

The Productive Workplace

Pelletier & Associates Develops New Risk Assessment Tool



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In our continued effort to identify cost effective methods to assist employers in combating repetitive motion injuries, Pelletier & Associates has developed a new software tool as part of our **Productivity Tools for Professionals**—the **Risk Exposure Assessment Tool**. This program analyzes work processes and uses industry best practices to identify thresholds of work to help employers identify jobs that might be high risk based on production outputs. This program not only provides information on risk activities based on critical work activities, but can break down the information based on job step, type of equipment, body part and risk factor. This tool can also prioritize remediations to combat risk based on cost and effectiveness. For organizations with RMIs resulting from production work or complex work processes, this tool provides a great way to uncover the underlying causes of repetitive motion exposures in the workplace.

P&A Conference / Speaking Engagement Update

Pelletier & Associates will be exhibiting at the **National Safety Council 2010 Congress and Expo** to be held at the San Diego Convention Center from October 3-6, 2010. This conference focuses on identifying solutions to the issue of injuries and death in the workplace, home and on the roads. Pelletier & Associates has partnered with Rehab Solutions, a provider of ergonomic products and accessories and will be offering a variety of new services and products to organizations in an effort to combat repetitive motion injuries in the workplace. (www.congress.nsc.org/nsc2010)

Pelletier & Associates will also be on hand at the **Southern California Joint Technical Symposium** co-hosted by SC AIHA, OC AIHA, OC ASSE, LB ASSE and ASSE LA to be held on October 20, 2010 at The Grand, Long Beach. With conference topics ranging from *Fall Prevention* to *Ergonomics in an Aging Workforce*, this event is sure to offer great solutions to industry's most pressing safety issues. (www.jts2010.com)

Diana Pelletier will be part of a seminar presented by **Bolton & Company** on October 27, 2010 entitled "Accommodating Injured Employees: How Workers' Compensation, ADA and FEHA Intersect". This event will offer employers real world tips on practical tools that can be used to assist in accommodating workers in an effort to achieve successful return-to-work outcomes.

As has been the case the last three out of four years, Diana Pelletier will be speaking at the **National Ergonomics Conference and Exposition** to be held at Caesar's Palace in Las Vegas from November 30 to December 3, 2010. Her topic, "Sustaining Ergonomics Programs in Any Economy" is designed to offer ergonomics professionals the tools they need to create a sustainable ergonomic program in a difficult economy. (www.ergoexpo.com)

Ergonomics Certification:

What Does it All Mean?

There have been numerous discussions in professional circles regarding the ergonomics certification and what makes an individual an “*ergonomics professional*”. There have been many perspectives brought forth on this topic. Some claim that engineering folks have the strongest, most relevant experience to practice ergonomics, while others refute that idea whole heartedly. Many believe that certification through the Board of Professional Certified Ergonomists (BCPE) is the ultimate qualification while there are other certifications that many believe can more than fulfill the standard. In reality, we at Pelletier & Associates acknowledge the desire by many to identify one label for ergonomists for ease of understanding who is qualified and who is not. However we contend that ergonomics is a unique field. By virtue of its multi-disciplinary approach, professionals from human factors, engineering, bio-mechanics, health sciences, and many others areas of expertise comprise our field. The best determinant of one’s qualifications not only includes their education and certification but also their practical experience.



As an organization with over 20 years of experience in the provision of disability management and ergonomics services to industry and thousands of workplace ergonomics evaluations under our belt, we at Pelletier & Associates believe that our expansive background and experience qualifies us to practice workplace ergonomics. We encourage continued learning and professional development in our organization and we are constantly seeking out new methodologies and strategies to benefit our clients in their pursuit of minimizing workplace injuries. We respect the diversity of other ergonomics professionals from varied backgrounds and hope that our industry sees the value in bringing together the best from many areas of study. We at Pelletier & Associates are dedicated to productivity in the workplace, and are focused on the best path to achieve that goal for our clients

Service Special—Stretch and Flex Programs!

Pelletier & Associates is offering a series of service specials to enhance your ergonomics/safety programs. For the remainder of 2010, we are offering customized Stretch and Flex Program Tools for your organization at a **discount of 25%**. This service includes observation of your work environment, creation of 12 stretches best suited to you environment and creation of stretch cards, workstation handouts and posters all designed with your company logo. Enhance participation in your health and wellness program today by customizing Stretch and Flex materials for your employees! Contact us today for a free evaluation of this great service.

Pelletier & Associates' Attends 2010 Workers' Compensation Policy Conference

Pelletier & Associates was in attendance at the California Coalition on Workers' Compensation Policy Conference held July 21-23, 2010 at the beautiful Hyatt Regency Newport Beach. The conference brought together professionals in the field of workers' compensation including risk managers, safety and human resources professionals and disability management specialists. The sessions included legislative updates, managing leaves of absence and an excellent political roundtable that brought together experts from business, insurance and labor. The tropical theme, excellent food and networking opportunities made the event even more inviting!



Pelletier & Associates looks forward to attending the 9th Annual Policy Conference July 20-22, 2011 at Disney's Grand Californian Hotel.



The Interactive Process—What is it?

Many employers have been told that they need to conduct the Interactive Process as part of the effort to accommodate workers who are disabled. But many have questions about the process and how to conduct it, as well as what constitutes a reasonable accommodation. Here are a few things to keep in mind about the Interactive Process:

- **FEHA (Fair Employment and Housing Act) dictates the Interactive Process should be provided in a *timely manner***
- **The Interactive Process should be engaged in with an employee who is disabled or who the employer *perceives to be disabled***
- **Involving rehabilitation specialists or medical personnel in the Interactive Process has been deemed appropriate by California's courts**
- **Suitable accommodations include, but are not limited to, the following:**
 - Part-time work
 - Job modification
 - Job restructuring
 - Policy restructuring
 - Obtaining ergonomic equipment or assistive devices
 - Making facilities more accessible

With all of the specifics regarding the Interactive Process, you may consider consulting with a Disability Management Specialist. Since disability discrimination lawsuits are the largest segment of discrimination lawsuits in the State of California, this may be a wise decision, to keep your employer out of trouble!

Product Spotlight – Ergo Cloud

Ergo 4u, an ergonomics company based in Israel, has developed an innovative arm support for computer users called Ergo Cloud. The Ergo Cloud arm support is designed to offer posture relief to computer users who either work at a short desk surface, or are experiencing neck/shoulder discomfort. This product is especially useful for users who are seeking a way to obtain forearm support while using their computer on non-traditional surfaces. This tool is a great option for use while traveling, at home or on compact work surfaces.



The padded surface offers comfort for the individual who commonly uses the desk or armrests as support. In particular, users with a history of shoulder, neck or upper back injuries might consider this product as a way to alleviate stress to these areas. At 26 x 11 inches, the Ergo Cloud can be installed in a variety of environments. With an easy clamp-on attachment, the Ergo Cloud can be mounted to any table.

New P&A Website!

After months of development, Pelletier & Associates looks forward to the revealing of our new website! With more in-depth information on all our services, resources and publications, as well as enhanced technology support forms, referral forms, web portal access and special service spotlights, we are very excited about the look and feel, as well as ease of use of our new site. Be on the lookout for the new changes in October!

In today's business environment, successful companies know that creating a productive workforce includes managing potential threats to health, safety and productivity.

At Pelletier & Associates Inc., it is our mission to offer education, guidance, and support to individuals and organizations by providing a complete line of ***Workforce Productivity Solutions*** including:

Injury Prevention Services
Career Boost
Integrated Disability Management

To learn more about these services or to schedule a free, no-obligation initial consultation at your facility, please call us at (949) 206-9923. Be sure to visit our website at www.pelletierinc.com.