

OHIO BUREAU OF WORKERS' COMPENSATION

REQUIRED POSTING

Effective October 13, 2004, Section 4123.54 of the Ohio Revised Code requires notice of rebuttable presumption. Rebuttable presumption means that an employee may dispute or prove untrue the presumption (or belief) that alcohol or a controlled substance not prescribed by the employee's physician is the proximate cause (main reason) of the work-related injury.

The burden of proof is on the employee to prove that the presence of alcohol or a controlled substance was not the proximate cause of the work-related injury. An employee who tests positive or refuses to submit to chemical testing may be disqualified for compensation and benefits under the Workers' Compensation Act.

THIS LANGUAGE MUST BE POSTED WITH THE CERTIFICATE OF COVERAGE

August 25, 2004

Dear Pastor, Administrator, or Parish Life Coordinator,

Please be advised the Ohio Bureau of Workers' Compensation has issued a new policy regarding *rebuttable presumption*. The new policy, effective October 13, 2004, is explained in detail in the box on the top half of this page. It is required by law that this policy be conspicuously posted along with your certificate of coverage of workers' compensation.

Please detach and post this certificate, with your certificate of coverage, in an area visible to your employees.

If you have any questions, please feel free to contact the Diocesan Workers' Compensation Office.

Thank you for your cooperation.