



The Alper Advisor

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PERSONAL LINES

Ridesharing: New Conveniences Create New Exposures

Michael Jones, Dir. Personal Lines

A Non-Owned Auto Liability policy is an alternative, less costly and broader coverage option to Rideshare insurance.

Rideshare services such as Uber and Lyft are changing the way we travel around cities, and many city dwellers who do not own personal vehicles rely on these app-based services as their primary mode of transportation.

Often overlooked is the insurance for these modern conveniences. As a passenger, what is our true exposure when participating in ridesharing? With no personal primary auto insurance, can passengers rely on Uber and Lyft for medical coverage in the event of an accident? In an era of costly health insurance and high deductible plans, many are at risk for high out-of-pocket expenses from accidents completely out of their control as a passenger in a rideshare. Is there an easy and cost efficient way to protect you as a passenger?

For occasional Uber and Lyft riders [As of June 14, 2018] the answer is yes. SURE Insurance created the "Rideshare" app which provides passengers with the ability to purchase medical, accidental death and severe injury coverage on an episodic basis straight from their smart phone. The SURE

application is linked directly to the Uber or Lyft app, and once activated, customers will receive automatic coverage for each ride taken during a 24 hour period at a rate of \$2.40 for \$10,000 medical and \$100,000 accidental death and dismemberment. SURE is underwritten by Chubb insurance, one of Alper's leading carrier partners.

However, for a person who frequently needs ride share apps and borrows or rents cars, an alternative, less costly and broader coverage option would be to purchase your own non-owned auto policy. Non-owned auto coverage is essentially a personal auto policy without owning the vehicle; providing primary liability, uninsured and underinsured motorist coverage, as well as medical payments and in some cases property damage coverage.

Non-owned auto policies are ideal for individuals who do not own a car but utilize ride share apps and/or drive or rent cars on a frequent basis.

With an average annual premium of approximately \$600 for \$500,000 in liability coverage and \$10,000 in medical coverage, this is a safe and cost effective route to transfer your risk and

minimize your out of pocket expense. For more information on personal insurance coverages, please contact:

Michael Jones
E: MJones@AlperServices.com
P: 312-867-7314



When Time Is Money

Regina Ruffin, Director of Claims Management Services

What does the Alper Early Intervention program contribute to the claims process?

It's a known fact that the longer an employee is out of work after an accident, the more expensive the workers' compensation claim becomes for the employer. Alper's Early Intervention program quickly identifies potentially high-cost workers' comp claims, but are you aware of the additional benefits? Listed here are five additional benefits of the program:

1. Insight Into Diagnosis and Treatment

Nurse case managers are not only a resource for mitigating loss but provide clarity into a physician's choice of medical care.

2. Visible Company Support

Employees often feel abandoned by their employer when they are injured, left to navigate appointments, medical terminology, etc. The aid of a nurse case manager through Early Intervention can demonstrate a company's concern for the employee's health and can result in an expedited return to work.

3. Identification of Problematic Claims

Early Intervention provides an extensive review of those circumstances that lead to an injury. Through the eyes of a medical professional, a company can be alerted to identifiers that suggest a claim could be lengthy in recovery time, costly for treatment or both.

4. Triggers for Fraudulent Claims

Nurse case managers are trained medical professionals and are well versed in injury cause and effects. If the injury does not match the circumstance, the employer is notified immediately.

5. Information Circulation

Frequency and transparency in communication between the employee, the nurse case manager, claim adjuster, broker and employer combats suspicions of unfair treatment, minimizing the need for attorney representation.

For more information on the Early Intervention program, please contact:

Regina Ruffin

E: RRuffin@AlperServices.com

P: 312-654-4254

Drug Testing and Safety Incentive Programs "OK" Says OSHA

Leslie Morse, Esq., Chief Operating Officer

In a small victory for employers, the Occupational Safety and Health Administration (OSHA) recently [issued a memorandum](#) to clarify its previously controversial position on post-incident drug testing and workplace safety incentive programs.

Issued October 11, 2018, the memorandum clearly states, "29 C.F.R. § 1904.35(b)(1)(iv) does not prohibit workplace safety incentive programs or post-incident drug testing. [OSHA] believes that many employers who

implement safety incentive programs and/or conduct post-incident drug testing do so to promote workplace safety and health."

Historically, OSHA opposed any programs promulgated by employers which the Administration believed could discourage employees from reporting job site injuries. For example, many well-meaning employers may have entered all employees who were not injured in a particular time period into a drawing to win a prize, or a team of employees may have been promised a bonus if no one from the team was injured within a period of time. In 2012, OSHA determined that such programs could dissuade workers from reporting injuries, and therefore "discriminate" against an employee for exercising his or her right to report a workplace injury. OSHA has now largely reversed its position.

Under the 2018 memorandum, the Administration stated that not only are safety incentive programs which reward employees for reporting near-misses or hazards acceptable, but so are rate-based safety incentive programs which focus on reducing the number of reported work-related injuries. In other words, employers who tie employee bonuses or rewards to the number of reported injuries is no longer prohibited by OSHA "as long as the employer has implemented adequate precautions to ensure that employees feel free to report an injury or illness."

Similarly, employers who used mandatory post-accident drug testing programs came under attack by OSHA in 2016. As part of the anti-retaliation provisions within its electronic record-keeping rules implemented that year, OSHA ruled that such blanket drug testing policies were unacceptable because of the possibility they would deter the reporting of injuries. Employers were instructed by OSHA to limit post-accident drug testing to situations "where drug use likely

contributed to the incident and for which a drug test can accurately show impairment caused by drug use.”

Rather than testing all employees post-injury, front-line supervisors were being asked to (a) recognize impairment and (b) determine if drug use may have contributed to the accident, and only then to send the injured employee for drug testing. The unreasonably high

standard caused many employers to simply abandon their post-accident drug testing in 2016.

Now, under the 2018 memorandum, OSHA has stated that post-accident drug testing is acceptable. It went so far as to state, “If the employer chooses to use drug testing to investigate the incident, the employer should test all employees whose conduct could have

contributed to the incident, not just employees who reported the injuries.”

If you have questions about OSHA’s 2018 memorandum or would like to discuss how to implement safety incentive programs or drug-testing programs in your workplace, please contact your Alper representative.

CLIENT SPOTLIGHT

RAPID DISPLAYS

Alper Services Offers More Than Your Typical Insurance Coverages When Helping Clients Plan For Now Through When

If you have gone shopping for food and beverages, cosmetics, electronics or anything else where a product sits on a shelf, chances are you have seen the work of Rapid Displays. The company is in the business of creating point-of-purchase displays to showcase products and entice you to buy. Its engineers, designers and marketers are in the business of knowing what matters to a product’s customers, and how to help brands deliver what a customer wants and needs most.

Rapid Displays is in the business of knowing what matters to its clients and delivering what they need. With its Midwestern/Eastern headquarters located in Chicago’s Archer Heights neighborhood, Rapid Displays has been working with Alper Services for 20 years now. According to Chief Financial Officer Brian Greenburg, the ability for Alper Services to go deep into its business makes the Alper team a valuable partner.

“I came into this company as the CFO 16 years ago and was tasked with reviewing the Alper relationship and the program they had us engaged with. I was a bit perplexed having never been introduced to captive insurance plans before,” Greenburg recently explained. A captive insurance program’s primary objective is to insure the risks of its owners, and its insureds benefit from the captive insurer’s underwriting profits.

“Having learned about the program and educating myself about its benefits, I came to the conclusion that we were not only steered in the right direction [by Alper], but the program had actually driven costs down within our company when compared to our previous fully insured product.”

Greenburg noted that he had worked with other insurance brokers in previous roles

and came to the conclusion that they were self-serving having focused more on their bottom line and not their client’s. But he asserted the captive insurance program that Rapid Displays is a member forced him to rethink how insurance was delivered.

“Working within a captive forces you to elevate the importance of safety as part of a company’s culture. You participate more intently with a captive program, and as a result the sharing of ideas and best practices amongst members creates a value proposition that translates into bottom line savings from an opera-



tions perspective,” Greenburg said. “A company participating in a captive insurance program can then create a culture headlined by improved safety. You cannot put a price tag on the value and goodwill that brings to a business.” In addition to a captive insurance program, Rapid Displays works with Alper Services on its other property and casualty coverages.

“Alper Services’ team is outstanding and very deep in talent. Their consultative-type services allow me to call on them anytime a challenge comes my way,” he said, noting that having such professionals on staff as a lawyer and nurse as well as people who can provide guidance with other lines of coverage only furthers the opportunity to work with them when the need arises.

It’s that kind of relationship that makes Alper Services so special—they “display” resources beyond what your typical broker offers.

The Summit Captive was founded by Howard Alper in 1994 with two members. Today, the Captive has grown to over 130 members including Rapid Displays. If you’re interested in more information, please contact Gregg Elstien at GElstien@AlperServices.com or 312-867-7316.

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Inside Alper

We're excited to introduce the latest additions to our growing Alper Team.



Will Pinn
Director of Employee
Benefits Division



Deborah Solomon
Senior Account
Manager, Property
& Casualty Division



Allison Clark
Receptionist/
Administrative
Support

Congratulations to **Brandon Greenberg**, on his promotion to Account Executive of the Employee Benefits Division and to **Mari Velez** for her promotion to Personal Lines Account Manager.

Congratulations to **Natasha Rodriguez** and **Susan Soloman**, Property & Casualty Division Account Managers, for being named the Employees of the Quarter.

Alper President and CEO, David Macknin, was interviewed by Insurance Business America on cyber risks involved with driverless cars. Read the full article [here](#).



Alper said a fond farewell to **Terri Madaj**, Vice President of our Personal Lines Division. Terri had been an asset to the Team for 34 years. We thank her for many years of exemplary service to Alper and wish Terri luck in her retirement!



Our Alper Serves line-up of volunteer events has kept our Team Member busy this autumn. Alper Serves offers half-day volunteer projects that we invite our Team to partake in once a year. We kicked things off with the **Austin Special Chicago** Tootsie Roll Drive on Friday, September 21st. The rain held out, and we were able to collect over \$500 for the great work that Austin Special Chicago does to meet the needs of individuals with developmental and intellectual disabilities in our community.

On September 24th, Alper volunteers met in Flossmoor to help **New Star** with their annual golf outing. Volunteers enjoyed their time on the greens where they ran the hole-in-one game and sold raffle tickets. New Star provides opportunities for people with disabilities to live more enriched and independent lives.

On October 17th, Alper Team Members hosted bingo for the residents of **Lutheran Home** in Arlington Heights. Lutheran Home is a non-profit senior living community which also specializes in short-term rehabilitation, memory care and assisted living.

Alper volunteers made a trip to **Lambs Farm** on October 23rd to help in the Magnolia Bakery where they spent an afternoon with residents packaging cookies for special delivery. Lambs Farm helps individuals with developmental disabilities lead productive and happy lives. *Please contact Cindi Elstien at CElstien@AlperServices.com to alert us of any volunteer opportunities at your organization.*



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Alper Services, LLC
410 N. Michigan Ave, 12th Floor
Chicago, IL 60611

P: 312-642-1000
www.AlperServices.com

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