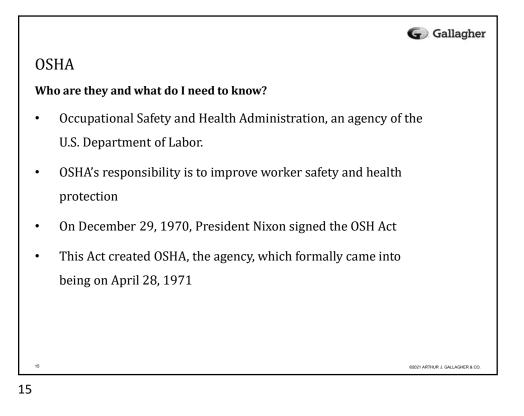
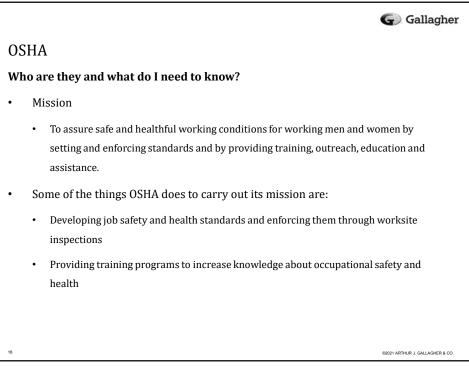
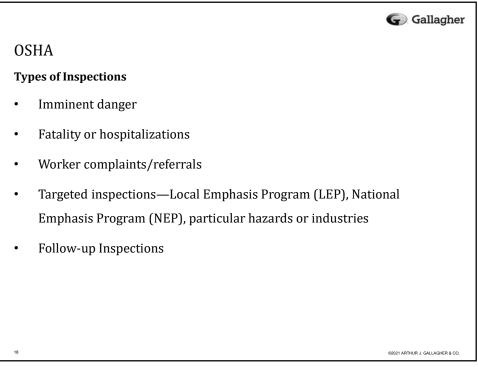


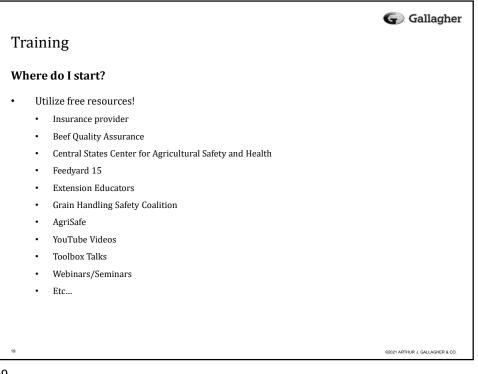
	G Gallagher				
Dealing with Insurance					
Claim Management					
Workers Compensation					
Report claims right away					
Even if they don't pay out					
Keep updated on the claim					
The longer it's open, the more it will cost					
Use providers in the work comp network					
Establish a good relationship with medical providers in the area					
More willing to get employees back to work quicker if they know your light duty	v options				
Don't be afraid to get a second opinion!					
When reporting the claim					
• Be detailed and honest about what happened.					
• Fill out the entire form, will help in the long run and helps identify any trends					
Know if you need to call and report the incident to OSHA					
14	@2021 ARTHUR J. GALLAGHER & CO.				

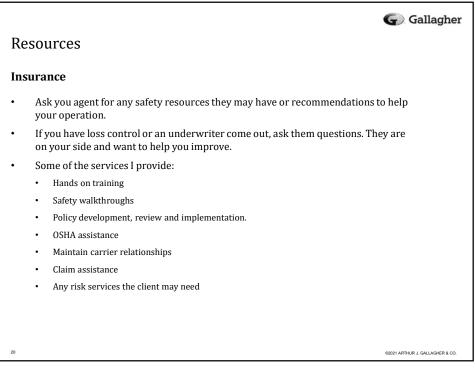


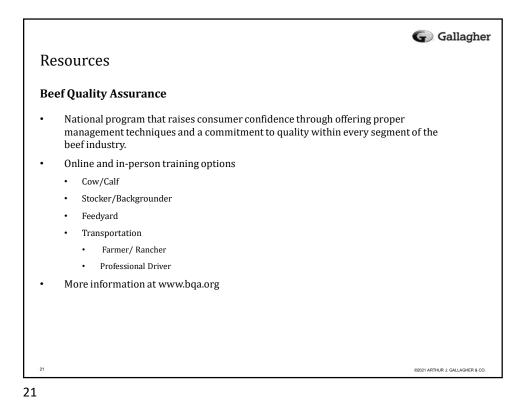


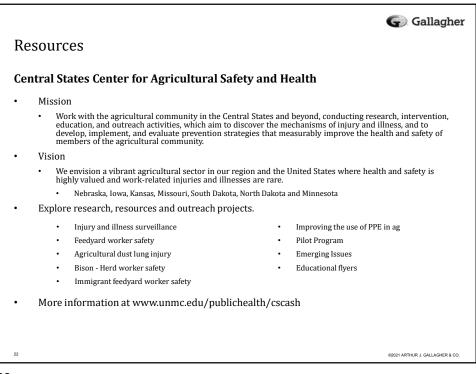
	G Gallagher
OSHA	
Employee Injury – Reportable vs Recordable	
Reportable	
• Fatality – 8 hours	
Amputation – 8 hours	
• Loss of an Eye – 8 hours	
Hospitalization – 24 hours	
Recordable	
Anything injury that requires more than first aid	
• Stitches, x-rays, etc	
17	©2021 ARTHUR J. GALLAGHER & CO.











		G Gallaghe
Resources		
Feedyard 15	1.	Slips Trips and Falls
 The Feedyard 15 is a <u>free</u> safety training curriculum that is available to cattle feedyard operations. The program addresses critical safety issues commonly found in feedyard operations, including the following: 	2.	ATVs/UTVs
	3.	Feedmill Safety
	4.	Mobile Equipment/Autos
	5.	Tractor/Loader
If you are interested in using the program,	6.	Cattle Handling/ Stockmanship
please register online for access or you can download a registration form and email it to them.		Processing Cattle
		Horsemanship
 www.unmc.edu/publichealth/cscash/feedyard -safety/feedyard-15 	9.	Emergency Response
	10.	Extreme Weather
	11.	Chemical Hazards
		Machine Shop Hazards
	13.	Electrical Hazards
	14.	Bunker Silos/Silage Piles
	15.	Manure Lagoons
FEEDYARD 15		
3		©2021 ARTHUR J. GALLAGHER & CO.

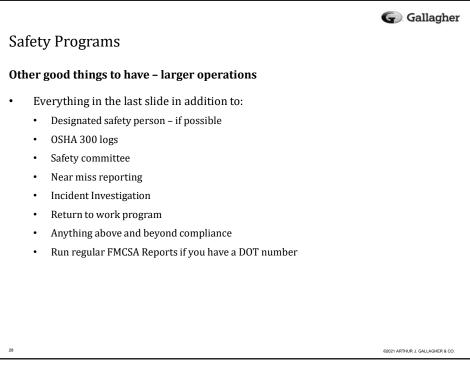
	Gallagher
R	esources
Gr	ain Handling Safety Coalition
•	A team from industry-related associations, agencies, and individuals with a shared dedication to preventing accidents, injuries and fatalities in grain handling operations on the farm and at the elevator.
•	GHSC is a 501C3 not-for-profit organization incorporated under the name the Grain Handling Safety Council.
•	Free training resources to use at your operation.
•	Webinars through partnerships with AgriSafe and Grainnet.
•	Toolbox talks, policy templates, handouts, posters, permits, checklists, etc
•	More information at www.grainsafety.org
24	02021 ARTHUR J. GALLAGHER & CO.

Resources		G Gallagher					
AgriSafe							
to reduce health disparities foun believe agricultural injuries, dise	Non-profit organization, represents health professionals and educators who strive to reduce health disparities found among the agricultural community. They believe agricultural injuries, diseases, and fatalities can be prevented through the effective delivery of agricultural occupational health services.						
 Mission is to support a growing network of trained agricultural health and safety professionals that assure access to preventative services for farm families and the agricultural community. 							
 Alcohol Use and Agriculture Avian Influenza Cognition COVID-19 Diet 	 Hazards Healthcare Hearing Loss Prevention Heat Related Illness Mental Health 	 Reproductive Health Respiratory Health Sleep Slips, Trips, and Falls Social 					
 Exercise Feedyard Safety Finances Fitness Floods 	 Musculoskeletal Opioids Personal Protective Equipment Pesticide and Chemical Safety 	SpiritualityWeatherWildfiresZoonotics					
More information at www.ag	risafe.org	62021 ARTHUR J. GALLAGHER & CO.					













HR Insights

Brought to you by the insurance professionals at Gallagher

Understanding the "Quiet Quitting" Trend

"Quiet quitting" is an emerging trend where workers only do what their job description entails without going above and beyond. Over the course of the COVID-19 pandemic, many employees shifted their views on their work lives, and this has been reflected in movements such as the Great Reshuffle-a mass movement of workers to jobs that meet their demands for things such as more flexibility and better benefits-the shift to remote work and, now, the quiet quitting trend.

Employees who solely complete their job description and no more could continue to be valuable workers. However, employers can consider steps to engage employees and prevent quiet quitting from happening in the first place. To help eliminate the trend's presence in their organizations, employers should focus on effective communication with their employees and methods to enhance employee engagement.

Signs of Quiet Quitting

Research conducted by Gallup found that only 32% of employees are engaged, and 17% are actively disengaged. Employees who are not engaged could be at risk for doing only their job and not going above and beyond. Further, 53% of workers reported they feel burnt out, according to Talkspace's Employee Stress Check 2022 Report. To improve employee engagement and prevent these issues from turning from quiet quitting into actual quitting, employers need to know what signs to look for. Employers should pay attention to employees who are consistently doing the following:

- Not attending meetings that are not mandatory ٠
- Not being as productive as they once were
- Contributing to team projects less ٠
- Not participating in meetings •

Displaying a lack of enthusiasm

It is important to know that there a several reasons an employee may choose to quiet guit. For example, they may simply refuse to do work outside their job description because they feel they are not being compensated for it. While it may not be clear why an employee is choosing to quiet quit, these signs are a good indicator that an employee may be thinking about it or trying to do so.

What Employers Can Do

Quiet quitting is often the result of decreased motivation and burnout. Further, a lack of effective communication between leaders and employees and a general failure of management and organizations can play a role. For example, failures may include a lack of honesty with employees and not delivering on promises. Consider the following ideas to help improve employee engagement and decrease the odds of quiet quitting among employees:

- Provide clear job descriptions. Job descriptions let employees know exactly what is expected of them. Employers should review job descriptions to ensure they accurately reflect the duties they expect their employees to perform.
- Conduct performance reviews. Performance reviews are opportunities to reward employees for the positive things they have done and inspire them to continue working hard.



Insurance | Risk Management | Consulting

This HR Insights is not intended to be exhaustive nor should any discussion or opinions be construed as professional advice. © 2022, 2023 Zywave, Inc. All rights reserved.

Without this feedback and indications of appreciation for hard work, such as title adjustments and salary raises, employees could lack motivation and start to feel burnt out and consider quiet quitting. Further, it is important to recognize employees who go above and beyond because they are likely to feel discouraged and decrease their performance if their contributions go unnoticed. Conversely, performance reviews are just as important for underperforming employees because they are opportunities to clearly communicate expectations and work together to correct the behavior.

- Educate employees on employee handbooks. Employee handbooks are another tool employers can use to clearly communicate expectations to employees, but they are only truly effective if employees understand them. Employers should take time to educate employees on their handbook and its policies so they can ensure employee understanding. The handbook should be reviewed and updated regularly to ensure that expectations are up to date and that organizations are in compliance with current laws.
- Provide learning and development opportunities. High employee engagement is crucial to preventing quiet quitting. One effective way to increase engagement is through learning and development initiatives. According to Zywave's 2022 Attraction and Retention Benchmarking Overview, 29% of employers found career development opportunities to be a top priority of workers during the hiring process. Employees who have these opportunities are more likely to remain engaged and stay motivated to try their best at their jobs.
- Focus on good management strategies. Effective management is essential to having efficient, happy employees, so it is important to focus on the techniques managers use. Provide resources to managers about effective strategies and meet with them to discuss ways they can improve.

Further, consider conducting skip reviews, where employees talk with their manager's manager to discuss feedback or concerns they may have. This will allow the manager to receive helpful feedback that can be mutually beneficial and improve their employees' experiences.

Takeaway

Quiet quitting is the new term for the trend of employees doing only what their job requires without exceeding expectations. Employers should be aware of the trend and that it will impact every workplace differently. Employers should monitor for signs that employees may be disengaging and utilize different strategies to help prevent quiet quitting. In cases where quiet quitting may be negatively impacting the employer and they cannot seem to resolve the issue, employers should ensure compliance with federal and local employment laws before pursuing any termination action. For specific guidance about disciplining employees, employers are encouraged to seek local legal counsel.

Contact Gallagher today for more information on workplace trends, employee retention and employment laws.