

December 20, 2012

Seasons Greeting from CalGeo!



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May this Holiday Season fill your home with joy, your heart with love and your life with laughter!

Time to Register for the Loss Prevention Seminar

January 26, 2013 in both Northern and Southern California

Registration packets are now available on our website for CalGeo's Loss Prevention Seminar. Based on attendee feedback, CalGeo has shortened the Loss Prevention Seminar to a four-hour morning session.

This year's conference will take place on January 26 in Irvine and we will be webcasting the event live to Fairfield for our Northern California members. Those attending the webcast site will have the same comforts of the live seminar, but will be viewing the presentations on a large screen.

[Registration & more information](#)

Cost for the seminar is \$110 for members and \$135 for non-members, and includes all seminar materials, breakfast, break refreshments, and a Certificate of Attendance for each attendee with CEU or PDH credits.

"FREE" if your company belongs to our Safety Group through State Compensation Insurance Fund. Click on the link above for special registration instructions.

The deadline for registration is Friday, January 11, so don't be late!

Outstanding Project Awards

Deadline to Enter Coming Soon

CalGeo will again be recognizing firms for their outstanding geotechnical projects at our next Annual Conference in May. Entries will be judged on innovation, difficulty of the investigation (difficulty of construction for design-build projects), quality of reports, success of interaction between the design team, and social impact of the project.

Please consider spotlighting your company's technical achievements by submitting a project by **January 28, 2013**. Click [here](#) to download the rules and application package.

Award winners will be highlighted May 4 at the Outstanding Project Awards luncheon during the Annual Conference in Yosemite.



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Healthcare Reform – Now What?

By Scott Ripley – e3Financial
Benefits Advisor

Like it or not, healthcare reform is here to stay. Employers across the country are scrambling to figure out what healthcare reform is going to mean to them and what strategies they're going to employ to deal with it.



What steps are you taking to plan for 2014? The answer to that question largely depends upon the size of the employer. Small employers with fewer than 50 employees will escape the federal mandate, but will face major challenges as small group reform begins to take shape.

For larger businesses that have over 50 employees, the equation is entirely different. For the first time, employers will be required to provide coverage to their employees or face a penalty (\$2,000/employee) for not doing so.

3 key questions to consider:

1. What is the financial impact to our business?
2. Should we pay or play?
3. How will this impact our employees?

For answers to these questions and many more, please register [here](#) to join us for a complimentary webinar on January 10th, 2013 at 10:00 a.m.

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Member News

Paul Gregson Joins LACO Associates

North Coast engineering and consulting firm, LACO Associates, has added a new Civil Engineer to its Eureka team. Paul Gregson, PE, is an accomplished project engineer from the Redding area.



"Paul brings an impressive history of accomplishments in water and wastewater engineering. We look forward to putting his knowledge to work for our municipal and tribal government clients who have needs in these areas," says John Bergenske, LACO's General Manager.

Paul has more than 12 years of experience in civil engineering. He specializes in water and wastewater distribution and collection systems, municipal wells, pumps, wastewater ponds, as well as drainage studies combining the use of geographical information systems (GIS). Paul focuses on delivering creative, practical engineering solutions for his clients' complex problems. He formerly consulted for the Bella Vista Water District near Redding, and worked for PACE Civil Engineering in Redding, as well as the City of San Francisco's Public Works Department. Paul holds bachelor's and master's degrees from Cal Berkeley in civil and environmental engineering.

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Mother Nature's Wrath



A shot from the International Space Station on December 2, of Typhoon Bopha moving toward the Philippines.

Typhoon Bopha, an unbelievably powerful winter storm, triggered landslides and floods in the Philippines at the beginning of December, leaving massive destruction in its wake. To view a photo gallery, click [here](#).

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Safety First

Your Business and Safety Practices Can Pay Off

Courtesy of State Compensation Fund of California

Do you ever compare the way you run your business to other businesses in the same industry? We do too. No

two employers are alike, not even those with the same governing class, payroll, and number of employees. One employer may have state-of-the-art equipment, a clean, well-lighted shop, and low employee turnover, while another operates with obsolete machinery, a poorly ventilated building, and a never-ending supply of temporary workers.

Here are some smart and practical actions that can have a positive effect on your workers' compensation insurance costs:

Management Business Practices

- **Personnel Practices:** Having specified job requirements for hiring, pre-employment medical screenings, drug-free workplace policy and exit interviews.
- **Employee Benefits:** Providing health insurance, employee physicals, wellness programs, and an employee assistance program.
- **Financial Stability:** Establishing a good payment history with State Fund, including timeliness of premium payment, cooperating with auditors, and being an established business.
- **Employer/Employee Relationship:** Establish good employee relationships as measured by employee turnover rate, and number of litigated claims.
- **Workers' Compensation Practices:** Reporting claims timely, consistently channeling injured workers to physicians in our Medical Provider Network, developing and implementing an effective Return to Work program.

Management Safety Practices

- Consistent and across-the-board commitment to employee safety.
- Maintenance of equipment and plant or workplace.
- Hazard identification and appropriate controls.
- Identify opportunities for ergonomic improvements to work processes and environments. State Fund policyholders can get help with ergonomic evaluations from our loss control professionals.
- Employee training and supervision.
- Established material handling procedures.
- Compliance with Federal/State OSHA standards.

Good business and safety practices are within your control, and help reflect your company's individual risk characteristics in the premium you pay. These best practices can also positively affect employee morale, foster safe workplaces, reduce injuries, keep claims costs down, and make your business eligible for discounts on your State Fund premiums.

State Compensation Fund of California Contact

In an ongoing effort to promote jobsite safety throughout California, CalGeo has partnered with the State Compensation Insurance Fund on the *Safety First!* program to provide our members and group participants with workers compensation insurance cost savings and provide relevant information regarding safety issues. CalGeo members interested in becoming a member of CalGeo's "*Safety First!*" group can contact Patty Amaya at (323) 327-5773 or rpattyamaya@scif.com. Click [here](#) to learn more.



Cal/OSHA Consultation

If you are an employer who wishes to obtain FREE assistance from Cal/OSHA Consultation, or want to learn more about what services are available, you can do so by calling the toll-free assistance number, 1(800) 963-9424. If you want to arrange an on-site visit or obtain technical information, you can contact the Cal/OSHA Consultation area office nearest your workplace by clicking [here](#), or you can email them at InfoCons@dir.ca.gov.





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