



We are pleased to announce the Employment Risk Management Authority (ERMA) began providing coverage and loss prevention services to California public entities July 1, 1999. ERMA is the first statewide risk sharing pool created exclusively to provide broad coverage for employment practices liability at reasonable rates with tailored loss prevention services.

ERMA provides cutting edge loss prevention services designed to minimize the employment practices liability exposure of its members. Those services include:

■ **Smart Risk Management™:**

Labor Consultants of America, a division of THE AGOS GROUP, LLC, a risk management firm that specializes in preventing workplace loss and litigation, has begun training ERMA members on its nationally known training program, Smart Risk Management™. This program provides training on setting up a "collective risk management" team within the ERMA member's organization. Through the program, managers and supervisors will learn proper methods for handling employment liability exposures.

■ **Employment Protection Line®:**

Through the Smart Risk Management™ program, employees learn the importance of reporting workplace incidents and complaints. The Employee Protection Line® is a toll-free number employees can access 24-hours a day, 7 days a week to report workplace incidents and complaints. The line is monitored by the Labor Consultants of America.

■ **Attorney Hotline:**

ERMA members have access to free legal advice from three law firms that specialize in defending public sector employment practices claims: Fisher & Phillips, LLP; Liebert Cassidy; and Whitmore, Johnson & Bolanos, through a toll-free number.

■ **Employment Practices Training:**

The three law firms are providing employment practices training workshops on a regional basis for ERMA members. The interactive and hands-on workshops are designed to provide members with practical advice on today's cutting-edge employment practices issues.

■ **Newsletter:**

Members receive a copy of ERMA's newsletter, the *Employment Practices Monthly*. The monthly newsletter features articles on current employment practices issues by Fisher & Phillips, LLP; Liebert Cassidy, and Whitmore, Johnson & Bolanos.

Enclosed is an ERMA brochure along with rating information forms for completion by your entity or JPA if you would like to receive a quotation for becoming a member of ERMA. Entities have the option of participating in both the loss prevention services and coverage or in the loss prevention services only.

For more specific information regarding ERMA, please contact Jay Resendez or Rob Kramer at (800)541-4591, ext. 225 and ext. 217 respectively.