

1994 COMP  ALLIANCE 2024

30  
YEARS

Exceptional Service. Long-Term Stability.

# THE ALLIANCE ADVISOR

JANUARY 2025

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NEWS AND SAFETY INFORMATION

## Loyalty Award Announcement

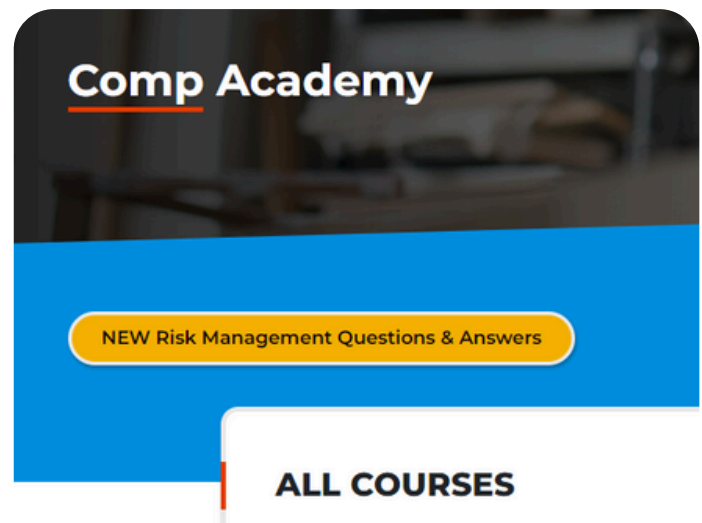
The Comp Alliance is pleased to announce the distribution of our Loyalty Award for members who renewed their membership with Comp Alliance on January 1, 2025. We will begin distributing these awards at the Association of Towns Annual Meeting, so if you are attending, stop by our booth to receive yours! If you can't make that event, don't worry; we will distribute all remaining Loyalty Award checks in the weeks following that event.



Safe Workplace Awards for our members on June and July cycles will be distributed in early Spring 2025. Together, these awards ensure every member of the Comp Alliance shares in our success as we continue to improve safety for municipal and school employees throughout New York State.

## New to the Comp Academy: Risk Management Q&A Videos

We're excited to share a new resource in the Comp Academy! Members now have access to question and answer videos on frequently asked risk management topics. Filmed by our very own Director of Loss Control, Robert Blaisdell, find answers to your questions about state-mandated training, chemical and chainsaw safety, and more.



Visit the Academy page on our website by logging into the Comp Academy, then click the Risk Management Questions & Answers button, or click [here](#). This resource is only accessible once logged in. To watch a video, click the question you'd like to hear the answer to and press play.

If you need to register for a Comp Academy account, email [compalliancemarketing@wrightinsurance.com](mailto:compalliancemarketing@wrightinsurance.com) with a request to register. Once approved, we will follow up with the link to register. Registration will not process unless the email is in our system.

Reach out to [compalliancemarketing@wrightinsurance.com](mailto:compalliancemarketing@wrightinsurance.com) with any questions, concerns, or requests.

## Workplace Injury Reporting & Considerations

The Comp Alliance offers our members a variety of ways to notify us of a workplace injury. However, the Comp Alliance is not the only organization that needs to be informed. The NYS Department of Labor's Public Employee Safety & Health (PESH) Department must also be notified when circumstances around the injury are severe enough. Additionally, PESH requires that certain injury reports be maintained annually by public entities and posted for employee awareness.



When a workplace accident occurs, the first step is to assess the injury and seek appropriate medical attention or first aid for the worker. Employee well-being is the priority and information gathering should take place secondarily. Workplace illness and injury information can then be reported promptly and filed through the Comp Alliance using one of three methods:

- Complete the C-2F and email it to [wcreporting@wrightinsurance.com](mailto:wcreporting@wrightinsurance.com)
- Complete the C-2F and fax it to (516) 794-5254
- Use the ATS Claims Reporting Portal. Reach out to our Claims Department to get registration information for the Portal. Reporting by portal generates a claim number instantly.

Claim reporting details can be found in the Document Center on the Comp Alliance website: <https://compalliance.org/document-center/>.

PESH requires all public employers to maintain in-house workplace injury-related data through three reports. This includes the [PESH SH-900 \(Log of Work-Related Injuries and Illnesses\)](#), the [SH-900.1 \(Summary of Work-Related Injuries and Illnesses\)](#), and the [SH-900.2 \(Injury and Illness Incident Report\)](#). Each form records specific data related to workplace injuries and illnesses. Municipalities must maintain all three forms for five (5) years following the end of the calendar year they cover. The SH-900.1 summary document must also be posted in the workplace annually **from February 1 through April 30**, detailing injuries and illnesses for the previous calendar year.

OSHA has similar injury-tracking documents that can be used in place of the PESH documents. They are the OSHA 300, 300A, and 301. Beginning in March 2025, following OSHA's lead, PESH will require public-entity operations with 20 or more employees to submit their injury and illness information electronically. OSHA collects work-related injury and illness data from employers through the [Injury Tracking Application \(ITA\)](#). The [ITA launch page](#) also answers frequently asked questions ([ITA FAQs](#)).

## Workplace Injury Reporting & Considerations (cont.)



Along with notifying the Comp Alliance of any workplace injury, as of July 31, 2024, municipalities must also notify PESH of any workplace injury that meets the following criteria within the applicable timeframe:

- Within eight hours:
  - The death of any employee as a result of a work-related incident
  - The death of any employee in the work environment, regardless of the cause
  - The in-patient hospitalization of two (2) or more employees as a result of a work-related incident
- Within 24 hours:
  - The in-patient hospitalization of an employee resulting from a work-related incident
  - An employee's amputation resulting from a work-related incident
  - An employee's loss of an eye resulting from a work-related incident

Reporting must be through one of the following methods:

- By telephone or in-person to the Public Employee Safety and Health (PESH) Office nearest to the site of the incident. A PESH Office directory can be found here: [PESH Office directory](#).
- By calling 1-844-SAFE-NYS (1-844-723-3697)
- By email to [ask.shnypesh@labor.ny.gov](mailto:ask.shnypesh@labor.ny.gov)

As we look forward to a safe 2025, it's important to review your accident reporting procedures. Perhaps, go over the procedures with all applicable staff, including department heads, managers, and administrators during a safety committee meeting. The mechanisms to report a claim, employee investment in safety, and commitment to a safe work environment should be clear to employees.



## Welcoming Back John Triessl

As you may have heard, our Director of Member Services, Aaron Reader, accepted an exciting new opportunity with another firm last month. We wish Aaron all the best in this next chapter of his career.

At the same time, we are thrilled to welcome back a familiar face to lead our members services team, John Triessl. Many of you already know John, who previously served for four years as a Comp Alliance regional marketing representative and will assume the role of Director of Member Services. John's experience with, and knowledge of, public entities and the Comp Alliance operations will help ensure a smooth transition and a continued focus on the needs of our members.



Please do not hesitate to reach out to John with any questions about the services offered by the Comp Alliance, or to simply welcome him back.

### **SCHOOL CORNER**



## Managing Workplace Stress in Schools

Workplace injuries are often based on a specific task that causes a particular injury. For example, a trip and fall can cause a broken bone. Uniquely, occupational stress is not a universal workplace injury and may not result from a single event, as employees respond to stressors differently. When we fail to be mindful of our overall health, day-to-day pressure, stress, and anxiety can build into a serious health condition and damage our physical and mental abilities. Many aspects of work can contribute to a stress-related workers' compensation claim.

Our mental health is an important component of our overall well-being and is equally as vital as physical health for employees. A physically fit teacher capable of completing any manual task could still be under mental strains that prevent them from positive production at work. Mental strains are stressors that affect how one perceives and reacts to the environment, negatively impacting an employee's social interactions, productivity, performance, safety, and professionalism. Those suffering will likely have increased absenteeism, be irritable, lash out at coworkers and students, and have a generally poor attitude.

Job stress is defined as "The harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker." →



## Managing Workplace Stress in Schools (cont.)

(NIOSH) Workplace stress can be created by the perception of having little control but many demands. Stress can physically affect people in a variety of ways such as muscle tension, headaches, stomach discomfort, high blood pressure, and heart disease. Therefore, ignoring workplace stress can have lasting harmful effects on school staff who suffer from it.

### Ways to help yourself and school staff:

- **Set boundaries early on, hold to them, and express your needs.** Creating a set block of time a few times a week lets students, and parents, know when they can reach you immediately and protects your free time. Schedule time to respond to other requests or let students' families know you are unavailable after 5 pm and will return any emails or calls the following day.
- **Focus on what you can control.** You control how you spend your free time, priorities, and mindset. Check-in with yourself: Are your news sources trustworthy? What can you do to boost your sense of safety? Get involved in policy decisions in your district, attend school board meetings and safety committee meetings, and participate in your union to voice your opinions on school plans, always looking to participate positively.
- **Move your body.** Teachers are often on their feet all day and spend much time moving around the classroom. It may not seem like much, but this releases considerable energy. Energy use produces endorphins, your body's "feel-good" neurotransmitters. Getting off your feet and training your mind through word, math, or card games is also important.
- **Stay in touch with friends and family.** Social connection is crucial during hardship, so lean on your support network.
- **Keep up with the self-care.** A strong foundation is one of the best ways to ensure mental wellness. Ensure you sleep for at least seven hours, eat a nutritious diet, spend time outside, and exercise regularly.
- **Look to your EAP.** When hardships become too great to overcome, even with the mentioned routines, contact a specialist through your school district's Employee Assistance Program (EAP). They have people who specialize in a variety of addictions and stressors and utilize anonymous means to improve employee mental health.


Monitor employee mental health and help where needed. Please do not ignore the symptoms in yourself and your coworkers and improve your mental health in the workplace. By staying active, prioritizing mental well-being, and practicing self-care, we can reduce the likelihood of a stress-related workplace injury in schools.



## Upcoming Conferences

**FEBRUARY 2-4, 2025 • MARRIOTT ALBANY**

**WINTER  
LEGISLATIVE  
MEETING**



**NEW YORK STATE CONFERENCE OF MAYORS AND MUNICIPAL OFFICIALS**

The NYCOM Winter Legislative Meeting is almost here! Stop by our booth and say hello at the Marriott Albany, February 2-4.



**2025 ANNUAL MEETING & TRAINING SCHOOL**

Feb 16 - 19 NYC | MARRIOTT MARQUIS

Online registration open now at [www.nytowns.org](http://www.nytowns.org)

GATE 01 ROW 02 SEAT 03

Ticket Number: 0123456789

We're looking forward to seeing you at the Association of Towns Annual Meeting at the Marriott Marquis in New York City, February 16-19! We hope you'll attend our Monday session, *Serving Those Who Serve: Employee Well-Being in the Public Sector*, or our Tuesday session, *Safety in Numbers: Building a Culture of Prevention and Protection*. Members who renewed in January should stop by our booth at #102 to receive their loyalty award. We'll also be announcing the 2025 Haber Leadership Award recipient at the Award Reception and Dinner!

## Upcoming Conferences (cont.)

**We'll be seeing you at these conferences. Be sure to stop by our booth!  
Check the Events page on our website to stay up-to-date on where we're  
headed next.**

3/31 - 4/1 Tug Hill Local Government Conference - Verona, NY

4/2 - 4/4 NYGFOA Annual Conference - Albany, NY

4/27 - 4/30 NYSTCA Annual Conference - Syracuse, NY

## Upcoming Training Seminars

The Comp Alliance has several live video conference trainings scheduled for members throughout January, February, and March. We'll cover PESH-mandated topics including Workplace Violence, Right-to-Know, and Bloodborne Pathogens. Visit <https://compalliance.org/events> for our full calendar.

### HAZWOPER

Monday, 2/10, 8:00 - 8:30 am

Monday, 3/17, 8:00 - 8:30 am

Monday, 4/28, 8:00 - 8:30 am

### Upcoming Virtual Trainings

- Thursday, 2/3: 10 AM - 12 PM
- Monday, 2/10: 10 AM - 12 PM
- Monday, 2/11: 5 PM - 7 PM
- Monday, 2/17: 10 AM - 12 PM
- Thursday, 2/24: 10 AM - 12 PM
- Monday, 3/3: 10 AM - 12 PM
- Monday, 3/10: 10 AM - 12 PM
- Monday, 3/17: 10 AM - 12 PM
- Monday, 3/24: 10 AM - 12 PM