



Risk Management Solutions

A QUARTERLY NEWSLETTER OF THE ALABAMA MUNICIPAL INSURANCE CORPORATION
AND THE MUNICIPAL WORKERS COMPENSATION FUND, INC.

SPRING 2005

Ballparks and Playgrounds Are Not All Fun and Games

By: Richard Buttenshaw, Loss Control Representative

It's the time of the year when thoughts turn to warm evenings spent at the local ballpark. Families can watch the local team play baseball while their children play in the playground and, of course, enjoy a hotdog from the concession stand. What could be better? However, for the municipality that owns and runs the facility, there are a number of issues that must be addressed in order to ensure a safe, secure environment for its citizens.

Bleacher Safety. To promote greater safety at municipal facilities, an assessment of the bleacher systems located in your municipality should be conducted. Many of the bleachers currently in use are old and have not been properly maintained or updated. Openings between seats, footboards and guardrails as well as the structural integrity of the bleachers should be assessed. In response to injuries and deaths from falls from bleachers, the U.S. Consumer Product Safety Commission (CPSC) has issued "Guidelines for Retrofitting Bleachers". Some of the key points are:

- Guardrails should be present on the backs and portions of the open ends of bleachers where the footboard, seat board or aisle is 30 inches or more above the floor or ground below.

- The top surface of the guardrail should be at least 42 inches above the leading edge of the footboard, seat board, or aisle, whichever is adjacent.

- Any opening between components of the guardrail or under the guardrail should prevent passage of a 4-inch sphere.

- The preferable guardrail design uses only vertical members as infill between the top and bottom rails. Opening patterns that provide a ladder effect should be avoided. If chain link fencing is used on guardrails, it should have a mesh size of 1.25 inch square or less.

Your bleachers should be thoroughly inspected at least quarterly by trained personnel and problems corrected immediately. Records of these



An all-too-common and extremely hazardous sight in many ball parks, these "old" bleachers are still in use without any guardrails.



This playground doesn't use any protective surfacing in the event of a fall.

actions should be retained. A licensed professional engineer, registered architect or company that is qualified to provide bleacher products and services should inspect the bleachers at least every two years and provide written certification at such time that the bleachers are fit for use.

Playgrounds. Each year, about 200,000 children are treated in U.S. hospital emergency rooms for playground equipment-related injuries. The CPSC produces a comprehensive "Handbook for Public Playground Safety" and some of the main safety tips are:

- **Protective Surfacing.** Since almost 60 percent of all injuries are caused by falls to the ground, protective surfacing under and around all playground equipment is the most critical safety factor on playgrounds. Asphalt and concrete are unacceptable. They do not have any shock absorbing properties. Similarly, grass and turf should not be used. Their ability to absorb shock during a fall can be reduced considerably through wear and environmental conditions. It is recommended that the areas under all playground equipment have at least 6 inches of soft fill material such as double shredded bark mulch, wood chips or fine sand under and around it.

- **Swing Spacing.** To prevent injuries from impact with moving swings, swings should not be too close together or too close to support structures. For example, the horizontal distance between the swing seat and adjacent structural component should be at least 30 inches.

- **Elevated Surfaces.** Platforms more than 30 inches above the ground should have guardrails to prevent falls.

- **Potential Entanglement Hazards.** Open "S" hooks – especially on swings – and any protrusions or equipment components/hardware which may act as hooks or catch-points can catch children's clothing and cause strangulation incidents. Close "S" hooks as tightly as possible and eliminate protrusions or catch-points on playground equipment.

continued next page

Ballparks continued from cover



This outlet does not have a cover; is missing a ground fault interrupter device; and is in easy reach of little fingers.

- **Playground Maintenance.** Playgrounds should be inspected on a regular basis to check for hardware that is loose or worn, or that has protrusions or projections.

For more detailed information on playground safety, refer to the CPSC's Handbook for Public Playground Safety.

Electrical Hazards. There are a number of electrical concerns at ballparks, ranging from flood lights to electrical outlets in covered picnic pavilions. All of these electrical issues must meet the National Electrical Code, but all too often ground wiring is broken, fuse boxes are left unlocked, outlets do not have a ground fault interrupter (GFI) devices installed and weather proof covers are missing or broken. Remember these are usually well within reach of even small children and pose a huge potential liability risk to your municipality.

Concession Stands. Concession stands are a wonderful addition to a ballpark not only because they provide the public a chance to buy food and drinks while enjoying a ball game, but they are an additional source of revenue

for the municipality. However, many concession stands provide hot food such as hot dogs and burgers that are cooked on the premises. This not only raises concerns about food handling safety, but also adds the potential hazard of fire from a grease or electrical fire. It is essential that concession stands be properly equipped with fire extinguishers appropriate to the exposure and that employees working at the concession stand are trained in their use.

Restroom Facilities. We all need them, but they can be another source of liability exposure from injuries caused by falling on a wet bathroom floor. It is important that a regular inspection program be in place to check and *immediately* clean up any water spills that could cause a slip. Restroom facilities are also a common target for vandalism that can be a constant drain on resources to repair. The brown paper towels commonly used in restrooms to dry your hands are frequently used to block toilets and sinks and cause water floods. An alternative method of hand drying such as the warm air blowers might be considered.

Signs. Although posting signs is not good enough as a legal defense on its own, they always help. Consideration should be given to posting a sign detailing the rules while at the facility. In particular make sure it clearly states that alcohol can not be consumed on the premises; the park is closed after dark; and the dangers of vehicle or personal injury during a ball game. On that note, it's not all doom and gloom at the ballpark. There is substantial case law from other jurisdictions that make it fairly clear that people who attend ball games assume the risk that they or their property may be struck by a flying ball. However, signage to remind patrons of the danger, suitable fencing to attempt to catch any errant ball and not having your parking lot in left field with no fence are obvious precautions that you should also take.

Although several topics related to ballpark and playground safety have been addressed here, they only represent a few of the potential hazards and exposures that can exist at this kind of facility. The focus of this article has been to try and limit your entity's liability to accidents at ball parks and playgrounds. However, our first priority is to try and protect the general public and, in particular, the children from injury while using your facilities. Remember your child plays there too! ■

Training Considerations for Seasonal Employees

By: Jason Humphries, Loss Control Representative

With the spring season rapidly approaching, many entities will begin the annual process of hiring part time employees. These part time positions usually assist our entities by performing jobs such as lifeguards, maintenance workers, grounds keepers, and, in some areas, summer camp counselors.

These part-time employees will generally warrant more training than full time personnel due to their relatively young age and lack of work experience as compared to most full-time employees. Seasonal employees should be required to satisfactorily complete a rigorous orientation process; and preparation for the process should begin well *before* the employer begins accepting part time applications.

A condensed safety manual containing safety rules and policies for operations that seasonal employees will be allowed to perform should help the safety coordinator or supervisor gear up for the orientation process.

Identifying hazards associated with each job. Will the employee be required to use or be in close proximity to the use of any type of power tools? Grounds keepers and maintenance workers may be called upon to use lawn mowers, power saws, weed eaters, etc. It should *never* be assumed that employees know how to safely operate such equipment. All employees should be trained on the safe operation and basic maintenance of the equipment they may be required to use. Will the employee use chemicals such as paint, pool cleaners, etc.? Will the employee be exposed to blood or other bodily fluids (lifeguards, sanitation workers)? Break down jobs in terms of physical requirements and essential tools needed to complete the given task. **NEVER** assume that an employee knows how to properly and safely operate equipment or how to perform required procedures.

Train part time employees on ways to minimize known hazards and exposures. Briefly discuss claims that have been filed against your entity or other entities. Many part time employees will not even begin to realize the exposures that municipal entities face until some of the more obvious are pointed out to them. Identify all forms of Personal Protective Equipment (PPE) that can be used to minimize injuries or infections. Teach them how to assess the integrity of safety guards and the proper position and placement of such guards. Require the use of all applicable PPE and safety guards. Advise employees of the consequences should they choose to ignore or disobey safety rules.

Inform the employees of proper communication channels when safety deficiencies are found or injuries occur. Knowing who to report to is very important for all employees and whomever the occurrence or situation is to be reported to should try to maintain a level of trust with his/her employees. This will encourage employees to be open with suggestions, concerns or problems that may otherwise remain unidentified.

After reviewing all safety policies and procedures, administer some form of exam to test the employee's knowledge of covered materials. (The League's safety video library is an excellent source of review materials that can be used to enhance employee safety knowledge). The exam doesn't have to be extensive or cover all areas discussed but should be sufficient in gauging each person's knowledge of safety procedures. Upon review of the exam results, clarify issues or items that were consistently answered incorrectly.

Document the training! Documentation should be used for *all* safety training. This should be done for both full and part time employees. If you don't already document your training, start now. If documentation doesn't exist, it's hard to prove that such training ever took place! Documentation doesn't need to be elaborate; it merely needs to cover the date, employee's name and department and the topics covered.

This brief article by no means provides comprehensive coverage of all the steps that should be incorporated into your organization's seasonal employees orientation. Rather, it is intended to encourage more consideration for this type of training. Remember, when part time employees contribute to a poor safety record, the respective losses will affect your entity much longer than the employee's service! *Train and educate your employees!* ■

Defining Moment

Endorsements and Exclusions to Insurance Contracts

An insurance policy is a contract that states the rights and duties of the insurance company and the insured. The bulk of the insurance contract is a multi-page form containing standard pre-printed words.

Endorsements may be used to amend the coverage from the standard completed policy if the coverage is different from that shown in the standard pre-printed form. For example, a form may contain a clause stating that a \$1000 deductible applies; an endorsement may amend this to provide a \$5000 deductible. Endorsements may be attached to a new policy or added during the course of a policy period.

Exclusions restrict the broad terms of the insurance policy by stating some exceptions to the coverage. These exceptions could include certain activities, loss causes, property, persons and places for which the insurer does not intend to provide coverage. Exclusions help to keep insurance premiums reasonably priced.

Risk Management Awards for 2004

Instituting risk management and loss control activities by the members of the Municipal Workers Compensation Fund (MWCF) and the Alabama Municipal Insurance Corporation (AMIC) are considered to be proactive steps that benefit not only the member's loss ratio but the overall success of the MWCF and AMIC insurance programs. Not only are employee, property and liability losses minimized, but – most importantly – employees and citizens reap the rewards of a safer workplace and community.

In recognition of the efforts and successes of our members, the Board of Directors of the MWCF and AMIC approved the establishment of a Risk Management Award during 2002. It was determined that an award program would be developed based on the loss ratios for the member's prior year. For those members of both the MWCF and AMIC programs, the loss ratios would be combined and divided by two to reflect the overall loss ratio.

Four levels of awards are being presented to acknowledge the efforts and accomplishments of those members in the areas of Risk Management for the year 2004. Members are eligible to receive the Presidents Award once every five years and the Gold, Silver and Bronze annually.

- **ALM President's Award**
Top 5% for 5 years
- **Gold Award**
Loss Ratio below 5%
- **Silver Award**
Loss Ratio of 5% to 20%
- **Bronze Award**
Loss Ratio of 20% to 40%

Awards were mailed to the recipients along with a press release. Recipients of these awards are being acknowledged in this issue of the *Risk Management Solutions* newsletter and at the League Convention.

2004 Risk Management Awards

ALM President's Awards (Top 5% for 5 years)

Albertville Utilities
Aliceville
Brantley
Bridgeport Utility Board
Brookwood
Centre Waterworks & Sewer
Centreville
Coaling
Columbia
Cullman Utilities
Deatsville VFD, Inc.
DeKalb-Cherokee Counties Gas District
Elba Housing Authority
Emelle
Enterprise Housing Authority
Floral
Glenwood
Grove Hill
Kennedy
Langston
Midway
Millry
Mobile Airport Authority
Mount Vernon
North Alabama Gas District
Oak Grove
Opelika Waterworks Board
Phil Campbell Water & Sewer
Piedmont
Pisgah
Ragland Housing Authority
Reform Water & Sewer Board
Rockford
Sulligent Housing Authority
Thomasville Waterworks & Sewer
Wilton Water & Gas

Gold Awards (Loss ratio below 5%)

Abbeville Housing Authority
Abbeville Water & Sewer
Addison
Alabama League of Municipalities
Alabama Municipal Election Authority
Alabama – Tombigbee Regional Commission
Albertville Utilities
Alexander City Housing Authority
Aliceville Housing Authority
Aliceville Water & Sewer
Allgood
Altoona
Andalusia Housing Authority
Anderson
Anniston Express
Anniston Housing Authority
Arab Housing Authority
Arab Water Works Board
Ariton
Asbury Water Board
Ashland
Ashland Water & Sewer Board
Ashland, Goodwater-Lineville Solid Waste Disposal Authority
Ashville
Ashville Water & Sewer Board
Athens Housing Authority
Autauga/Prattville Library
Baileyton
Baker Hill
Bay Minette Housing Authority
Bayou La Batre Water & Sewer
Bear Creek Development Authority

Beatrice
Belk
Benton
Berry
Berry Housing Authority
Birmingham Regional Planning Commission General Fund
Birmingham – Jefferson Civic Center
Black Warrior Solid Waste Authority
Blountsville Housing Authority
Blountsville Utilities
Boaz Water & Sewer Board
Boston Housing Authority
Brantley
Brent
Brent Housing Authority
Brent Utilities
Brewton Housing Authority
Brewton Natural Gas
Bridgeport
Bridgeport Housing Authority
Bridgeport Utility Board
Brookwood
Brundidge
Brundidge Housing Authority
Butler
Calera Housing Authority
Camden
Camp Hill
Camp Hill Utilities
Cedar Bluff
Central Alabama Regional Planning Commission
Centre Waterworks & Sewer
Centreville
Centreville Water Works & Sewer Board
Chatom
Chatom Utility
Chelsea
Cherokee Waterworks & Gas Board
Chickasaw Housing Authority
Chickasaw Utilities
Childersburg Housing Authority
Clanton Housing Authority
Clayton Housing Authority
Clayton Water & Sewer
Coaling
Coffeeville Waterworks
Coker
Colony
Columbia
Columbiana Housing Authority
Columbiana Waterworks
Coosada
Cordova Housing Authority
Cottonwood Housing Authority
County Line
Cowarts
Crossville
Crossville Water Board
Cuba
Cullman Housing Authority
Cullman – Jefferson Counties Gas District
Dadeville
Dadeville Housing Authority
Daleville Housing Authority
Deatsville
Deatsville VFD, Inc.
Decatur Housing Authority
Decatur Personnel Board
DeKalb – Cherokee Counties Gas District
Detroit
Dora Waterworks & Gas Board
Dothan
Double Springs Waterworks Board

Douglas
Dutton
East Brewton
East Brewton Waterworks & Sewer
East Central Alabama Gas District
East Geneva Co. Senior Citizens Committee
Eclectic Water & Sewer Board
Elba Housing Authority
Elba Water & Electric Board
Eldridge
Emelle
Elkmont
Elmore
Elmore County Economic Development
Elmore Water Authority
Enterprise Housing Authority
Eufaula Housing Development
Eutaw Housing Authority
Evergreen Housing Authority
Fairview
Falkville
Fayette Water Works
Five Points
Flomaton
Floral
Floral Housing Authority
Foley Housing Authority
Foley Tax Revenue
Fort Payne Housing Authority
Fort Payne Improvement Authority
Fultondale Gas Board
Fyffe
Gainesville
Gaylesville
Geiger
Geneva
Georgiana Housing Authority
Georgiana Water & Sewer
Gilbertown
Gilbertown Utility
Glenwood
Goldville
Good Hope
Goodwater
Goodwater Housing Authority
Goodwater Waterworks & Sewer
Gordo Housing Authority
Gordo Water Board
Gordon
Goshen
Grant
Graysville Water & Sewer Board
Greene County Ambulance Service
Greensboro
Greensboro Housing Authority
Grove Hill Memorial Hospital
Guin
Guin Water & Sewer Board
Guntersville Electric Board
Guntersville Housing Authority
Gurley
Hackleburg
Hackleburg Housing Authority
Haleyville Housing Authority
Hamilton Water & Sewer
Harpersville
Harpersville Water Board
Hartselle Housing Authority
Headland Housing Authority
Heath
Heflin Housing Authority
Highland Lake
Hillsboro
Hobson City
Hobson City Housing Authority
Hodges
Hurtsboro

Indian Springs
Jasper Housing Authority
Jasper Waterworks and Sewer
Jemison
Kansas
Kennedy
Kimberly
Kinston
Lamar County Gas District
Langston
Lawrence- Colbert Counties Gas Board
Leeds Housing Authority
Leighton
Linden
Linden Housing Authority
Linden Utilities
Lineville
Lineville Water & Sewer
Lisman
Loachapoka
Locust Fork
Louisville
Lowndesboro
Malvern
Maplesville
Maplesville Water Works & Gas Board
Margaret
Marion Housing Authority
Maytown
Midway
Millport Housing Authority
Millry
Monroeville Housing Authority
Montevallo Water & Sewer
Morris
Mosses
Moulton
Moulton Housing Authority
Moulton Water & Sewer Board
Mount Vernon
Mulga Waterworks & Utility Board
Muscle Shoals Electric Board
Myrtlewood
Nauvoo
Nauvoo Waterworks
Nectar
New Brockton Housing Authority
New Hope
New Site
Newbern
Newton Housing Authority
Newton Water & Sewer
Newville
North Alabama Gas District
North Central Alabama Regional Council of Government
Northeast Alabama Water & Sewer
Northwest Alabama Council of Local Governments Senior Aides Program
Northwest Alabama Gas District
Oak Grove
Oakman
Odenville
Odenville Utilities
Oneonta Housing Authority
Oneonta Utilities
Opelika Waterworks Board
Opp Housing Authority
Orange Beach Water & Sewer Board
Orrville
Ozark Dale County E-911
Paint Rock
Parrish
Parrish Housing Authority
Parrish Water & Sewer Board
Pell City Housing Authority
Pennington Utilities

Phenix City Housing Authority
Phil Campbell Housing Authority
Phil Campbell Water & Sewer Board
Pickens County Gas
Pickensville
Piedmont
Piedmont Waterworks & Sewer
Pike Road
Pinckard
Pine Apple
Pisgah
Pleasant Groves
Pollard
Prattville Solid Waste Authority
Prattville Waterworks
Ragland Housing Authority
Rainbow City Utilities Board
Ranburne
Red Bay Housing Authority
Red Bay Water & Gas
Red Level
Reform
Reform Housing Authority
Reform Water & Sewer Board
Repton
Riverside
Roanoke Housing Authority
Roanoke Utility Board
Rockford
Rockford Gas Board
Rockford Waterworks
Russellville Electric Board
Russellville Gas Board
Russellville Housing Authority
Russellville Waterworks & Sewer
Saint Florian
Saraland Water Service
Sardis City
Sardis City Waterworks Board
Scottsboro Housing Authority
Shorter
Silas
Skyline
Slocomb
Slocomb Housing Authority
Smiths Station
South Alabama Regional Planning
Commission
South Central Alabama Development
Commission
South Central Alabama Development
Commission Senior Aides Division
South Central Alabama Regional
Housing Authority
Southeast Alabama Gas
Springville
Steele
Steele Waterworks Board
Stevenson Housing Authority
Storm Water Management Authority
Sulligent Housing Authority
Sumiton Gas Board
Sweet Water Water Works
Sylacauga Housing Authority
Sylvan
Talladega Springs
Tallassee Housing Authority
Tarrant Electric Department
Tarrant Housing Authority
Thomaston
Thomaston Water & Gas
Thomasville Waterworks & Sewer
Top of Alabama Regional Council of
Governments
Town Creek
Triana
Triana Housing Authority
Troy Board of Education
Troy Housing Services
Tuscaloosa Parking & Transit
Authority

Tuscumbia Utilities Department
Tuskegee Housing Authority
Twin
Union Grove
Union Grove Utilities
Union Springs Utility Board
Upper Bear Creek Water, Sewer &
FPA
USS Alabama Battleship Commission
Valley Grande
Valley Head Housing Authority
Valley Head Water Works Board
Valley Housing Authority
Vernon Water & Sewer Board
Vina
Vincent
Vincent Housing Authority
Vredenburgh
Wadley
Walnut Grove
Waterloo
Wedowee Water, Sewer & Gas Board
West Etowah County Water Authority
West Jefferson
Westover
Wetumpka Water & Sewer
Wilcox County Gas
Wilton Water and Gas
Woodland
Woodstock

Silver Awards
(Loss ratio of 5% to 20%)

Alabaster
Alexander City
Aliceville
Anniston Water Board
Atmore
Atmore Utilities
Auburn
Auburn Water Board
Boaz Gas Board
Boligee
Brewton
Butler Utilities
Calera
Calera Waterworks
Carbon Hill Housing Authority
Childersburg
Citronelle
Clanton
Clark-Mobile County Gas District
Clayton
Columbiana
Cordova
Craig Field Airport Authority
Cullman Utilities
Decatur
Decatur Municipal Utility Board
Demopolis Housing Authority
Dodge City
Dora
Elba
Eufaula Housing Authority
Fort Deposit
Fultondale
Georgiana
Geraldine
Glencoe
Greensboro Utility Board
Grove Hill
Guin Housing Authority
Guntersville
Guntersville Water & Sewer Board
Haleyville
Hamilton Housing Authority
Hanceville Water & Sewer
Hartselle
Hayneville
Heflin Water & Sewer

Helena Utilities
Henagar
Hokes Bluff Water Board
Ider
Jackson's Gap
Killen
Kinsey
LaFayette
Lake-View
Lanett
Leesburg
Lincoln
Luverne Housing Authority
Lynn
Marshall County Gas District
Midland City Housing Authority
Mobile Airport Authority
Mobile Housing Board
Montgomery Housing Authority
Montgomery Water & Sewer
Moody
Mooresville
Mountain Brook
Napier Field
Northport Housing Authority
Oxford Water & Sewer Board
Ozark Housing Authority
Pell City
Priceville
Ragland Water Works & Gas
Red Bay
Ridgefield
Roanoke
Rogersville Waterworks & Sewer
Saraland
Satsuma Waterworks & Sewer Board
Scottsboro Sewer & Waterworks Board
Selma Water & Sewer
Sheffield Housing Authority
Sheffield Utilities
Silverhill
Southeast Regional Planning &
Development Commission
Southside
Spanish Fort
Stevenson
Sumiton Water Board
Susan Moore
Sylacauga
Sylacauga Utilities
Thomasville
Trinity
Troy
Trussville Utility Board
Tuscumbia
Tuskegee
Union Springs
Valley
Vernon
Webb
Wedowee
Wetumpka
Wilsonville
Wilton
Winfield

Bronze Awards
(Loss ratio of 20% to 40%)

Abbeville
Alabaster Water Board
Arab
Argo
Arley
Autaugaville
Bear Creek Water Works Board
Birmingham Airport Authority
Birmingham District Housing Authority
Blountsville
Branchville
Carbon Hill Utility Board

Carrollton
Chickasaw
Cleveland
Cottonwood
Daleville
Daphne
Dauphin Island Water
Dothan Housing Authority
Double Springs
Enterprise
Eufaula
Eufaula Water Works
Evergreen
Fairfield
Faunsdale
Fayette Housing Authority
Fort Payne
Gadsden
Gardendale
Gordo
Greenville Waterworks & Sewer
Hamilton
Hanceville
Hartford
Hayden
Headland
Heflin
Helena
Homewood
Huntsville Housing Authority
Jacksonville Water Works
Leeds
Lexington
Littleville
Loxley
Luverne
Marion
Millport
Mobile Metro Transit Management
Monroeville
Montgomery Transit
Muscle Shoals
New Brockton
Newton
North Courtland
Northport
Northwest Alabama Council of
Local Government Auto
Northwest Alabama Council of
Local Governments
Ochatsee
Opelika
Opp
Orange Beach
Pelham
Phenix City
Pine Hill
Prichard
Rainbow City
Samson
Samson Housing Authority
Scottsboro
Scottsboro Electric Power
Snead
Stevenson Utilities
Sylvania
Tallassee
Tri Community Water System
Troy Housing Authority
Trussville
Tuscaloosa
Tuscaloosa Housing Authority
Winfield Waterworks & Sewer

2005 SKIDCAR SCHEDULE

- Tuscaloosa May 31 – June 10
- Tuscumbia June 28 – July 8
- Jacksonville July 26 – August 5
- Decatur August 23– September 2
- Greenville September 20 – September 30
- TBA October 11 – October 21
- Gulf Shores/
Orange Beach November 8– November 18
- Montgomery December 6 – December 16

For more information, contact Donna Wagner
at 334-262-2566.



Popular Safety Videos for the Spring Season

- Right-Of-Way Mowing Safety: 5.032
- Outdoor Safety: Critters and Plants: 7.029
- Chlorine: 14.006
- Tractor Safety: 5.039
- Cutting It Short, Parts 1 (Grass Cutting) : 5.006
- Cutting It Short, Parts 2 (Grass Cutting) : 5.007
- Responding to Bites and Stings: 7.067

To check-out a safety video, simply call, FAX, or e-mail your request to Rachel Wagner at:
334-262-2566; rachelw@alalm.org;
or FAX at 334-263-0200.

EMPLOYMENT PRACTICES LAW HOTLINE

1-800-864-5324

Through a toll-free Employment Practices Law Hotline, members can be in direct contact with an attorney specializing in employment-related issues. When faced with a potential employment situation, the hotline provides a no-cost, 30 minute consultation.



For more information, call:
334-262-2566.



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