Popcorn Sessions

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1

CIS Workplace Injury Telephone Reporting & Nurse Advice

CIS

2

July 1st 2020

CIS

3

Call the CIS
Reporting Hotline

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4

Completes 801 Form

Provides Copy of 801 to Employee

Reports Injury to Employer

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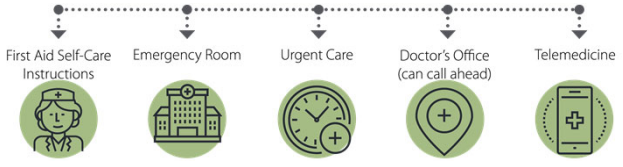
Injured Worker Receives Options

Nurse Does NOT Direct Care



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6

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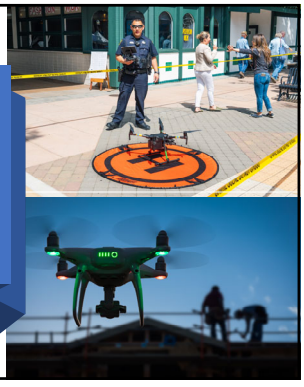
7

Elevating Technology: Drones

8

As Drones Take Off



Get the Facts

9

Drone Coverage

10

Announcing Drone (UAS) Training Ground School

- *Tigard - March 10*
- *Salem – March 11*
- *Central Point – March 19*
- *Pendleton – May 1*

11

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12

Cyber Security

13

Cyber Security

Cyber Best Practice Survey Results

- Areas of Weakness
  - Email phishing campaigns, 18%
  - Penetration testing, 32%
  - Incident Response plan for cyber security incidents, 31%
  - Multi-factor Authentication, 28%

Cyber Claims

- Wire transfer emails listing internal staff name
- Direct deposit banking change listing internal staff name (Impersonation Fraud)
- Emails with links – staff clicking

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14

Cyber Security

- Members with Cyber Coverage
  - Cyber Security Grant
    - ❑Email Phishing Campaign
    - ❑Penetration Testing
  - Either use KnowBe4 or Sophos
  - Letters sent to members with coverage

- Members without Cyber Coverage
  - Encourage purchase of cyber coverage
  - Must have cyber security policy (RMC can provide sample)
  - Encourage doing your own phishing campaign and penetration testing

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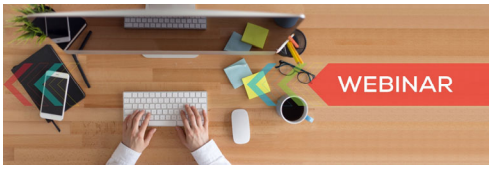
15

Cyber Security

Cyber Security Webinar April 9th at 10:00 AM

- Registration open in CIS Learning Center
- Eide Bailley will provide (watch for announcement)
- Will also provide assistance to follow-up questions



16

Cyber Security

Windows 10

- Claims related to Windows 7 will be excluded from CIS Coverage on July 1, 2020
- Microsoft will no longer provide security updates
- Update to Windows 10
- Past January 14th at risk for security exploits

17

Cyber Security

Internet Explorer

- Microsoft will no longer support security updates
- Change to Microsoft Edge, Chrome or Firefox
- Recommend change when using CIS website or accept risk

18

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19

OR-PRIMA Risk Management Certification Program

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Public Risk Management Association

20

RM Certification

Required Courses

	Units
Claims Management	1
Contracts	2
Elected Officials	1
Elective Course	1
Emergency Management	3
Federal Law	1
Finance	1
Human Resources	3
Liability Insurance	2
Oregon Tort Claims Act	1
Project Risk Management	1
Property Insurance	2
Public Exposures	3
Public Safety	1
Risk Management	3
Risk Management Administration	1
Safety	6
Safety Committees	3
Special Event Risk	1
Volunteer Risk	1
Workers' Compensation	2
Total	40

21

RM Certification Project Ideas

- ERM Program
- COOP Plan
- Safety Program
- Volunteer RM Program
- Fleet Management

22

Giving back to the Risk Management Profession As a Mentor

23

prima OREGON
Public Risk Management Association

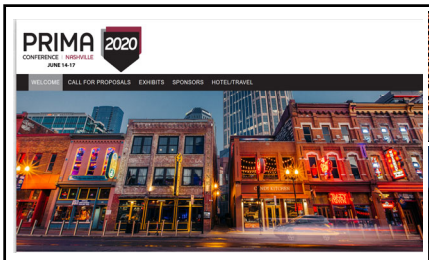
https://orprima.org

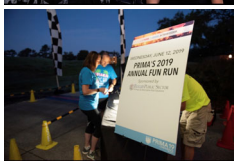
Save the Date

Spring Education Session
Friday, April 10, 2020
Oregon Gardens
Silverton, Oregon

Annual Fall Conference
October 7 – 9, 2020
Sunriver, Oregon

24





National PRIMA

25

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26

What's in your employee handbook?

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8 Reasons to Have an Employee Handbook

- Introduce employees to your organization's culture, mission and values
- Communicates to employees what is expected of them
- Helps ensure your organization's key policies are clearly and consistently communicated
- Showcase the benefits you offer
- Ensure compliance with state and federal laws
- Help defend against employment claims
- Educate employees on where they can turn for help

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28

Not So New Policies - 2016

- Reporting Improper or Unlawful Conduct – No Retaliation (Whistleblower law) – all employers
- Mandatory Paid Sick Leave - all employers
- Health insurance continuation for employees – employers with 25-49 employees
- Use of sick leave for Domestic Violence, Harassment, Sexual Assault, or Stalking (DVHSAS) – employers with 6+ employees
- Drug & Alcohol Policy addressing marijuana use
  - Zero Tolerance or No Impairment

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29

Oregon New Pay Equity Law

Effective January 1, 2019, the new state pay equity law went into effect and applied to all employers

- Policy not required, but recommended

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30

Expression of Breastmilk in the Workplace

HB 2593 Summary: Employers with 10+ employees – Effective Oct 1, 2019

- **Old**
  - Strict timing for 30-minute breaks
  - Applies to employers with 25 or more employee; undue hardship excuse rest period
- **New**
  - Reasonable rest periods each time needed
  - When possible, employee shall provide notice
  - Applies to all employers; undue hardship only if the employee has less than 10 employees.

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31

Workplace Fairness Act

SB 726 & 479 Summary –Effective January 1, 2020 for all public sector employers

- A statement prohibiting workplace harassment
- Provide a complaint-reporting procedure
- No retaliation provisions
- Identify two people in organization who can receive complaints
- Provide other resources available to employee (i.e. EAP)
- And numerous other employee protections (5 – year SOL, separation agreement, etc.)

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32

Accommodation for Pregnant Employees

HB 2341 Summary: Employers with 6 + employees – Effective Jan. 1, 2020

- An unlawful employment practice to:
  - Refuse reasonable accommodations
  - Deny employment opportunities based on accommodations
  - Take adverse action, discriminate, or retaliate because of an accommodation request.
  - Require unnecessary accommodation
  - Require the taking of OFLA "or any other leave" if the employer can reasonably accommodate

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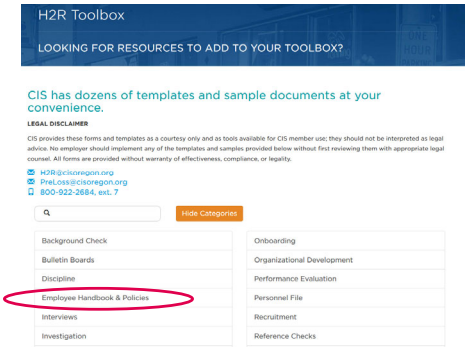
33

Where Can You Find the Handbook?

www.cisoregon.org

- H2R Toolbox
- If haven't visited H2R Toolbox
  - Risk Management
  - Employment Risk Management
  - H2R Toolbox
  - Employee Handbook & Policies

34



35

Additional Detailed information

- CIS Learning Center
  - Search for "**2020 employment laws**"

- Spring Supervisor Training
  - This training will focus on the new employment laws every supervisor, manager and anyone working in HR needs to know
  - March 31st – May 12th (**26** 2-1/2 hour sessions!!)
  - **FREE** to members with General Liability Coverage

36

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37