



EMPLOYER
SOLUTIONS
LAW

Labor & Industries Matters	WISHA/DOSH	Workers' Compensation
Employment Law	Training	EEOC/ESD Cases

WEBINAR THIS WEDNESDAY



***Workplace Harassment and
Discrimination Prevention***
Wednesday, April 10th

11 am - 12:00 pm
With Alicia McDonnell

Today's workplace is a melting pot of people, cultures, religions and abilities. It is important to know what forms of harassment and discrimination can take.

- What is the definition of harassment?
- What laws protect employees from discrimination in the workplace?
- When and how should accommodation discussions occur?
- Learn the policies and procedures you should implement to keep a harassment or discrimination claim at bay.

Webinar Flyer

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Considering Joining a Retro Group?

When to Consider WA L&I's Retro Program
-by Liz Evans of Approach Management

- Get relief from the high cost of workers' compensation insurance cost.
- Help to potentially lower your company's Experience Modification Rate

- Qualify for potential rebates on your workers' compensation premium.

Washington State Retro groups offer the potential for substantial premium refunds based on the group's overall performance and the employer's individual performance. One of the biggest benefits of joining a group is the access to professional W/C claims management who work directly with L&I to adjudicate your claims.

When an employer is approved to join a retro group, they are making a commitment to align with group members on claims management and safety best practices – think of it as a team effort. Participating in Retro generally requires employers to have a strong light duty program in place and pay the wages for injured workers not released to light duty jobs for a specific period of time.

The most successful Retro participants enjoy deep discounts on their premium by maintaining a low experience factor and earn lucrative refunds. As a first step, you may want to talk to your insurance broker to see if your safety record and claims history align with Retro Group participation.

[WA L&I Retro Program Details Here](#)

INDUSTRY EVENTS



ASSP: Pacific NW Safety Symposium
Thursday, May 23rd
Muckleshoot Casino, Auburn, WA

This Annual Symposium provides one of the most sought after events for attendees to learn the profession's best practices focusing on Safety, Health & Environmental Issues. The Symposium is attended by over 300+ attendees annually and features an Exhibition of over 30+ Sponsors and Vendors. The event features a keynote speaker and 16 breakout sessions with four concurrent tracks running throughout the day. You do not have to be an ASSP member to attend.

Employer Solutions Law is a sponsor of this great event and Karen Forner will be speaking on *Kept on Salary and Light Job Duty Job Offers*. Stop by our booth if you are attending.

[Registration and Sponsorship Options](#)

[Schedule and Session Details](#)



SPRING WEBINARS



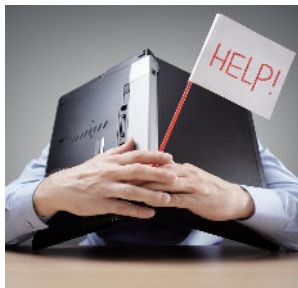
Red Flags on Workers' Compensation Claims

**Tuesday, May 28th
11 am - 12:30 pm**

With Brian Padgett

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[Webinar Flyer](#)



Advanced Workers' Compensation: Issues and Solutions

**Wednesday, June 5th
11 am - 12:30 pm**

With Karen Forner

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[Brian Padgett](mailto:Brian@EmployerSolutionsLaw.com) | Brian@EmployerSolutionsLaw.com
[Karen Forner](mailto:Karen@EmployerSolutionsLaw.com) | Karen@EmployerSolutionsLaw.com
www.EmployerSolutionsLaw.com | 425-644-6142

Employer Solutions Law | 2700 Richards Road, Suite 201, Bellevue, WA 98005

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