

W. J. COX ASSOCIATES, INC.  
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 CLARENCE, NY 14031-2093

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# KICKBACK



A Privately Circulated Newsletter for Employers in the  
 NEW YORK LUMBERMEN'S INSURANCE TRUST FUND  
 and FOREST INDUSTRY INSURANCE GROUP

NUMBER 3

NOVEMBER 2018

## 2018 NYLITF Area Meetings a Huge Success!!!

ROUTE TO:

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I'd sincerely like to thank everyone who took the time to come out and visit with our staff at the Area Meetings in October. These dinners are an opportunity for W. J. Cox to review the current year, and hopefully update you on our forecast for the year ahead. It is always great to reconnect with many of our longtime members, as well as, introducing our new members to the New York Lumbermen's Insurance Trust Fund community. We often hear of business relationships that grew out of conversations started at these dinner tables. A welcome benefit of getting out to visit with our crew. This year was particularly special in that Jan Noreck, who is retiring after 17 years with W. J. Cox, came out to see "her people" one last time. We also were honored to hear Ellen Hooker give a heartfelt tribute to her father and founding member, Harold Hooker, who at 80 thinks it might be time to slow down, just a little bit.

ployee withholding from .126% to .153% and a benefit increase to 55% of average weekly wages (capped at 55% of NYS Average Weekly Wage) for up to 10 weeks. The Trust Fund is currently having another good year. While the number of claims has increased slightly through October, the cost of these claims is down about 8% when compared to last year. Further improving our 2018 results has been reductions in development for older claims, including those that our adjusters have worked hard at getting closed. These results, as well as a bump in investment income, have combined to increase your members equity to \$11,300,000.

We are happy to report that the New York Lumbermen's Insurance Trust Fund financials are sound and we look forward to putting those results to work for you in 2019!

Thank you,  
 Kevin P. Brown  
 Executive Vice President

For those of you that couldn't make it to our meetings, we covered the newly introduced paid family leave and the upcoming changes for 2019, which includes an increase of em-

## NYLITF Mission Statement

*Our mission is to provide our Members the best value and financial security for workers' compensation and disability benefits with the objective of the utmost protection for the health and safety of our Members' employees. We shall achieve this by rendering unparalleled loss prevention service, vigilant claim handling, risk selection and cost control. We are committed to continuous improvement, achieving and maintaining Member satisfaction with integrity and respect.*

### Important Dates to Remember

Thursday, November 22 & Friday, November 23, 2018

W. J. Cox Associates, Inc. Office will be Closed

Monday, December 24 & Tuesday, December 25, 2018

W. J. Cox Associates, Inc. Office will be Closed

Tuesday, January 1, 2019

W. J. Cox Associates, Inc. Office will be Closed

Friday, March 29, 2019

New York Lumbermen's Insurance Trust Fund  
 38th Annual Meeting in Syracuse, NY

Friday, April 19, 2019

W. J. Cox Associates, Inc. Office will Close at 11:30 a.m.

This publication is intended for the educational use of employees and contractors who work for and provide services to members of the New York Lumbermen's Insurance Trust Fund. The techniques suggested herein do not apply to all situations and all work procedures should be discussed with supervisory personnel prior to being applied to your job.

W. J. COX ASSOCIATES, INC.



New York Lumbermen's  
Insurance Trust Fund

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**NYLITF TRUSTEES**

- Joel I. Bingham**  
Double Aught Lumber, Inc.  
Owego, NY
- Mo Cleaver**  
White's Lumber, Inc.  
Watertown, NY
- Gregory Fitzpatrick**  
Fitzpatrick & Weller, Inc.  
Ellicottville, NY
- Kevin L. Gillette**  
Tioga Hardwoods, Inc.  
Berkshire, NY
- Michael W. Hanlon**  
Cotton-Hanlon, Inc.  
Cayuta, NY
- Craig Jochum**  
Craig Jochum Logging  
Apalachin, NY
- Paul J. Mitchell**  
Paul J. Mitchell Logging, Inc.  
Tupper Lake, NY
- Edward G. Wright (Secretary)**  
W. J. Cox Associates, Inc.  
Clarence, NY

**NYLITF EXECUTIVE ADVISORY COMMITTEE**

- Jared Fowler**  
Baillie Lumber Co., LP  
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Red Creek, NY
- Edward G. Wright (Secretary)**  
W. J. Cox Associates, Inc.  
Clarence, NY

**KICKBACK**  
Issue 3, November 2018

*Editors:*  
Kevin P. Brown, Michelle C. Conley,  
Susan E. Kane & Edward G. Wright

The *Kickback* is published by W. J. Cox Associates, Inc. The publication is a privately circulated newsletter for Employers in the New York Lumbermen's Insurance Trust Fund & Forest Industry Insurance Group.

*The New York Lumbermen's  
Insurance Trust Fund would  
like to welcome the following  
new members:*

- |  |   |
|--|---|
| <b>3Z Forestry</b><br>Corning, NY                              | <b>R. Keith Logging</b><br>Clymer, NY                           |
| <b>Adam Clark Logging</b><br>North Creek, NY                   | <b>RCB Logging</b><br>Wellsville, NY                            |
| <b>Duhaime Logging, LLC</b><br>Tupper Lake, NY                 | <b>S. L. Bureau Property Management, LLC</b><br>Lake George, NY |
| <b>Greene &amp; Greene Trucking, LLC</b><br>Queensbury, NY     | <b>S &amp; L Logging, LLC</b><br>Northville, NY                 |
| <b>Hunt Lake Timber Co., Inc.</b><br>Queensbury, NY            | <b>Santoro's Logging</b><br>Cherry Valley, NY                   |
| <b>Ingalls Logging</b><br>West Winfield, NY                    | <b>Stevens Veneer, LLC</b><br>Nineveh, NY                       |
| <b>K. B. Logging</b><br>Bolivar, NY                            | <b>Timothy G. Van Nostrand Logging, LLC</b><br>Northville, NY   |
| <b>Lakeshore Hardwoods, Inc.</b><br>Pulaski, NY                | <b>Ward Pine Mill, Inc.</b><br>Jay, NY                          |
| <b>Lopesz Logging</b><br>Waterville, NY                        | <b>Wildenstein Logging</b><br>Oxford, NY                        |
| <b>Michael Wilson &amp; Son Logging, LLC</b><br>Northville, NY |   |

## January 2019 Paid Family Leave Changes

Effective January 1, 2019 the following NYS Paid Family Leave changes will take effect:

Year	Weeks Available	Max % of Employee Average Weekly Wage	Cap % of State Average Weekly Wage
1/1/2018	8	50%	50%
<b>1/1/2019</b>	<b>10</b>	<b>55%</b>	<b>55%</b>
1/1/2020	10	60%	60%
1/1/2021	12	67%	67%

- Employee payroll deductions for NYS PFL premiums will increase from 0.126% to 0.153% of gross weekly wages.
- The annual cap will increase to \$107.97 on NYS PFL employee payroll deductions.
- The NYS average weekly wage will increase to \$1,357.11 for 2019; increasing the maximum weekly benefit to \$746.41.

Thank you in advance for your cooperation, and as always, please contact our office with any questions.

## Senior WC Claims Examiner Jan Noreck Retires

Please join us in extending best wishes to Jan Noreck, who retired from W. J. Cox Associates, Inc. October 31. Jan has been an esteemed member of our Workers' Compensation Claims Department for almost 18 years. During her time here, she has helped employers and claimants with workers' compensation claims. We have all benefited from Jan's dedication and diligence to the Trust Fund.

Jan's future plans are to go on several East Coast road trips with her husband Carl. She will also pursue her love of cooking. We wish Jan the best as she starts this new chapter in her life.