Cindy Jackson	Ext. 1009
	Marci Merath	Ext. 1005
	Linda Murphy	Ext. 1007
Loss Control Manager:	Ray Duff	248-444-5398
Loss Control Consultants:	Chris Demeter	517-230-0937
	Patrick Dunn	734-546-0268
	Ruth Kiefer	248-804-8434
Sales & Marketing Director:	Megan Brown	248-444-9513
Marketing Coordinator:	Debra Bruno	Ext. 1010
Premium and Audit :	Glenda Moyle	Ext. 1315
Controller:	Chris Doebler	Ext. 1012
Chief Operating Officer:	Gary Wood	Ext. 1316

Have a Safe and Prosperous 2009

Loss Control Update Reducing Injury Costs: Pros and Cons of Job Rotation

The following is an article authored by our on-staff Industrial Hygienist, Ruth Kiefer.

One appealing factor of a job rotation program to reduce strain injuries might be the relatively low implementation cost and relatively quick application. Potential costs associated with the implementation of job rotation are training of workers in all jobs, initial quality reductions as employees learn new job, and other productivity costs. Potential benefits of a job rotation program are morale building, productivity improvements, improved worker retention, employee career development, and reduction of stress on the musculoskeletal system. But before implementing such a program, you should also be aware of the potential problems that can arise from this type of rotation scheme when it is not correctly assessed and implemented.

Potential pitfalls of a job rotation program are created if job rotation schemes are not properly balanced with respect to the stressors placed on the various body regions. If this occurs, then job rotation will fail to reduce work-related musculoskeletal disorders (WMSDs). It is important to correctly quantify exposures to risk factors for the various body regions:

upper extremities, lower back, shoulder, neck, knee, and lower extremities for each of the jobs within the rotation scheme. Once quantification of potential risk factors has been completed for each of the jobs you are including in your rotation program, a rotation scheme is then selected. The goal of this rotation program is to maintain production demands while minimizing exposure to all workers to musculoskeletal risk factors.

In order to minimize exposures to specific body regions, one must select jobs that have different types of risk factors. An example of poor job rotation is the selection of jobs that are only hand-intensive. This type of rotation program does not reduce the exposure to the upper extremities, but rather has workers perform different jobs with the same risk exposure. This type of job rotation is ineffective in controlling injuries and leaves you dissatisfied with the long-term outcome of your job rotation program.

Optimal job rotation schemes should have workers rotate through low and high demanding jobs as well as different types of work. For example, one job could be hand-intensive, another could be palletizing, another job could be inspection, and assembly. The goal is to spread the risk across the body; not concentrating it in one specific region. The effectiveness of a job rotation program to reduce sprain injuries will be seen in the long-term. Additionally, if it is assessed and implemented correctly, it may also offer cost-efficient and effective intervention without affecting your production demands.

When implementing a job rotation program, it is important to also understand that individuals who work in a job with relatively low risk factors will have their exposure increased when placed in a job rotation scheme that



contains a job with a high exposure to WMSD risk factors. Therefore, your overall goal is to minimize the risk to all workers in the job rotation program by selecting and properly organizing job tasks to be included in your job rotation scheme. If you need assistance in quantifying potential risk factors for jobs that you want to select for a rotation scheme, please contact me, Ruthie Kiefer 248-804-8434, for further assistance.

