

Employment Relations Division



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Workers' Comp Claims Assistance Bureau

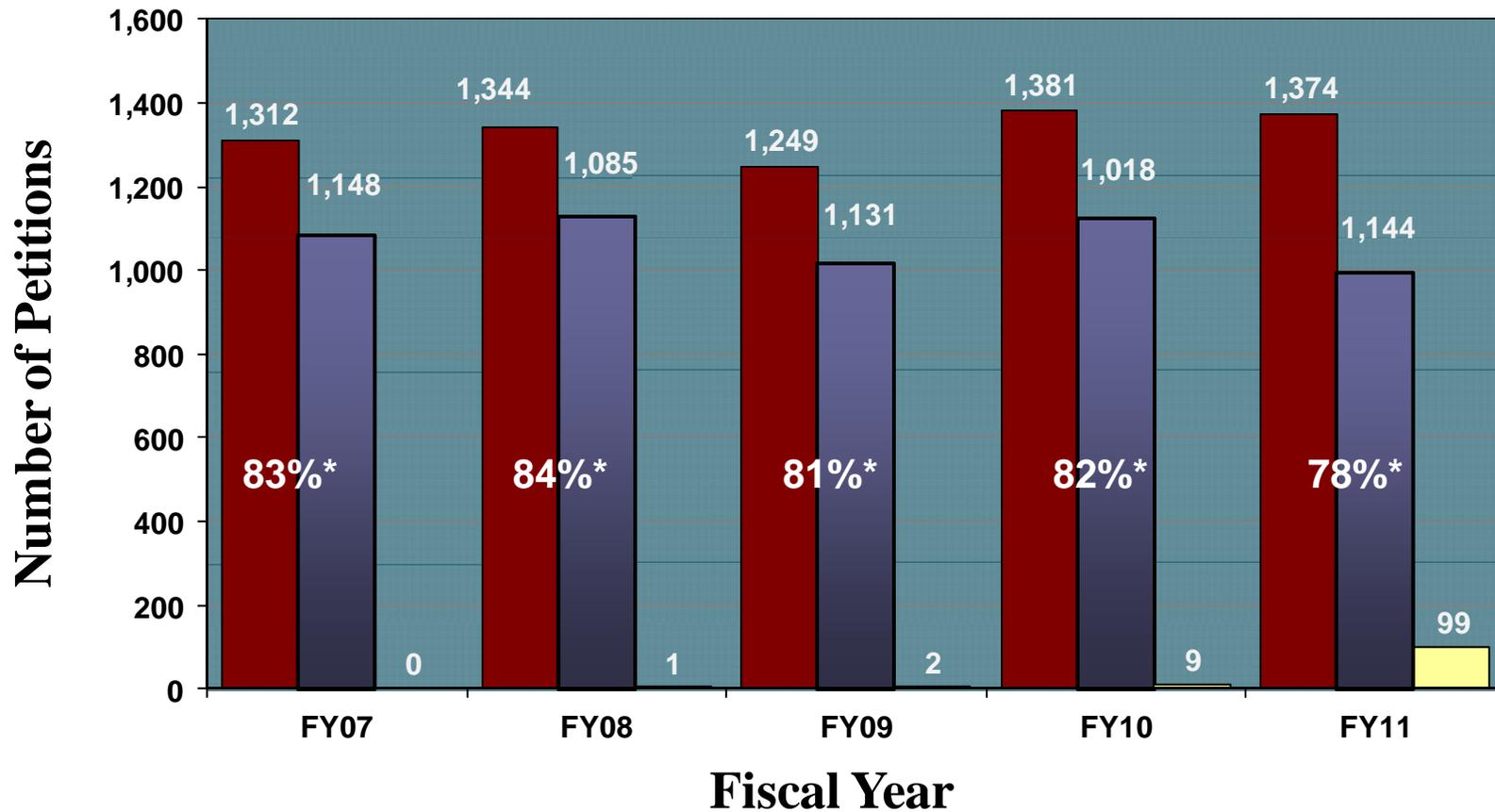
Dave Elenbaas, Acting Bureau Chief

Monitor Workers' Compensation Claims

- ❑ Provides Mediation of Workers' Compensation Benefit Disputes
- ❑ Produces a Workers' Compensation Annual Report
- ❑ Collects Data on Approximately 30,000 Claims per Year
- ❑ Approves Workers' Compensation Settlement Agreements
- ❑ Provides Education and Technical Assistance with Claims Handling and Benefit Provisions
- ❑ Set Medical and Hospital Fee Schedules
- ❑ Establishes Utilization & Treatment Guidelines
- ❑ Provides Independent Medical Reviews
- ❑ Issues Work Comp Claims Examiner Certifications



Workers' Comp Mediation



■ Petitions Received ■ Petitions Resolved ■ Open Cases

* Resolution Rate

Workers' Comp Claim Settlements

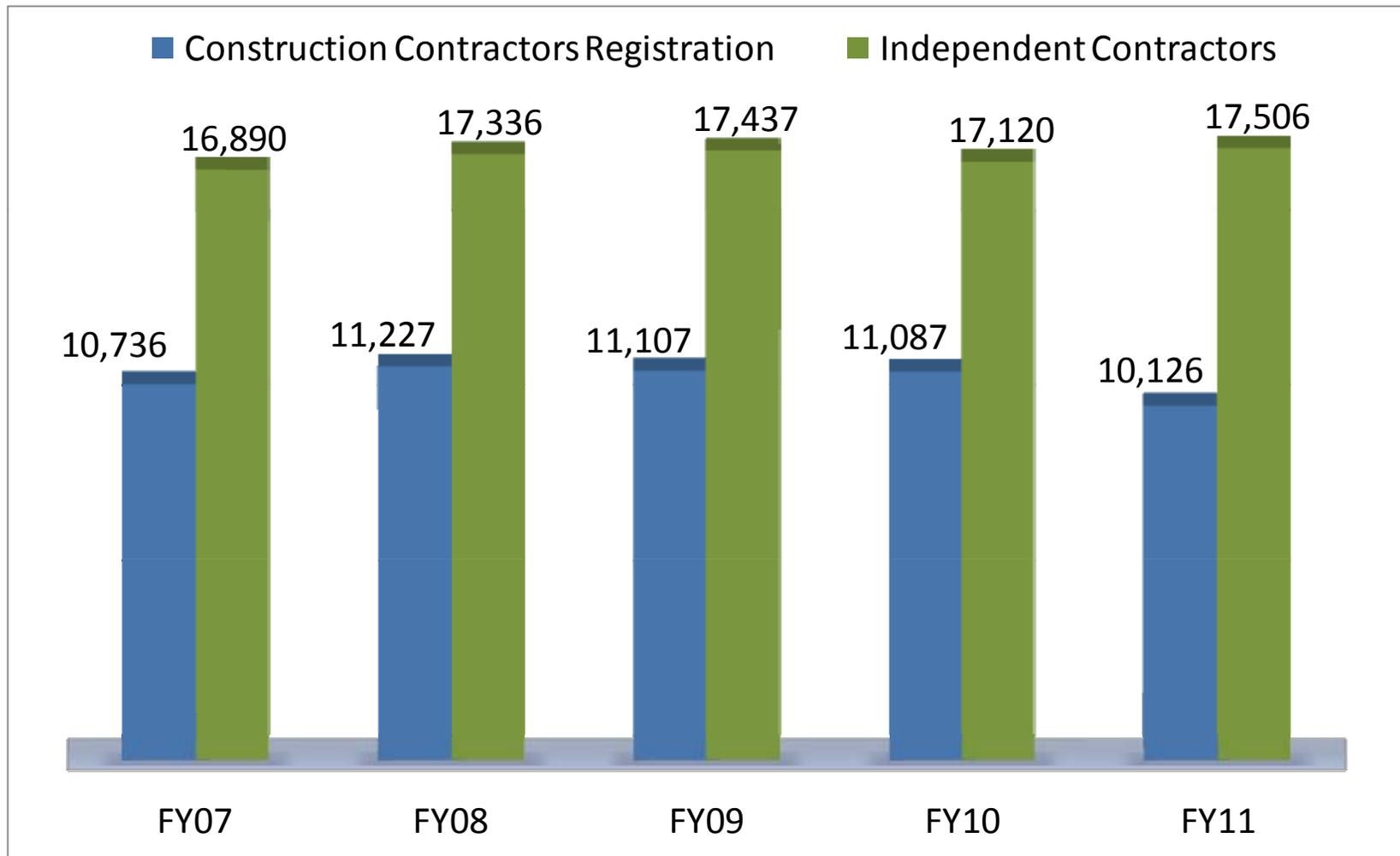


Workers' Comp Regulation Bureau

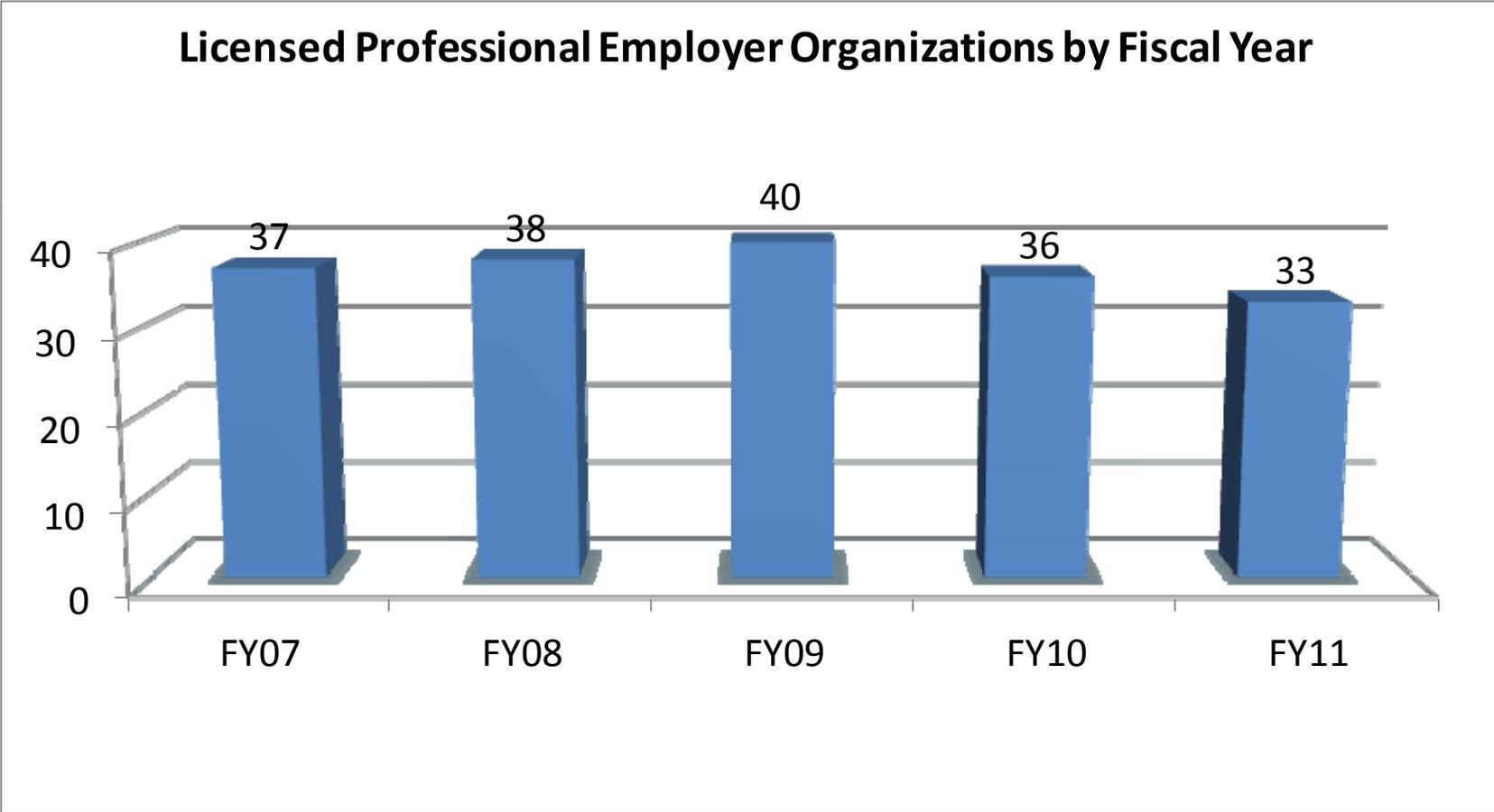
Bill Wheeler, Bureau Chief

Services Provided	SFY 2011
Register Construction Contractors	10,126
Issue Independent Contractor Exemptions	17,506
Approve Professional Employer Organizations (PEO)	33
Approve PEO Clients	465
Approved PEO Leased Employees	3004
Approve Employers to Self-Insure Workers' Compensation Liability	27 Individual Members
• 3 Private Groups	119 Members
• 5 Public Groups	410 Members
Uninsured Employers Fund Investigations	2,627

Workers' Comp Regulation Bureau

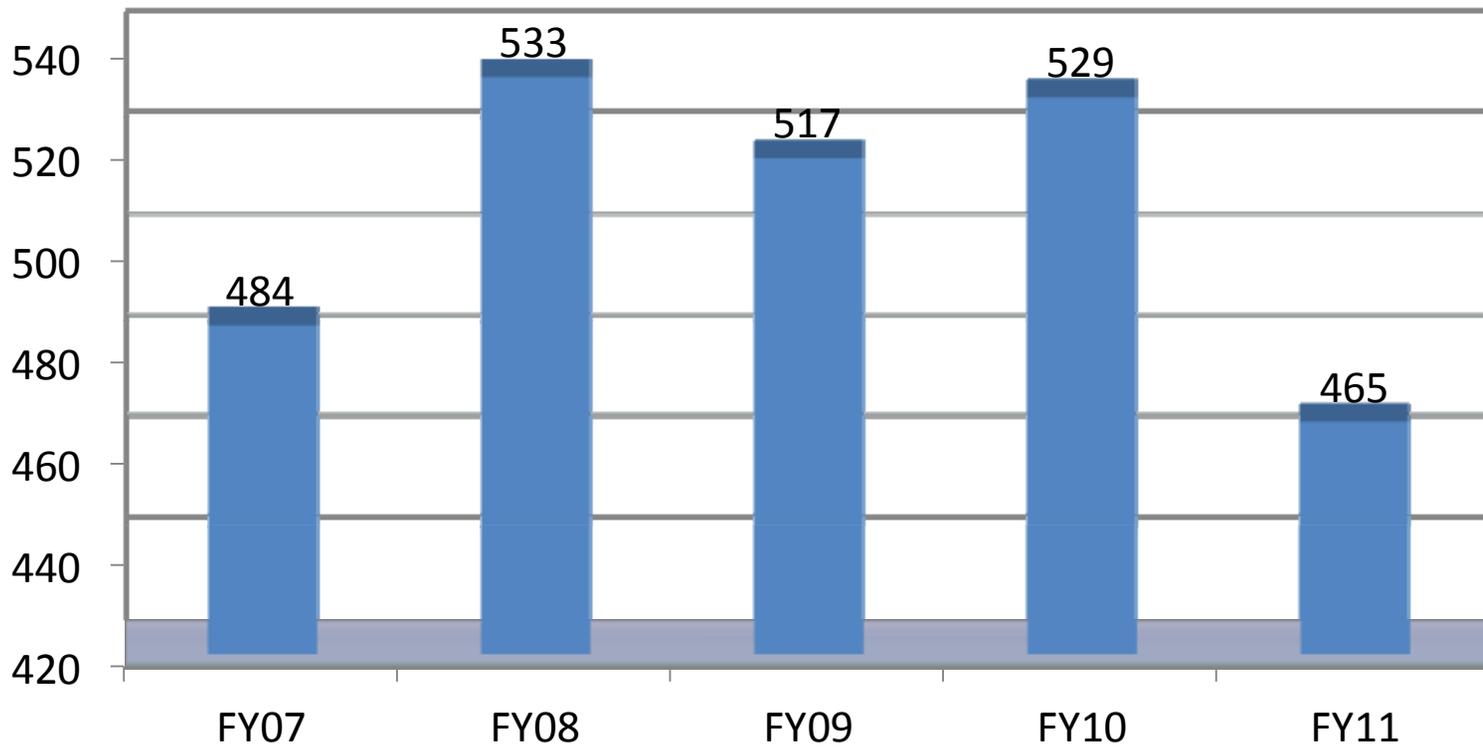


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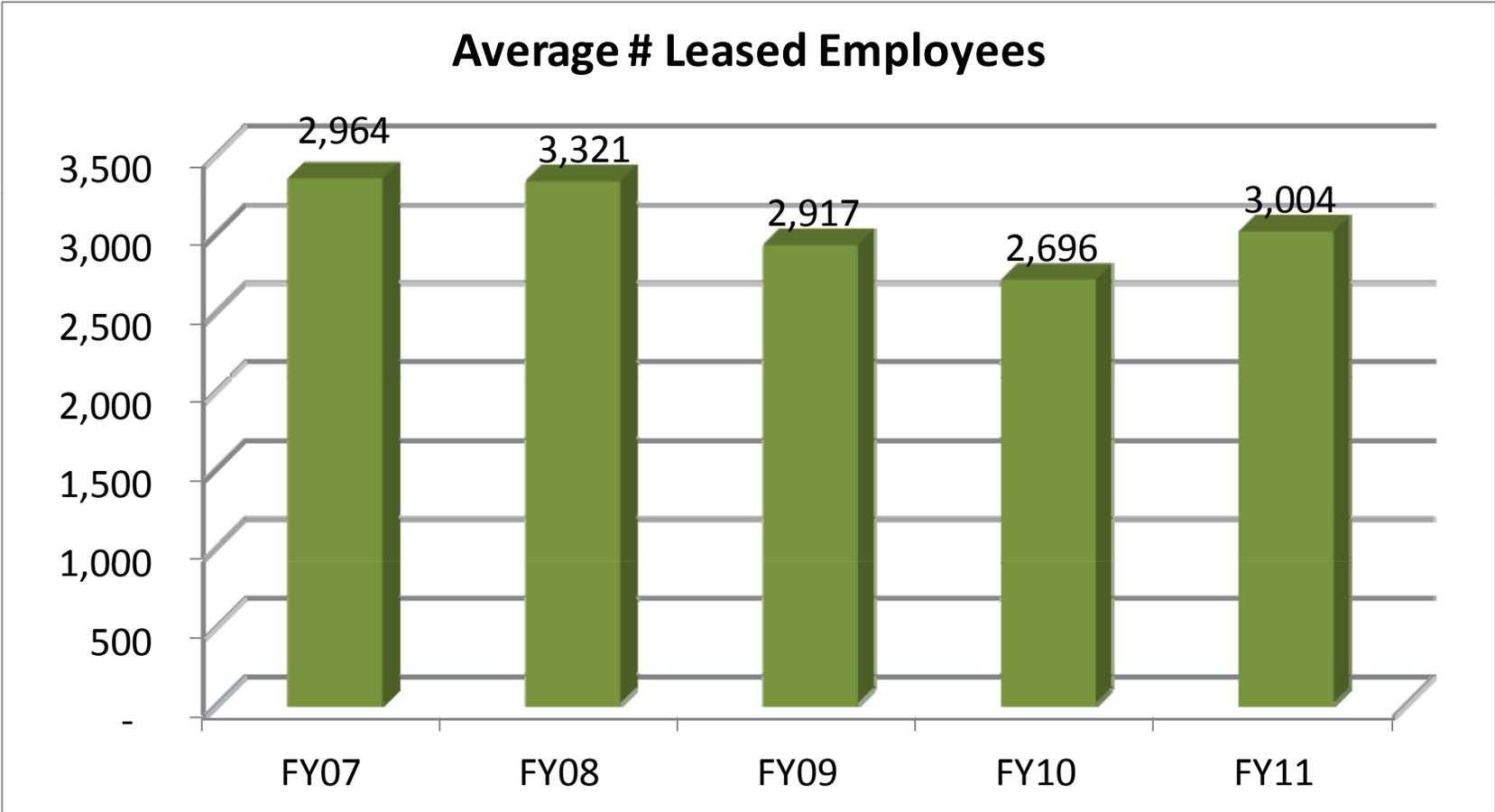


Workers' Comp Regulation Bureau

Number of Professional Employer Organization Clients



Workers' Comp Regulation Bureau



Self-Insured Employers

Individual Self-Insureds

Ash Grove Cement Co.
Benefis Health System Inc.
CHS, Inc.
Costco Wholesale Corporation
F.H. Stoltze Land & Lumber Co.
Federal Express Corp.
FedEx Ground Package System Inc.
Harnish Group Inc.
Holcim
International Paper Company
JH Kelly LLC
Kroger
Les Schwab Tire Centers of MT Inc.
New Albertsons Inc.

Northwest Healthcare Corp.
Northwestern Corp.
Plum Creek Timber Company Inc.
Rosauers Supermarkets
Roseburg Forest Products Co.
Ryder Systems Inc.
Safeway Inc.
Sisters of Charity of Leavenworth Health System
St. Joseph Hospital Corporation
St. Patrick Hospital & Health Sciences Center
St. Thomas Child & Family Center
Stillwater Mining Co.
Target Corporation

Private Self-Insured Groups

Montana Contractor Compensation Fund
Montana Electric & Telephone Pool
Montana Health Network Workers' Compensation Insurance Trust

Public Self-Insured Groups

Missoula County Workers' Compensation Group Authority
Montana Association of Counties Workers' Comp Trust
Montana Municipal Interlocal Authority
Montana Schools Group Insurance Authority
MUS Self-Funded Workers' Compensation Program

Occupational Safety and Health Bureau

Bryan Page, Bureau Chief

The Mission of the Montana Safety and Health Bureau (MTSB) is to Assist Employers in Creating Safe/Healthy Workplaces Through On-site Visits, Technical Assistance, and Providing Resources and Training.



Occupational Safety and Health Bureau

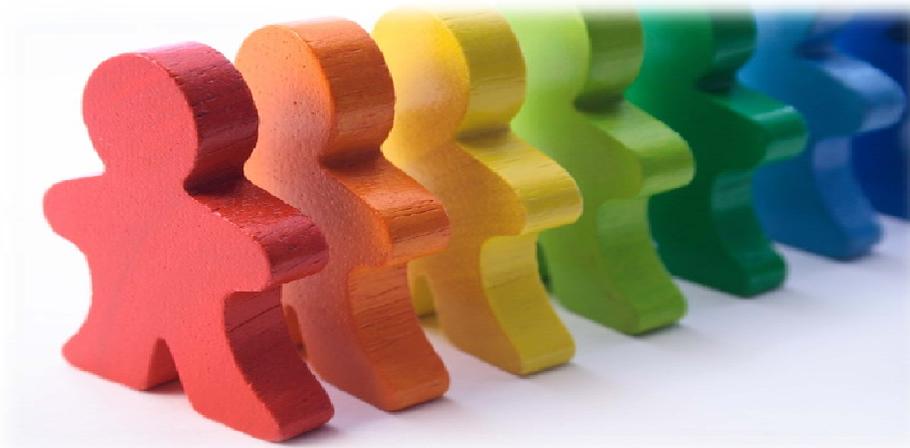
Services Provided	Fiscal Year 2011
Onsite visits to public employers	182
Onsite consultations with private employers	186
Technical assistance	719
Training (2 SafetyFests)	1,256 participants
Inspection of metal/non-metal mining operations	50
Inspection of all coal mines	33
Mandatory training for miners	169 courses – 2,930 attendees

Human Rights Bureau

Marieke Beck, Bureau Chief

The Department of Labor and Industry is the state agency responsible for upholding Montana's discrimination laws.

Complaints of unlawful discrimination are filed with the Human Rights Bureau and the Bureau conducts an informal investigation into the allegations.



Human Rights Bureau

Case Closures - Fiscal Year 2011

Investigative Findings

State Fiscal Year 2011	
Cases Filed	514
Cases Closed*	680
No unlawful discrimination	313
Unlawful discrimination	81
* "Cases Closed" include cases filed prior fiscal year and reflect the cause and no cause findings, cases that are voluntarily resolved as well as other closures.	

Human Rights Bureau

Voluntary Resolutions

Approximately 32% of all complaints closed are voluntarily resolved.

State Fiscal Year 2006 - 2011	
Cases Filed	3281
Cases Closed	3385
Voluntarily resolved prior to the issuance of a determination of cause or no cause	730
Voluntarily resolved after the issuance of a determination of reasonable cause	340

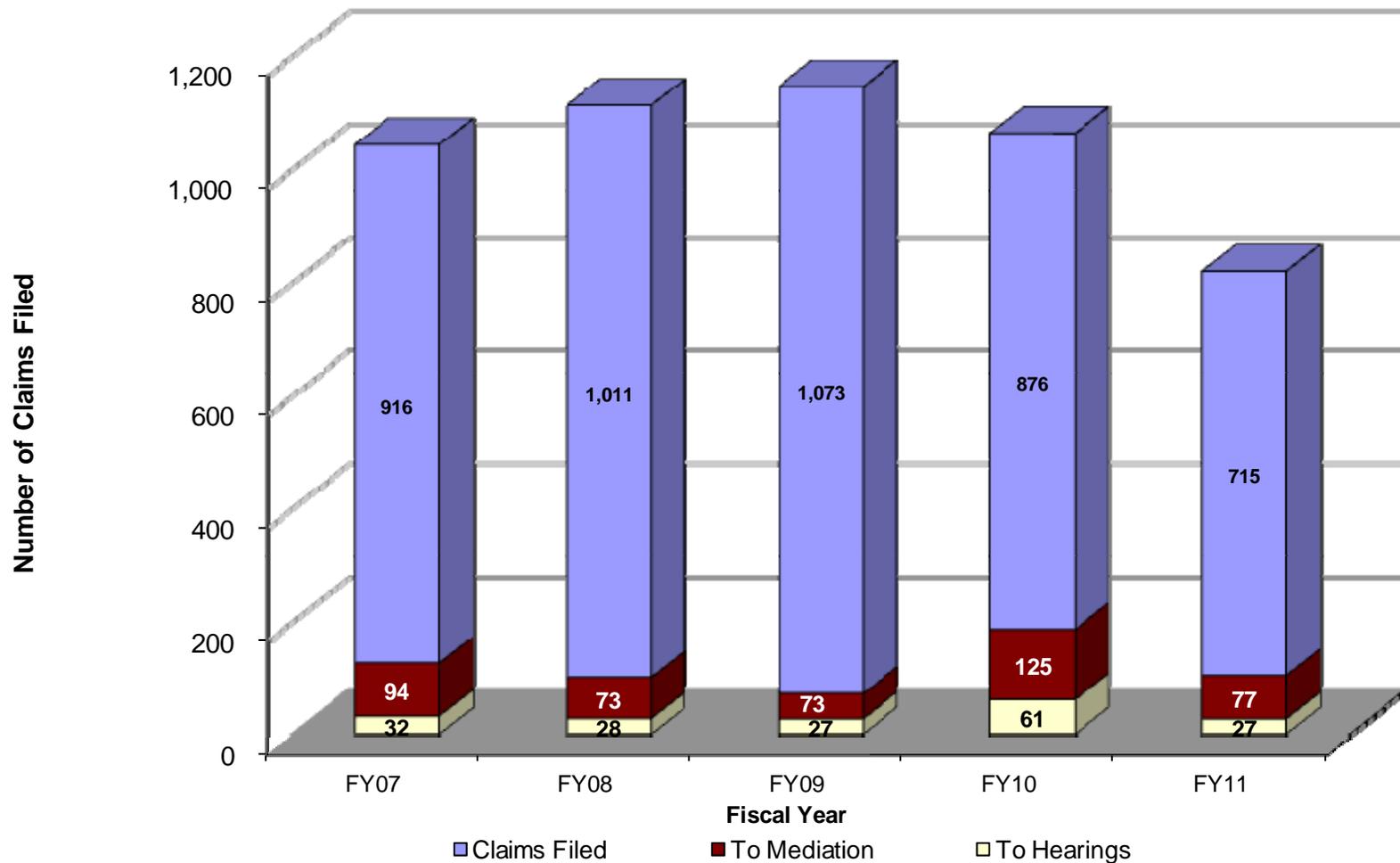
Labor Standards Bureau

Tonya McCormack, Bureau Chief

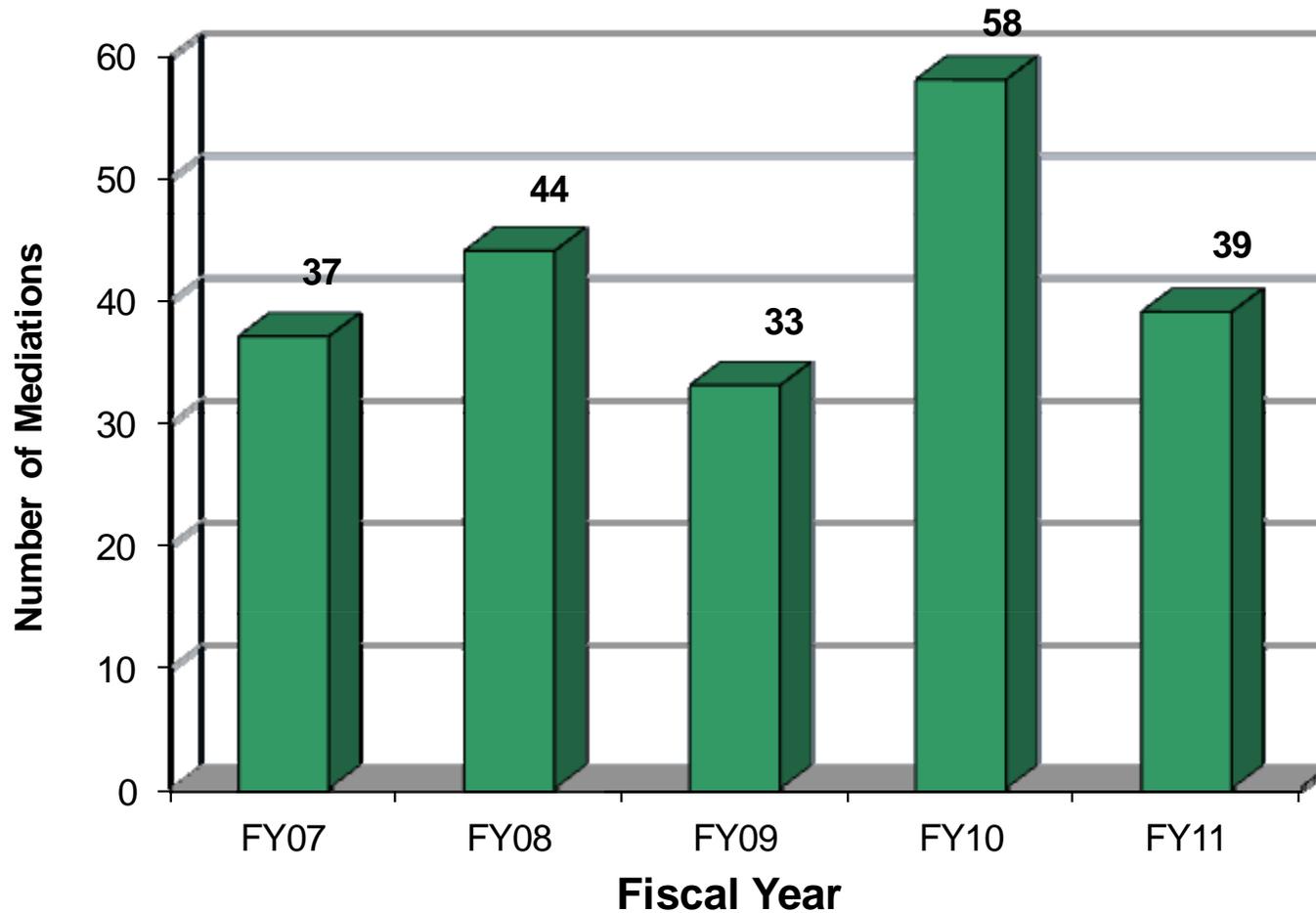
□ Staff Board of Personnel Appeals

Other Services Provided	FY 2011
Investigations into wage & hour and prevailing wage complaints	715
Public contract on-site visits	111
Mediations for claims prior to hearing	77
Alternative bargaining training sessions	17
Public sector contract dispute mediations	39

Wage and Hour Claims



Public Sector Contract Mediations



Education and Outreach Programs

Education/Programs	Attendance FY 2011
Governor's Conference on Workers' Compensation and Occupational Safety and Health	352
Assistance to Business Clinics - 14 communities	666
Annual Arbitration and Labor Relations Conference	132
Local Safety Focus Groups - 8 Communities - 79 Meetings	1,026