

# THE IAIABC CENTENNIAL HISTORY

EIGHTEENTH ANNUAL MEETING



# The IAIABC Centennial History

*Celebrating 100 Years of Leading with Vision,  
Commitment, and Action*

# Acknowledgments

*The IAIABC would like to thank the 2014 President, Jack Nolish, and the Executive Committee for their leadership throughout the Centennial year.*

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Deputy Director, Michigan  
Workers' Compensation  
Agency

**Christine Baker**, Immediate  
Past President; Director,  
California Department of  
Industrial Relations

**Dwight T. Lovan**, President  
Elect; Commissioner, Kentucky  
Department of Workers' Claims

**R.D. Maynard**, Vice President;  
Chair, Idaho Industrial  
Commission

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Island Division of Industrial  
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Workers' Compensation

**Abbie Hudgens**, Administrator,  
Tennessee Workers'  
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**Larry Karns**, Director,  
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Compensation

**Evelyn McGill**, Executive  
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Compensation Commission

**Anne Naser**, Chief Information  
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**Paul Sighinolfi**, Executive  
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Compensation Board

**David Threedy**, Chair,  
Washington Board of Industrial  
Insurance Appeals

**Scott Brener**, Ex-Officio  
Member, Chair of Associate  
Member Council; Senior  
Vice President and General  
Counsel, SFM

*Please visit [www.iaiaabc.org/proceedings](http://www.iaiaabc.org/proceedings) to view IAIABC historical documents including newsletters, Annual Convention proceedings, and research dating back to 1914 (the digital collection is hosted by the HathiTrust Digital Library).*

# Acknowledgments

*The IAIABC would like to thank the members of the Centennial Council for making 2014 a truly special year. The Centennial Council was essential to developing activities, events, and projects related to the IAIABC's 100 year celebration.*

**Mary Ahearn**, Maryland  
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Commission

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Workers' Compensation  
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**Jack Nolish**, Michigan Workers'  
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**Lucinda Saxon**, Texas Star  
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**Glenn Shor**, California Division  
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**Charles Steepleton**, Virginia  
Workers' Compensation  
Commission

**Jessica Stimac**, Minnesota  
Workers' Compensation  
Division

**Brian Watkins**, Washington  
Bureau of Industrial Insurance  
Appeals

*The IAIABC would especially like to thank Fran Davis, Ron Dressler, Glenn Shor, and Brian Watkins of the Centennial Council History Subcommittee for their hard work combing through IAIABC Annual Convention proceedings and historical documents to help make this publication possible.*

# The Beginning



In 1914, leaders from seven jurisdictions met in Lansing, Michigan to discuss best practices in the regulation and administration of workers' compensation systems. It was at this first gathering that the National Association of Industrial Accident Boards and Commissions<sup>1</sup> was born.

The founding seven jurisdictions were: Wisconsin, Washington, Ohio, Michigan, Massachusetts, Indiana, and Iowa.

Reflecting on the event, an attendee commented:

"To point out the good which may proceed out of this conference, would, of course be a mere prophecy at this time. Yet, to one who sat through all the deliberations of the conference, there came the absolute conviction that these earnest men would profit greatly by the interchange of experience and opinion."



<sup>1</sup>The 2nd Annual Convention was held in Seattle, Washington, September 30-October 2, 1915. At this meeting, the Province of Ontario, Canada, was received as a member, and the name of the association was changed to the International Association of Industrial Accident Boards and Commissions (IAIABC).

## Edition Extraordinary!

May Number of

# *The National Compensation Journal*

Will Contain the Following Addresses Delivered at the  
First Annual Meeting of

### National Association of Industrial Accident Boards and Commissions

At Lansing, Michigan, April 14th and 15th, 1914

Opening Address	Hon. John E. Kinnane <i>Chairman Michigan Industrial Accident Board</i>
Address	Hon. Woodbridge N. Ferris <i>Governor of the State of Michigan</i>
Relation of Compensation to Safety	Hon. C. H. Crownhart <i>Chairman Wisconsin Industrial Commission</i>
Accident Prevention by Insurance Companies	Prof. A.W. Whitney <i>General Manager Workmen's Compensation Service Bureau</i>
Uniform Practice in Dealing with Hernia Cases	Dr. J.W. Mowell <i>Chief Medical Advisor Industrial Insurance Commission of Washington</i>
Rates and Reserves under a Compensation Law	R. R. Doble <i>Doble &amp; Throckmorton, Actna Life Insurance Company</i>
The Value of Compulsory Workmen's Compensation Laws	Hon. Floyd L. Daggett <i>Chairman Industrial Insurance Commission of Washington</i>
Accident Prevention in Minnesota	Prof. Don D. Lescohier <i>Chief Statistician Department of Labor and Industries, Minnesota</i>
National Civic Federation and Uniformity	Cyrus W. Phillips <i>Delegate from National Civic Federation</i>
State Insurance Experience in Ohio	Hon. W. D. Yaple <i>Chairman Industrial Commission of Ohio</i>

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200 copies - at 20c per copy	400 copies - at 12½c per copy	1,000 copies - - - \$100

**All Orders Must Be in by May 10th**

If Sufficient Number of Orders are Received to warrant it, we will Print the Discussions following each Address

## The First 25 Years

### *Voices from the 1st Annual Convention*



**Richard L. Drake, Secretary, Michigan Industrial Accident Board**

"The objects and purposes of the National Association, as expressed, is to bring into closer relation with one another the boards and commissions administering compensation laws in the United States and to effect so far as possible, uniformity in legislation and administration of such laws and give effect to all measures looking toward prevention of accidents and promotion of safety."



**Woodbridge N. Ferris, Governor of the State of Michigan**

"I will say to you that personally I am an enthusiast over this board. I regard it as probably the most important board that the state of Michigan has anything to do with, because it reaches out, touches the home, touches the father and touches indirectly the wife and the children, and is humanitarian from start to finish."



**John E. Kinnane, Chairman, Michigan Industrial Accident Board**

"On account of the comparative newness of the system on the side of the Atlantic, the experience of our boards and commissions which have been engaged in the work is eagerly sought, and a comparison of experiences and a general interchange of ideas and views cannot fail to be of value to all."



**C.H. Crowhart, Chairman, Wisconsin Industrial Commission**

"So I say that if a plan could be devised in some way to bring the men a little closer together with the employers, more good could be accomplished in the prevention of accidents."

1914-1938

*Voices from the 1st Annual Convention*



**Professor A.W. Whitney, General Manager, Workmen's Compensation Service Bureau**

"No plan of insurance is complete which does not make strongly for prevention. But we go further and believe that the very best preventive work can be done in connection with insurance; the preventive work that is set in motion when schedule rating is put in effect is tremendous."



**R.R. Doble, Doble & Throckmorton, Aetna Life Insurance Company**

"The most important factor, gentlemen, is not alone to safeguard the insuring public, but to protect beyond a question of doubt the injured workmen so that they may receive the compensation that is justly due them and bring about a condition wherein the chances of his failing to be compensated properly are removed."



**Floyd L. Daggett, Chairman, Industrial Commission of Washington**

"Again, the injured workman and his dependents must not be deprived of compensation because his fellow servant has committed a blunder; because he has assumed the inherent risk of his employment, or because of some negligent act of his."



**Dudley M. Holman, Member, Massachusetts Industrial Accident Board**

"Today we realize that we are indeed our brother's keeper- that we owe to him certain duties, that we are all interdependent. Our whole social and moral fabric would fall to pieces if it were not that our lives as employers and employe[e]s are so closely interwoven that a real injury to one does an equal injury to the other, and that we are each responsible to the other."



# The First 25 Years

## Issues of Interest Discussed by the IAIABC

Accident Prevention and  
Promoting Industrial Safety

Restoring the Injured  
Employee to Work

Uniform Industrial Accident  
Statistics

Lump-Sum Settlements

“Uniform Act”

Inclusion of Occupational  
Diseases and Poisonous  
Injuries

Self-insurance

The Impact of the Great  
Depression (payrolls,  
premiums, and average weekly  
wage calculation)



## *Issue Highlight: Uniform Act*

From 1919-1921, IAIABC members debated several times the necessity of adopting a “Uniform Act” where there would be a nationwide standard of compensation laws. The “Uniform Act” was never enacted.

The Commissioner of the U.S. Department of Labor, Royal Meeker, who supported a “Uniform Act”, said:

“A miner whose leg is broken in a gold mine in Colorado half a mile below the surface of the earth suffers no different sort of a disability from a lumberman whose leg is broken on a skidway in Louisiana or a motorman whose leg is broken by a street car in Brooklyn.”



## Issue Highlight: Occupational Diseases

"If the compensation principle is limited to its own proper sphere and is not enlarged to include all the ills of the flesh, it is practical, workable and beneficial. If it invades foreign realms, it is bound to grow into a veritable Frankenstein that will harm principally those it was supposed to abide and at the same time will promote waste, fraud and industrial demoralization" ~ President J. Dewey Dorsett

Excerpt from the *ABC Reporter*, April 1937:

### OCCUPATIONAL DISEASE LEGISLATION

Prominent among the offerings in the forty-four States that are now or have been in legislative session this year were those dealing with occupational disease. The following are illustrative:

Arkansas, though it has no workmen's compensation act, provided for a survey on occupational disease.

California, which now has general coverage, is considering definitions for silicosis and asbestosis, and special limitations concerning exposure periods.

Delaware is considering general coverage for occupational disease.

Idaho has before it a proposal for a general coverage.

Indiana passed House Bill 169, providing compensation for occupational disease, patterned after the Illinois act, but with more liberal benefits.

Kansas is reviewing a general coverage provision.

Massachusetts legislators propose a commission to study the subject.

Michigan's Senate Bill 106 proposes a schedule coverage of 19 items, including silicosis, pneumoconiosis, infected blisters, frostbite. Hernia is designated as item 16. House Bill 192 applies a schedule of 27 items and House Bill 127 proposes general coverage.

Minnesota has before it a general coverage amendment to its schedule.

Montana legislative proposals cover creation of a commission to study the subject and an amendment to make disability from occupational disease compensable.

Nebraska is passing on an occupational disease amendment to its law.

New Jersey legislation proposes amendment of its schedule to include pneumoconiosis.

Ohio is taking note of amendments to cover silicosis and all diseases declared to be occupational by the Department of Health.

Legislation is also pending in Pennsylvania, Tennessee, Utah and Washington dealing with this subject.



## The First 25 Years

Address of the President  
16th Annual Meeting of the  
International Association of  
Industrial Accident Boards and  
Commissions  
October 8-11, 1929 | Buffalo, NY

"As I see this movement to-day, this society--the Association of Industrial Accident Boards and Commissions--is not only seeking among its individuals to improve the technique in the administration of workmen's compensation, but is also looking to greatly improved coordination between the work of the various States and to better cooperation between the States in reference to accident-prevention work and workmen's compensation administration."

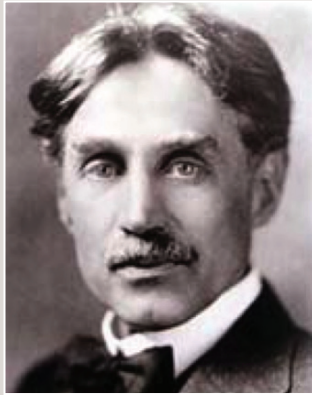
### *Person Highlight: Frances Perkins*



Frances Perkins, IAIABC President (1929) and the first female U.S. Cabinet member, was a leader in the struggle for workers' rights, workplace safety, and wage replacement for injured workers.

1914-1938

*Person Highlight: Royal Meeker*



Royal Meeker, United States Commissioner of Labor and Statistics played a vital role in the early period of the IAIABC. Not only was he the Secretary-Treasurer for three years, but he also served on the Executive Committee, the Statistics and Compensation Insurance Cost Committee, and chaired the Committee on Jurisdictional Conflicts. Royal Meeker, volunteered the resources of the Federal Bureau of Labor and Statistics (BLS) to record and publish the minutes of the IAIABC Annual Conventions.

A resolution of the 1919 Convention in Toronto read:

“I feel that the record of this meeting will be incomplete if it does not contain a formal expression of the very great appreciation that we feel for the indefatigable services that have been rendered by Dr. Meeker, not only to this convention but throughout the entire year. There never has been a time when any commission desired to obtain information that it has not been cheerfully provided with alacrity by him...”

# The First 25 Years

## *Earliest Committees of the IAIABC*



The Committee on Statistics and Compensation Insurance Costs was the first general committee of the IAIABC. In 1915, they were commended by IAIABC President, John Kinnane, on their work on the classification of industries and classification of accidents.

At the 1915 Convention, Kinnane stated, "This committee has taken up the duties imposed upon it and has vigorously pushed the work [...] This report is the result of much painstaking labor on the part of the committee, and embodies their experience and best thought, as well as their best efforts. The fact that they have secured for the report the endorsement of the various bodies interested in this kind of classification and statistics not only adds to the value of the report, but will go far to secure the speedy and uniform adoption of the classification."

1915 also saw the formation of the Medical Committee.

Excerpt from the 1915 Convention Proceedings:

**CHAIRMAN KINNANE:** Let me suggest a little different from that: That a committee from the medical men be appointed to work with and cooperate with the program committee or committee on arrangements and with a view perhaps of having at the time of our annual meeting a medical section that will hold its sessions apart from the others and composed of medical men and such as desire to sit with it. That would be your idea, would it not?

**DR. LEWY:** Yes.

**PRESIDENT DAGGETT:** Then I would like to move you, Mr. Chairman, as a substitute for the other motion that such a committee be appointed.

**CHAIRMAN KINNANE:** Is the motion supported?  
The motion was seconded.

**CHAIRMAN KINNANE:** It has been moved and supported that a medical committee to work with and in cooperation with the committee on arrangements for the next annual meeting be appointed for the purpose and with the scope indicated.

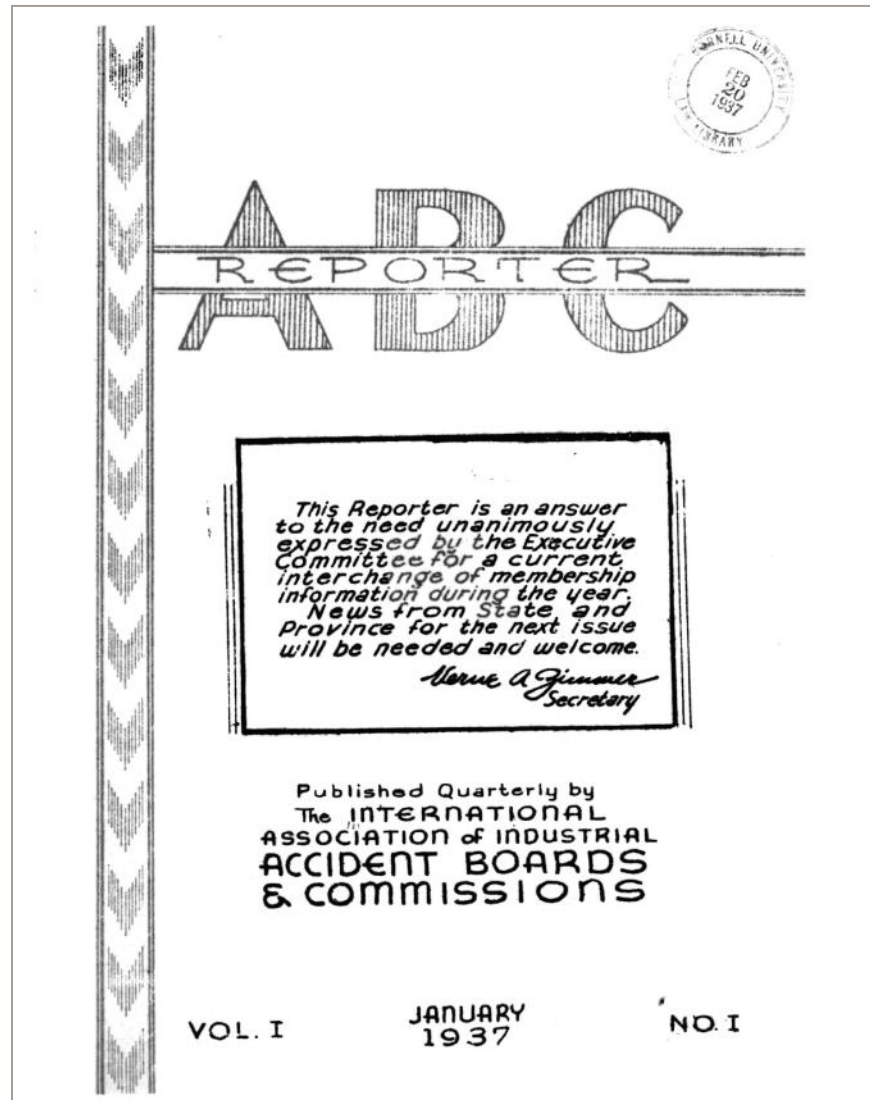
The question was taken and the motion agreed to.

**CHAIRMAN KINNANE:** The motion is carried.

IAIABC  
Publications

The ABC Reporter began publication in 1937. The ABC

*Reporter's* purpose was to provide "a current interchange of membership information during the year."



# The First 25 Years

## Membership and Jurisdictional Attendance in 1936



### AMONG THOSE PRESENT AT ANNUAL MEETINGS

During the twenty years from 1916 to 1936, both inclusive since the record of individual attendance for 1918 is not available, three States and one province missed only a single meeting, and four States missed only two meetings. No more than three States have failed to participate in any meetings. The record of attendance is as follows:

Alberta	1	Minnesota	17
British Columbia	3	Mississippi	0
Manitoba	8	Missouri	4
New Brunswick	4	Montana	1
Nova Scotia	17	Nebraska	1
Ontario	19	Nevada	3
Quebec	3	New Hampshire	2
Saskatchewan	1	New Jersey	15
Alabama	4	New Mexico	0
Arizona	5	New York	19
Arkansas	0	North Carolina	9
California	7	North Dakota	15
Colorado	2	Ohio	18
Connecticut	16	Oklahoma	14
Delaware	13	Oregon	9
Florida	2	Pennsylvania	18
Georgia	12	Rhode Island	6
Idaho	14	South Carolina	2
Illinois	19	South Dakota	2
Indiana	8	Tennessee	3
Iowa	15	Texas	4
Kansas	11	Utah	13
Kentucky	1	Vermont	3
Louisiana	1	Virginia	16
Maine	12	Washington	5
Maryland	18	West Virginia	14
Massachusetts	18	Wisconsin	19
Michigan	12	Wyoming	11

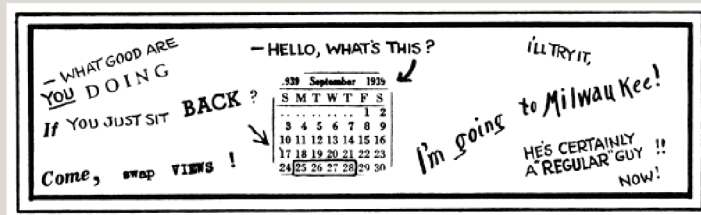
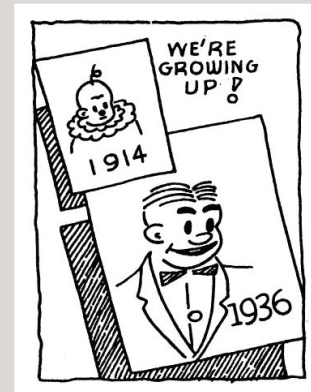
### INTERESTING ATTENDANCE FIGURES

The National Association of Industrial Accident Boards and Commissions was organized at Lansing, Michigan, in 1914, the following States participating in the organization: Indiana, Iowa, Massachusetts, Michigan, Washington and Wisconsin. The following year the addition of the Province of Ontario resulted in the change to International Association of I. A. B. & C. and since that time the number of States and provinces represented at the various annual meetings has been as follows:

	<u>Provinces</u>	<u>States</u>		<u>Provinces</u>	<u>States</u>
1916-Columbus, Ohio	1	19	1927-Atlanta, Ga.	2	23
1917-Boston, Mass.	5	12	1928-Paterson, N. J.	2	25
1918-Madison, Wis.	2	17	1929-Buffalo, N. Y.	3	25
1919-Toronto, Canada	6	25	1930-Wilmington, Del.	3	24
1920-San Francisco, Cal.	3	19	1931-Richmond, Va.	2	23
1921-Chicago, Ill.	3	23	1932-Columbus, Ohio.	2	19
1922-Baltimore, Md.	3	23	1933-Chicago, Ill.	6	27
1923-St. Paul, Minn.	3	20	1934-Boston, Mass.	3	26
1924-Halifax, N. S.	4	18	1935-Asheville, N. C.	3	33
1925-Salt Lake City, Utah.	1	23	1936-Topeka, Kansas.	3	28
1926-Hartford, Conn.	2	26			

1914-1938

ABC Newsletter Convention Marketing and Cartoons

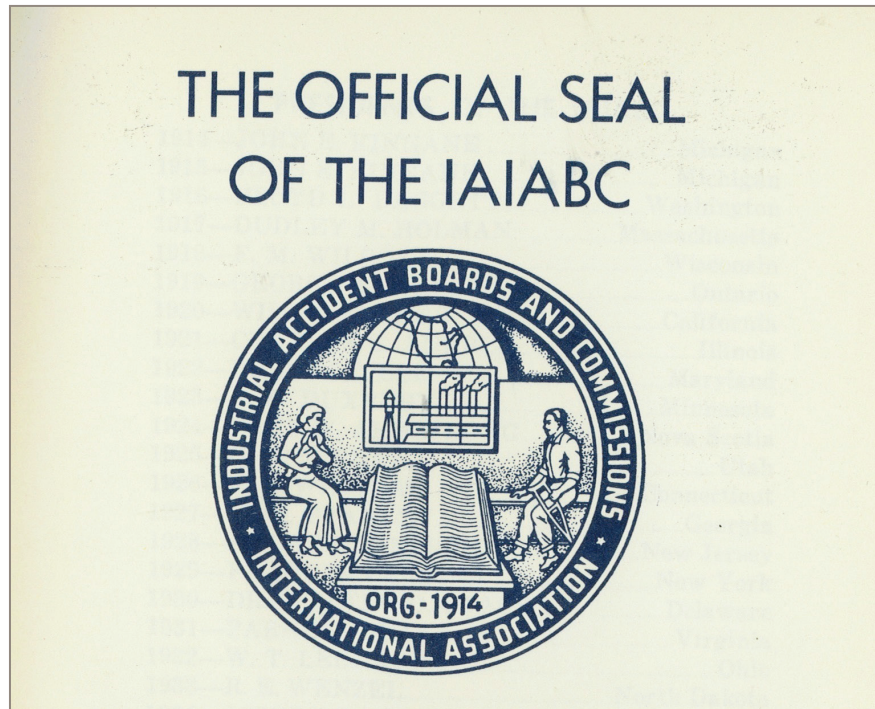


# The First 25 Years

## *History of the IAIABC's Official Seal*

The official seal of the IAIABC was adopted in 1938 at the Association's annual meeting in Charleston, West Virginia. Each part of the seal has a specific meaning.

The globe at the top, which shows the entire North American Continent, signifies the international character of the Association.



The factory, which is seen through the window, signifies the special application of workmen's compensation laws to industrial accidents.

The book, which is the focus of the seal, represents workmen's compensation laws.

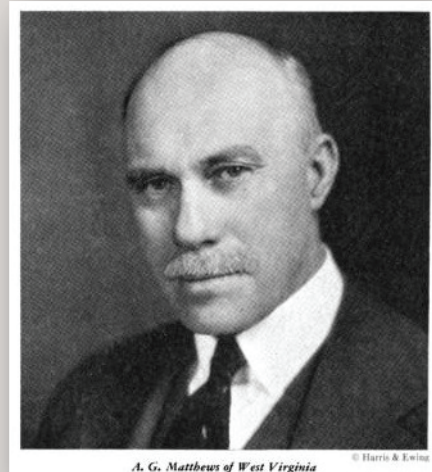
The man with a crutch and the woman holding the infant, who sit beside a window looking out on an industrial scene, characterize the injured worker and the dependent widow for whose benefit workmen's compensation laws were enacted.

## IAIABC's 25th Annual Convention

September 26-29, 1938 | Charleston, West Virginia

"Twenty-five years of constant and continuous labor and effort have resulted in the perfection and usefulness that our organization has reached. Whatever we have achieved is the accomplishment of many devoted men and women working together to promote the welfare of those engaged in industry. Our organization today is the sum of the united effort of the representatives of the many jurisdictions of the world conferring together and comparing methods to the end that the best may be attained."

~ Albert G. Mathews, IAIABC President  
President's Address at the 25th Annual Convention



## 25-50 Years

### Issues of Interest Discussed by the IAIABC

Accident Prevention

Extraterritorial Coverage

Rehabilitation and Return to  
Work for Veterans (WWII)

Prompt Payment of Benefits

Vocational Rehabilitation and  
Rehabilitation Centers

Medical Costs

State Funds and Second Injury  
Funds

### *Issue Highlight: Rehabilitation and Return to Work for Veterans (WWII)*



#### Industry's Plan for Reemployment of Disabled Veterans

Steps for veteran placement:

- Prepare a complete study of those now on leave, indicating with other essential data the position from which each was given leave.
- Prepare a survey indicating the extent to which handicapped persons may be utilized.
- Review with the medical department for use in examining and placement of the veteran.
- Review such data with the safety department for the elimination of hazards or changing the work station or work content to fit the job to the veteran.
- Arrange with the training division for the training and supervision in the interviewing, placement, and on-the-job training of the veteran – the most important part of the whole program.
- Make and maintain contact with local boards and other government agencies assisting the veteran.



## Issue Highlight: Extraterritorial Coverage



Extraterritorial Coverage was a subject discussed in-depth in the early 1940s. An article in the April, 1940 edition of the *ABC Reporter* stated: "it would be desirable for each state to have a statutory provision specifying the circumstances under which the law of that state shall have extraterritorial application."

The same article also stated that it is important that states "have some kind of reciprocity arrangement with other states whose acts also have extraterritorial application."



### THE PROVISIONS FOR EXTRATERRITORIAL COVERAGE

State	(1)	(2)	(3)	Other and Special Provisions
Alabama	x			Unless the contract expressly provides otherwise
Arizona				If hired or regularly employed in the state
California	x	x		
Colorado				Courts hold coverage extends
Connecticut				Courts hold coverage extends
Delaware				For all state employees; for others if temporarily out of the state (for not over 90 days)
Florida	x	x*	x	* Or if the business is in the state
Georgia	x	x*	x	* Or if the business is in the state
Idaho				Contracts presumed to include agreement for extraterritorial coverage
Illinois	x			
Indiana				Law covers even if injured in foreign country
Iowa				Courts hold coverage extends
Kansas	x			Unless the contract expressly provides otherwise
Kentucky				Unless the contract expressly provides otherwise
Louisiana				Court decisions divided; majority say "yes"
Maine				Contracts are presumed to include agreement to cover
Maryland		x*		* Or if the business is in the state; special provision covers underground miners
Massachusetts				Unless the worker elects otherwise
Michigan	x	x		
Minnesota				Courts hold coverage extends
Missouri	x			Unless the contract expressly provides otherwise
Montana				No provision; but court allowed for an injury which occurred in Glacier Park
Nebraska				Courts hold coverage extends
Nevada	x			Joint election required if hired outside
New Hampshire				Courts apply law of place of contract
New Jersey				Courts hold coverage extends
New Mexico				No provision
New York				Court decisions depend on whether "fixed location" work or "on the go" job
North Carolina	x	x	x	
North Dakota				For peace officers; others if business is in state, also two-thirds of payroll, and special contract with <del>and</del>
Ohio	x			
Oklahoma				No provision; courts say "no"
Oregon				Unless subject to law of state of injury
Pennsylvania				Commonwealth employees and those temporarily outside the state (not over 90 days)
Rhode Island				Courts apply law of place of contract
South Carolina	x	x	x	
South Dakota				Law covers even if injured in foreign country
Tennessee	x			Unless the contract expressly provides otherwise
Texas		x*		And injured within 1 year after leaving state, unless worker elects to take under the other law
Utah				Whereas ever such injury occurs; but courts say "if hired in the state"
Vermont	x			Such agreement presumed for outside work
Virginia	x	x*	x	* Or if the business is in the state
Washington				No provision
West Virginia				Covered if temporarily absent; miners are covered if main opening, drift, shaft or slope is in state
Wisconsin				Courts hold coverage extends
Wyoming				Courts hold coverage extends

(1) Means coverage extended if contract is made in the state  
 (2) Means coverage extended if worker is a resident of the state  
 (3) Means coverage not extended if services are to be expressly outside of state

Division Labor Standards  
 U. S. Department Labor

44

## 25-50 Years

### *Greetings from the President of the United States*

Frances Perkins , U.S. Secretary of Labor, provided the keynote address at the 1941 Convention in Winnipeg. She then conveyed a message from the President of the United States:

**Will you please extend my greetings to the twenty-eighth annual convention of the International Association of Industrial Accident Boards and Commissions. This organization in which the States of this country, and the Provinces of Canada have worked harmoniously together over the years, for the development and improvement of a pioneer form of social legislation is deserving of every success in its efforts on behalf of workers and management.**

Very sincerely yours,

**FRANKLIN D. ROOSEVELT**  
*President.*



Frances Perkins, US Secretary of Labor, and  
President Franklin D. Roosevelt

1938-1964

## *IAIABC During WWII*

There was no IAIABC Annual Convention held in 1942 because of WWII.

### MAN AND WOMAN POWER

By Dudley M. Holman, President IAIABC, 1917

In lieu of an excerpt from a presidential address for the year 1942, paragraphs from an address by Dudley M. Holman, Boston, 1917, are reproduced as follows:

"The greatest need today is man power. Man power means man and woman power, and this spells equal opportunity to both men and women, opportunity to render service. We all know that in periods of stress when a great national or world need arises the women respond with no less willingness to serve than the men, and the world is witnessing today sights that were undreamed of three short years ago. Wives, mothers, daughters, and sisters have gone into mills and factories, into the fields, into banks, and business houses, aiding in every possible way. It is therefore our duty to see that when they step in to fill the gaps caused by the withdrawal for war service of their husbands, sons, fathers, and brothers that they are given safe, healthful, and cheerful places in which to work. They, because of the unaccustomedness of their surroundings, of the entire change in their lives, are more susceptible to accidents and disease than workers life-trained in these same employments. That is why accidents have doubled in all our industries during the past year and a half. There must be something more than the perfunctory enforcement of labor laws and safety laws. Conditions must be studied by men and women qualified to investigate, suggest, and insist upon remedial action.

"Our very existence as nations depends upon the ability not only to mobilize our forces in industry, but to maintain the workers at the height of their efficiency and protect them from the hazards of industry to the best of our ability."

## 25-50 Years

"Today, despite the intervening years of experience, the necessity for an interchange of ideas is just as great as in the beginning of our compensation history. Although the theory of workmen's compensation is relatively simple, its practical and effective application is a difficult and exacting piece of work. There is no last word in administrative technique.

Improvement can be effected in every jurisdiction; they are urgently needed in many. Administrators of long experience recognize this, and that is why we find veteran compensation officials in attendance at these meeting year after year."

~Verne A. Zimmer, Director, Division of Labor Standards, U.S. Department of Labor, 1945 IAIABC Annual Meeting, Winston-Salem, North Carolina

The keen interest of Workmen's Compensation administrators in solving new problems and re-examining old ones was shown by the attendance at Harrisburg. Twenty nine States & six Canadian Provinces were represented at the Convention.

*Verne A. Zimmer*  
Secretary

### Person Highlight: Verne A. Zimmer



### Prominent at Convention Of Accident Boards



The new and retiring presidents of the International Association of Industrial Accident Boards and Commissions and the secretary-treasurer of the association are shown at the twenty-ninth annual convention at the Penn-Harris Hotel yesterday. Left to right, they are: State Secretary of Labor and Industry William H. Chesnut, the retiring president; Mrs. Emma S. Toussant, Boston, new president, and Verne A. Zimmer, Washington, secretary-treasurer. Representatives of industrial accident boards and commissions in the United States and Canada attended the three-day sessions.

The Evening News, Harrisburg, Penna.  
Thursday, October 28, 1943.

Mr. Zimmer served as the IAIABC's Secretary-Treasurer for many years. He also oversaw the publication of the *ABC Reporter*.

1938-1964

*Person Highlight: Mary Donlon*



**IKE NAMES MARY DONLON  
TO CUSTOMS COURT**

Miss Mary Donlon, one of the two women to have been President of the IAIABC (Francis Perkins was the other), recently became the first woman to be appointed by President Eisenhower to the Federal bench.

Miss Donlon, who before her elevation to the judiciary served for more than a decade as a member and as chairman of the New York Workmen's Compensation Board, was president of the IAIABC in 1947-48.

During her tenure on the New York Board Miss Donlon presided over the administration of the Nation's largest workmen's compensation program and became widely recognized as an exceptionally able and energetic administrator.

Miss Donlon was deeply interested in the program of the IAIABC and was a regular participant in its proceedings. She served faithfully on a number of committees and in recent years served with particular distinction as chairman of the Committees on Legislation and Administration and Procedures.

**HON. MARY DONLON**  
**Chairman, New York Workmen's**  
**Compensation Board**

**PRESIDENT**  
**IAIABC, 1947-1948**



## 25-50 Years

### IAIABC Membership in 1943



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The thirtieth year of this Association's life (1943) marks the highest point in terms of membership. On the Association's rolls are 44 active members, representing 33 States and 7 Canadian Provinces; 4 Federal Departments and Bureaus, and 28 associate members.

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\* \* \*

Latin-American Administrations Visited. - At the 1941 meeting of the Association in Winnipeg, a resolution was adopted inviting the countries of Central and South America to participate in the membership and activities of the IAIABC. A further step in promoting a closer acquaintanceship between labor law administrators of North America and the Latin American countries was a visitation program sponsored by the Department of Labor and the State Department. Alfred Giardino and Marshall Dawson were designated to visit certain countries. Mr. Giardino has been Executive Secretary of the New York State Labor Relations Board, and, since 1939, Instructor in Labor Law at Columbia University. Mr. Dawson visited Mexico, Colombia, and Venezuela. Mr. Giardino visited Chile, Argentina, Uruguay, and Brazil. In the October number of the Reporter a summary may be presented of the workmen's compensation situation in Latin America.

\* \* \*

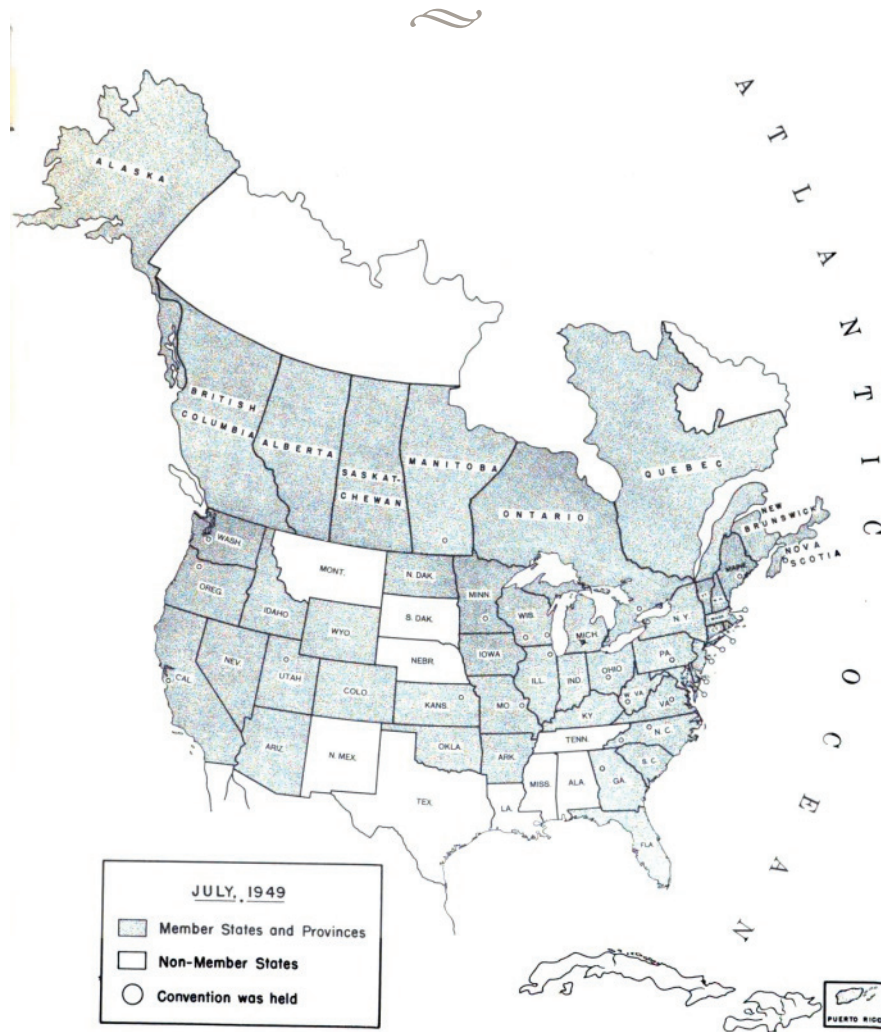
AUSTRALIA INQUIRES ABOUT THE I.A.I.A.B.C.

On September 24 Mr. J. M. McMillan, Third Secretary of the Australian Legation, Washington, D. C., wrote to Mr. Zimmer, Director, Division of Labor Standards, for "whatever information may be available on the International Association of Industrial Accident Boards and Commissions." The information was sought by the Australian Department of Labor and National Service. Mr. McMillan said: "We understand that this Association consists principally of American and Canadian officials and deals with questions relating to industrial accidents and workmen's compensation."

The expansion of air travel obviously has made Australia a "next door neighbor."

1938-1964

*Jurisdictional Membership in 1949*



## 25-50 Years

### *Travel to Convention in 1946*

#### EXTRA PULLMAN CAR FROM CHICAGO TO PORTLAND

The Northern Pacific Railway Company has arranged for an extra Pullman car for movement to the meeting of the Industrial Accident Boards and Commissions in Portland, Oregon. The schedule is to be as follows:

Leave Chicago North Coast Limited  
10:45 pm Thursday, August 22

Arrive Portland North Coast Limited  
7:35 am Sunday, August 25

Association members who want space in this car should contact their nearest Northern Pacific Railway representative, or they may apply to Mr. F. G. Scott, G.A.P.D., Northern Pacific Railway, 73 East Jackson Boulevard Chicago 4, Illinois. Additional cars will be ordered if and when reservations warrant them.



[www.Chicago.org](http://www.Chicago.org)

Photo from the Krambles-  
Peterson Archive

## 40th Anniversary of Workers' Compensation Administration

1951 marked the 40th anniversary of workers' compensation administration in the US.

All 44 state legislatures that met in regular session in 1951 proposed amendments to workers' compensation laws of their states and many bills were enacted into law.

Seven of ten provinces of Canada also amended their workers' compensation acts in 1951.

### IAIABC Resolutions Committee: Resolutions in the 1950s

1950

*Resolved, That the International Association of Industrial Accident Boards and Commissions urge the Bureau of Labor Standards of the United States Department of Labor to conduct a second-injury fund survey, and to compile its findings in such form as would be useful to workmen's compensation administrators and legislators of the various States and Provinces.*

1955

"Be it resolved [by the IAIABC] that the Bureau of Labor Standards of the United States Department of Labor . . . explore existing experience and problems encountered in application of workmen's compensation laws to agricultural workers, to develop ways and means of stimulating interest among agricultural employers and others to bring about coverage of hired farmworkers by workmen's compensation laws and to report progress at the next convention."

1958

*Resolved, That this Association in cooperation with the International Association of Governmental Labor Officials urge every State and Province to review its workmen's compensation law and remove all coverage limitations so that workmen's compensation may be extended to all workers.*

## 25-50 Years

### 1956 Employer's First Report of Injury

According to the proceedings of the 42nd Annual Convention, this report of injury was designed to:

- Expedite administration of workmen's [sic] compensation insurance claims.
- Be a valuable source of information regarding the nature and source of injuries experienced in employment and of basic data concerning the accidents which produce those injuries.
- Include adequate questions relating to the occurrence of the injury without any prima facie implications of responsibility for the accident.
- Exclude questions relating to the violation or observance of safe practice requirements, the existence of fault either by the employer or employee, or to the required accident prevention action. The expectation of the form was that "statistics compiled from the information reported in the form will yield valuable data regarding the nature and source of work injuries and the accidents which produce those injuries. These data will be extremely helpful to those concerned with accident prevention."

### Standardized Employer's First Report of Injury

EMPLOYER'S FIRST REPORT OF WORK INJURY  
(Answer every question fully to avoid further correspondence)

SEE INSTRUCTIONS ON OTHER SIDE

Unemployment Compensation Account No. \_\_\_\_\_

Give name under which concern does business \_\_\_\_\_  
and street) (City or town) (State) Phone: \_\_\_\_\_  
(Manufacturing shoes, retailing men's clothes, trucking for hire, etc.)

\_\_\_\_\_ Social Security No. \_\_\_\_\_  
(Middle name) (Last name)

No. and street) (City or town) (State)

Male \_\_\_\_\_ Female \_\_\_\_\_ 8. Marital status: Married \_\_\_\_\_ Single \_\_\_\_\_  
(Check one) (Check one)

Department \_\_\_\_\_

Pay \_\_\_\_\_ per week No. of days worked per week \_\_\_\_\_  
Per hour: or \$ \_\_\_\_\_ per day; or \$ \_\_\_\_\_ per week. If paid on other than a time basis, enter actual average weekly earnings during last \_\_\_\_\_ weeks: \$ \_\_\_\_\_ per week. If other advantages were furnished in addition to wages, state estimated weekly value: \$ \_\_\_\_\_ per week.

**OCCUPATION, DISEASE**

Occupure \_\_\_\_\_ Was it on employer's premises? \_\_\_\_\_  
(Number and street) (City or town) (Country)

Being when injured? \_\_\_\_\_  
(Be specific. If he was using tools or equipment or handling material, name them and tell what he was doing with them.)

Accident \_\_\_\_\_  
(Describe fully the events which resulted in the injury or occupational disease. Tell what happened. Name any objects or substances involved and tell how they were involved. Give full details on any tool or equipment which contributed to the accident. Use separate sheet for additional details.)

**WAGE**

For disease in detail) and indicate the part of body affected: \_\_\_\_\_  
(a. e. g. amputation of right index finger at second joint; fracture of ribs; lead poisoning; dermatitis of left hand, etc.)

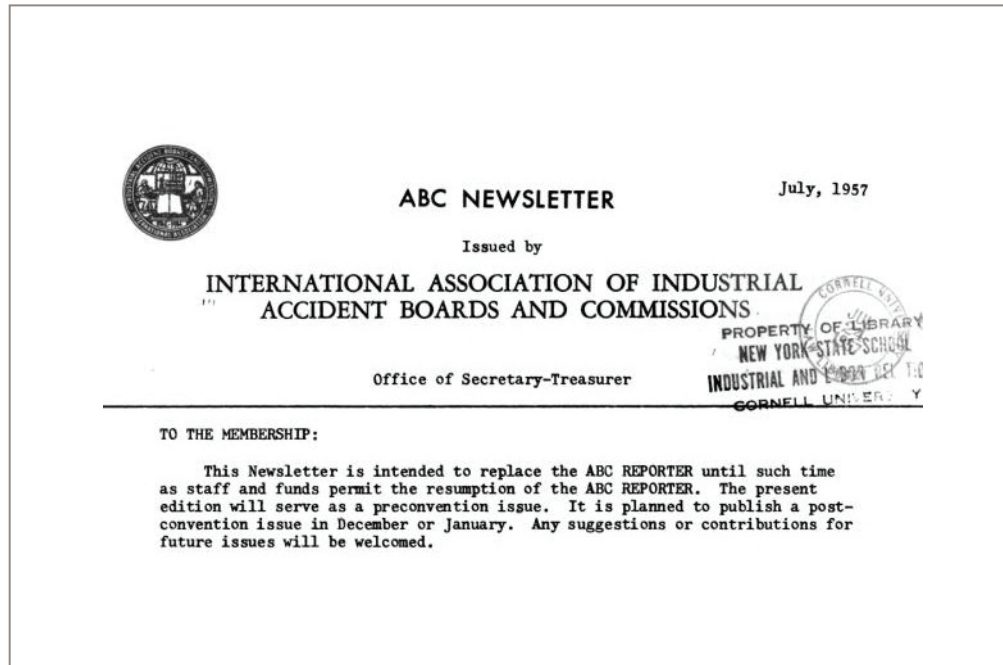
Substance which directly caused the injury. (For example, the machine or thing he struck against or which he fell from.) \_\_\_\_\_

In 1956, the IAIABC's standard version of the Employer's First Report of Injury was approved. Originally, the IAIABC had proposed and adopted a standardize Employer's First Report of Injury in 1932, but this 1956 initiative was to expand and improve the collection of work injury data.

1938-1964

## IAIABC Publications

In 1957, the *ABC Reporter* was renamed the *ABC Newsletter*.



## STANDING COMMITTEES

### ADMINISTRATION AND PROCEDURE

Jack Cummard, Arizona, Chairman	Cyril M. Joly, Maine
Sherman W. Macdonald, California, Vice Chairman	Henry R. Larson, Arizona
Sam S. Allred, Mississippi	Hendry O. McLellan, New Brunswick
Dr. Bertrand Bellemare, Quebec	W. H. Parham, Tennessee
Raymond B. Daniels, Vermont	John J. Simpson, South Dakota
William R. Hart, Michigan	Robert F. Swanberg, Montana
C. A. Heckethron, Nevada	Ford M. Warrington, Delaware

### ATOMIC ENERGY

John F. Cauley, Ontario, Chairman  
 J. Maynard Dickerson, Ohio, Vice Chairman  
 John Moulin, Illinois  
 George Roche, Rhode Island  
 Theodore M. Schwartz, U. S. Department of Labor

### LEGISLATION

James J. Reid, South Carolina, Chairman	Thomas L. Franklin, New Jersey
James L. Young, Ohio, Vice Chairman	Frank R. Goad, Kentucky
Albert Arms, Nebraska	W. T. Hayden, Q. C., Nova Scotia
William L. Batt, Jr., Pennsylvania	Earl R. Jones, Iowa
Glenn L. Cousley, Q. C., Manitoba	John V. Keaney, Maine
James Guy Crenshaw, Virginia	C. R. Nutter, West Virginia
William T. Dean, Georgia	B. W. Oppenheim, Idaho
Lewis Dischner, Alaska	Jacob Schutzbank, New York
Daniel T. Doherty, Maryland	J. Overby Smith, Texas
	Harley E. Venters, Oklahoma

### MEDICAL

Truman C. Hall, Colorado, Chairman	J. Wilford McAleer, Prince Edward Island
Walter L. Pope, Arkansas, Vice Chairman	William McCauley, U. S. Dept. of Labor
Dr. Douglas Cooper, Oregon	James Pomush, Minnesota
S. J. Holderman, Illinois	Matt Schimenz, Wisconsin
Clint G. Livingston, Oklahoma	E. J. Schumacher, Kansas

### REHABILITATION

Antonio DiPinto, Rhode Island, Chairman  
 Hector Wright, British Columbia, Vice Chairman  
 Ebenezer Jones, New Mexico  
 Elmer Kennedy, Washington  
 Guillermo Atilas Moreu, Puerto Rico  
 Leo J. Noonan, Connecticut  
 William P. Petry, Wyoming

### SAFETY

Paul E. Speh, Florida, Chairman  
 J. W. Bean, North Carolina, Vice Chairman  
 William A. Callahan, Oregon  
 Adelard E. Cote, New Hampshire  
 J. R. Rose, Missouri  
 B. M. Ryan, North Dakota  
 O. W. Valteau, Saskatchewan

### STATISTICS

M. I. Gershenson, California, Chairman	Frank S. McElroy, U. S. Department of Labor
Irving Fogwill, Newfoundland	Joe Paskiewicz, Illinois
Albert A. Fraser, Vermont	Donald F. Summers, Florida

## PROGRAM HIGHLIGHTS

HONORABLE WILLIAM F. QUINN, Governor of Hawaii, will speak to the delegates at the opening session.

\* \* \*

Monday morning - Insurance problems will be discussed by a university professor who specializes in this field. Further details will be given in the advance program. Reports by President Douglas and your Secretary-Treasurer will complete the morning business session.

\* \* \*

Luncheon, Monday: For the men, at the Princess Kaiulani; for the ladies, at the Royal Hawaiian Hotel.

\* \* \*

On Monday afternoon, speakers representing the workmen's compensation programs from New Zealand, the Philippines, Canada, and the United States will outline the progress of workmen's compensation.

The delegates will also hear a report from their Safety Committee, and a talk on accident prevention from an outstanding safety expert.

\* \* \*

The President's reception will take place on Monday evening.

\* \* \*

Tuesday morning will be devoted to medical subjects. A panel composed of medical specialists will take part in the discussions.

In addition, there will be a report from the Medical Committee, and a discussion on "Industrial Hearing Losses." The chairmen of the Atomic Energy and Rehabilitation Committees will present their reports.

\* \* \*

Tuesday afternoon will be devoted to an educational tour, the feature attractions being the Arizona War Memorial and the Pearl Harbor Naval Base. Following the tour, a Chinese dinner will be held at the Waikiki Lau Yee Chai Restaurant.

\* \* \*

Wednesday morning will feature a speech on the subject of "Workmen's Compensation: Half Century of Judicial Developments." Chairmen of the Legislation and the Administration and Procedure Committees will report.

\* \* \*

Wednesday afternoon will be devoted to reports by the Resolutions Committee, and the Auditing Committee, followed by a Nominating Committee report and election of officers. The annual dinner will be held at the Royal Hawaiian Monarch Room.

\* \* \*

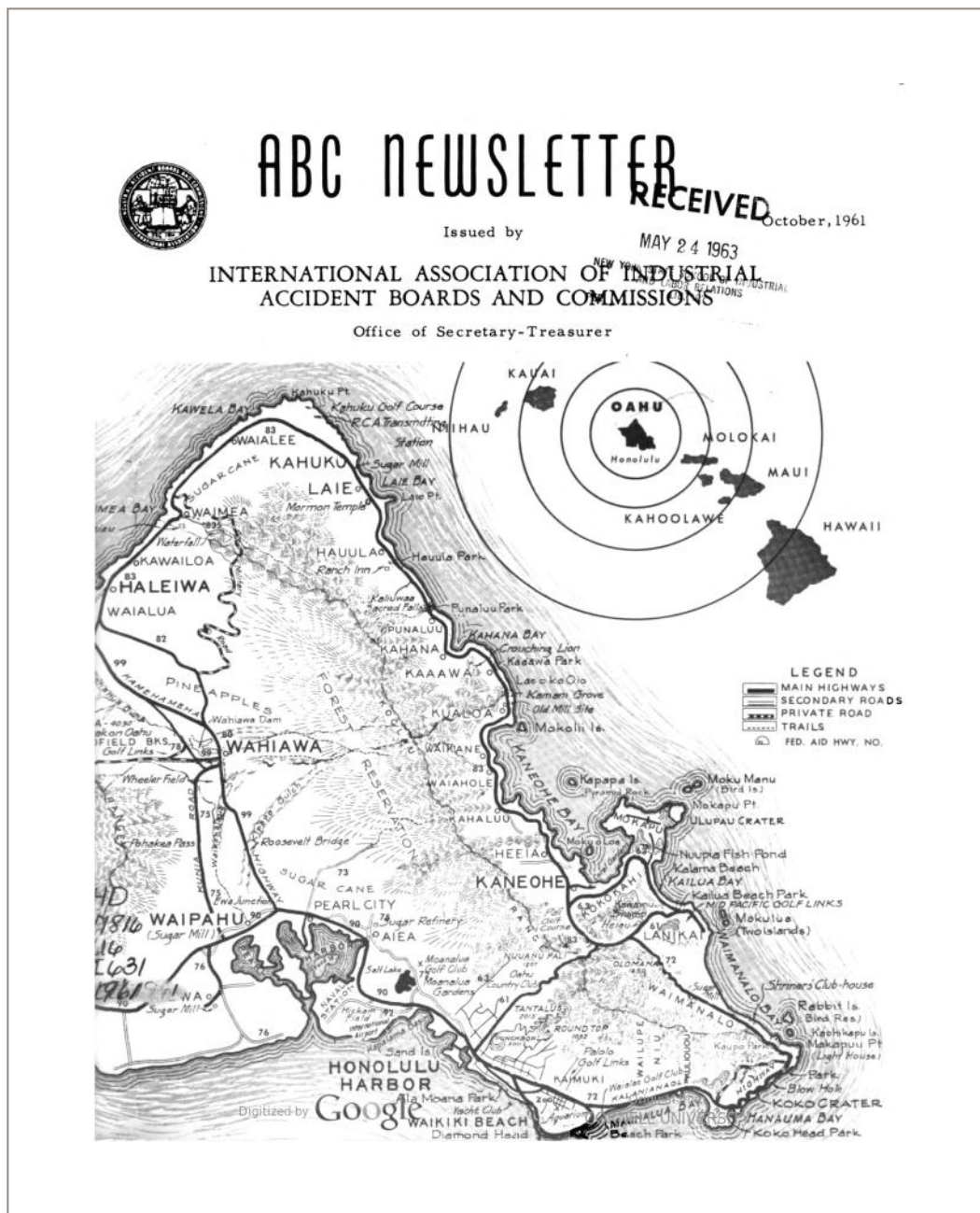
Thursday morning will be reserved for the installation of officers and unfinished business, following which there will be a meeting of the Executive Committee.

1962  
Convention  
Program  
Highlights:  
Honolulu,  
Hawaii



25-50 Years

1962  
Convention  
Program  
Highlights:  
Honolulu,  
Hawaii



## IAIABC's 50th Annual Convention

*August 31-September 2, 1964 | Baltimore, Maryland*

"The Association is now fifty years of age. There have been many discussions and recommendations so that the 'Proceedings of this Association' are considered the best source of information regarding Workmen's Compensation in existence. We have adopted standards to the extent that if every State in the United State could proudly state that we meet each and every one of those standards, there would be little, if any, Workmen's Compensation problems. If we are honest, we must admit that this is not the case even though we are fifty years of age."

~ Daniel T. Doherty, Chairman, Maryland Workmen's Compensation Commission,  
President, IAIABC



## 50-75 Years

### *Past President Reflections: 50 Years of Progress*



In its 50th year, the IAIABC asked past presidents to respond to the question, **“What is the most significant accomplishment of the IAIABC during the past 50 years?”**

**J. Dewey Dorsett**

“The accomplishments of the IAIABC have been so many; it is difficult to single out any particular achievement. I believe its most valuable function is that of a forum for the discussion and exchange of experience and ideas to constantly improve workmen’s compensation laws and their administration.”

**T.A. Wilson**

“The most significant accomplishment of the IAIABC has been the exchange of experiences and ideas in administering the original restricted workmen’s compensation laws with low benefits to more adequate coverage, including occupational diseases.”

**Harry A. Nelson**

“Far greater than the possible correction of injury to workers in industry is the elimination of those factors which cause disability and death and which the employee, himself, is usually helpless to avoid. IAIABC in its diligent study, research and leadership in prevention of accident and disease has played a most outstanding role in continuing progress made in this vital area.”

**Mary H. Donlon**

“I am of the opinion that support of improved medical care, particularly early diagnosis and adequate treatment, was a noteworthy feature of the IAIABC program. There was recognition that physical and vocational rehabilitation too frequently failed of optimum effectiveness because early diagnosis and early care had been inadequate.”

**James J. Reid**

“I believe that the most significant accomplishment of the IAIABC during the past fifty (50) years has been the publishing and distributing of the proceedings of each annual conference as a primary source of the Workmen’s Compensation problems, experience, achievements, standards, and advocacy for solution of problems.”

**Joseph P. Miller**

“The most significant accomplishments of the IAIABC are the increase in benefits; the urgency of full and adequate rehabilitation; the additional protection to workers exposed to the hazards of atomic energy; the second injury fund, now more commonly known the subsequent injury fund; methods of expediting the hearings of disputed injury claims; the creation of a table of standards to help guide the several states and provinces in their quest for further legislative assistance; and finally, the promotion of sectional meetings for this association.”

## 50-75 Years

### Issues of Interest Discussed by the IAIABC

Occupational Disease

Vocational Rehabilitation

Use of Technology in  
Workers' Compensation

Medical Cost  
Containment

Federal Involvement  
in the Workers'  
Compensation System

Industrial Safety and  
Accident Prevention

### *Issue Highlight: 1972 National Commission on State Workmen's Compensation Laws*

The Occupational Safety and Health Act (OSHA) of 1970 was probably the greatest force in workers' compensation in the US since the original burst of compensation laws in the 1911-15 era. It not only changed the regulation of industrial safety, it also created a crisis in the administration of workers' compensation and the role of the IAIABC. It is fair to say that the US members of the association viewed the OSHA Act as a threat, and reacted in a defensive way.

The Act created a National Commission on State Workmen's Compensation Laws (Commission) to "undertake a comprehensive study and evaluation of State workmen's compensation laws in order to determine if such laws provide an adequate, prompt, and equitable system of compensation."

President Nixon appointed a federal workers' compensation commission to study state workers' compensation systems and make recommendations for improvement. Unlike other committees and commissions, this one had clout. Should the states not make the essential reforms by July 1, 1975, Congress threatened to guarantee their adoption. This did not appear to be an idle threat to the Commission members or state agency members of the IAIABC.

~ Excerpt from the *History of the IAIABC*, Greg Krohm, 2004

**IAIABC Resolution on Report of the  
National Commission on State  
Workmen's Compensation Laws  
September, 1972**

WHEREAS, the improvement of workmen's compensation programs has been the fundamental objective of the IAIABC for many years; and

WHEREAS, the National Commission on State Workmen's Compensation Laws, after a year-long study, has reaffirmed the principles of state-administered workmen's compensation programs; and

WHEREAS, the report of the Commission enunciates a series of recommendations intended to make the substance and administration of state programs more effective;

NOW, THEREFORE, BE IT RESOLVED, that the International Association of Industrial Accident Boards and Commissions, in 58th convention assembled:

1. Commends the Commission for its diligence and the thoroughness of its study, the content of the report and its affirmative contribution to the continued improvement of workmen's compensation programs;
2. Calls upon all Association members, active and associate, in the strongest possible terms, to accept the responsibility and provide the necessary leadership to forthwith amend their laws to conform with the National Commission's 19 essential recommendations.

BE IT FURTHER RESOLVED, that the officers and executive committee members be directed to address their efforts and those of the Association, as a matter of first priority, to the fullest possible implementation of the Commission's recommendations and the sense of this Resolution.



Members of the National Commission at the 1973  
IAIABC Annual Convention

## Focus on Drawing in Associate Members

### More Associate Members Join IAIABC

Eleven new IAIABC Associate Members were approved at the Executive Committee meeting in Des Moines on May 1, 1968. Other applications are pending. All Active members have been informed of persons in their jurisdictions who have an interest in workmen's compensation and the IAIABC and should be receptive to membership.

IAIABC is the only organization devoted solely to representing state and provincial workmen's compensation systems. Our organization solicits Associate members from labor, industry, insurance, law, medicine and related fields.

To promote its standards among workmen's compensation boards and commissions, IAIABC offers an outstanding total program, including:

- Annual Convention
- Regional Meetings
- Quarterly ABC Newsletter
- Special Publications
- The proceedings of the Annual Convention and the Index to Past Proceedings.
- Committee work on such vital matters as radiation, legislation, administration and procedure, safety, rehabilitation, statistics, medicine, and federal-state relations.

The administrator who sponsors the most new members before the Annual Convention in Milwaukee will receive plaques for himself and his State or province presented on his home ground by the President or another officer of the Association.

### New Associate Members

- Thomas P. Beresky, Chicago  
 E. B. Swift, American Can Company, New York  
 R. Charles Short, Associated General Contractors of America, Seattle, Washington  
 Russell R. Selbo, Wisconsin Electric Power Co., Milwaukee, Wisconsin  
 E. J. Hammer, Kohler Co., Kohler, Wisconsin  
 E. W. Harder, Kimberly-Clark Corp., Neenah, Wisconsin  
 C. E. Retert, Grede Foundries, Inc., Milwaukee, Wisconsin  
 J. G. Reilly, Cutler-Hammer, Inc., Milwaukee, Wisconsin  
 Matthew Lynch, Tennessee State Labor Council, Nashville, Tennessee  
 J. Eldred Hill, Jr., Unemployment Benefit Advisors, Inc., Washington, D. C.  
 Norman A. Erbe, American Chiropractic Association, Des Moines, Iowa  
 Congratulations to our new members.

### Editor's Report—

*(Continued from page 3)*

About 40 new Active and Associate Members joined IAIABC in 1967, primarily through the excellent support of most active members. All groups concerned with workmen's compensation—labor, industry, insurance, doctors and lawyers—are represented among the

### JOIN NOW! INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS (IAIABC)

#### APPLICATION FOR ASSOCIATE MEMBERSHIP

#### TO THE EXECUTIVE COMMITTEE:

The undersigned hereby applies to be admitted to associate membership in this association. Annual dues of \$100.00 for the fiscal year beginning July 1, 1968 are submitted herewith.

The interest of the undersigned in workmen's compensation is:

.....  
 .....  
 .....

Date: .....

Name of Applicant: .....

Address: .....

..... Zip Code .....

Sponsored by .....

MAIL TO: Harry W. Dahl  
 Industrial Commissioner  
 527 Lucas Bldg.  
 Des Moines, Iowa 50319

new members. Fears expressed a few years ago that IAIABC would be taken over by Associate Members have been dispelled and both administrators and laymen are better for our Associate Member program.

We are always interested in receiving information for printing in the ABC NEWSLETTER from administrators and others. Several subjects for articles have been suggested and we solicit these from you—Safety for State Employees; Coordinating Safety, Workmen's Compensation and Rehabilitation when they are not under One Commission; What is the Best Form of Organization for the Workmen's Compensation Board?; the AEC's New Position on Radiation Injuries; What's New in Social Security; How Do the Guaranteed Annual Wage and Medicare Affect Workmen's Compensation?; The Keaton-O'Connell Plan and Workmen's Compensation; What Happened to the Model Act?; Uniform Workmen's Compensation Statistics.

Please send ABC NEWSLETTER the names of new staff members and releases about honors to members of your staff; new books, pamphlets or Newsletters pub-

## The IAIABC Standards

"The IAIABC has over the years formulated a number of basic standards or objectives to serve as guideposts to the development of better workmen's compensation laws."

~ John Moulin, IAIABC President, 1955

The IAIABC Standards were prominently displayed in IAIABC Newsletters and publications throughout the 1960s and 1970s.

### IAIABC STANDARDS

1. **COMPULSORY LAW**—Employer or employee does not have the right of election to reject coverage as provided by the workmen's compensation law of the jurisdiction.
2. **NO NUMERICAL EXEMPTION**—There shall be no numerical exemption of the employees included under the workmen's compensation law of the jurisdiction.
3. **SPECIFIC EXEMPTION**—There shall be no specific exemption of any hazardous employment.
4. **FARM EMPLOYMENT**—All farm employees to be covered by all employers who have a payroll that exceeds \$1,000 per annum.
5. **COVERAGE OF OCCUPATIONAL INJURIES**—Coverage of all occupational injuries, including ionizing radiation, should be full and complete rather than limited to a schedule specified in the law.
6. **COVERAGE OF OCCUPATIONAL DISEASES**—Coverage of all occupational diseases, including ionizing radiation, should be full and complete rather than limited to a schedule specified in the law.
7. **MEDICAL CARE FOR OCCUPATIONAL INJURIES**—Medical care should be full for occupational injuries without limitation to cost or time and shall include physical rehabilitation and vocational rehabilitation.
8. **MEDICAL CARE FOR OCCUPATIONAL DISEASES**—Medical care should be full for occupational diseases without limitation as to cost or time and shall include physical rehabilitation and vocational rehabilitation.
9. **SUPERVISION OF MEDICAL CARE**—The workmen's Compensation agency should have the authority to supervise and control medical care and should exercise such authority and supervision.
10. **INITIAL CHOICE OF PHYSICIAN**—The injured workman shall have free initial choice of the physician who treats him.
11. **REHABILITATION**—All activities, care, cure, maintenance, and restoration to work of injured workers should be under the direct control and supervision of the compensation agency. To this end, the workmen's compensation agency should include a rehabilitation division which should promote full utilization and development of governmental and private rehabilitation facilities for the benefit of injured workers.
12. **MAINTENANCE BENEFITS**—Benefits for maintenance and other necessary expenses should be provided during the period of rehabilitation and such benefits to be in addition to those provided in medical care and compensation awards.
13. **AVERAGE WEEKLY WAGE**—Compensation should be at the rate of 66½ percent of the worker's wages up to at least the average weekly wage for the jurisdiction. (Average weekly wage of the jurisdiction is meant to be the average wage of all employments in the jurisdiction.)
14. **PERMANENT TOTAL DISABILITY**—In the case of permanent total disability, benefits should be paid for life or during such disability.
15. **DEATH BENEFITS**—In case of death, benefits should be paid to the widow until her death or remarriage.
16. **DEATH BENEFITS**—In case of death, benefits should be paid to the children during their minority, and to other dependents during the period of their inability of self-support.
17. **WAITING PERIOD**—The waiting period should be for not more than 3 calendar days; and if the disability continues for more than 2 weeks, compensation should be paid from the date of disability.
18. **SECOND INJURY FUND**—Legislation should facilitate the employment of physically handicapped workers by giving coverage of disability or death resulting from a combination of prior disease or infirmity with a covered occupational injury or disease, and with limitation of employer's liability when disability or death results from a combination of prior disease or infirmity with a covered occupational injury or disease, and provide a special fund for paying benefits authorized over and above the employer's liability.
19. **CLAIMS ADMINISTRATION**—The administration of workmen's compensation law should be under and confined to the supervision and direction of the duly appointed administrative agency of each jurisdiction.
20. **JUDICIAL REVIEW**—Judicial review should be limited to consideration of the record of the Board on questions of law only without a trial de novo.
21. **LIMITATION FOR FILING CLAIM**—There should be adequate time limit for the filing of an occupational disease claim, including disability resulting from ionizing radiation.
22. **LIMITATION FOR FILING CLAIM**—There should be adequate time limit for the filing of an occupational injury claim, including disability resulting from ionizing radiation.

## 50-75 Years

“One continuing dilemma for workers’ compensation is how to promote reform without causing excessive costs for the program.”

~ 71st Annual Convention in 1985:  
“Workers’ Compensation During the Next Decade”

“As administrators, as policy designers, we’ve got to start thinking in workers’ compensation as how we can restructure these programs so that the parties want to do what we think is desirable from a policy standpoint. In the long run it’s going to make us better administrators.

It’s going to make us better policy designers. It’s going to make our job a whole lot easier in the sense of getting effective results if we start thinking about workers’ compensation issues in this way.”

~ 74th Annual Convention in 1988:  
“Evolving Issues Affecting Workers’ Compensation into the 1990’s”

## Person Highlight: John F. Burton, Jr.



*Dr. John F. Burton, chairman of the National Commission on State Workmen's Compensation Laws, explained the recent report of his group to IAIABC delegates.*

John F. Burton, Jr. was the Chairman of the National Commission on State Workmen’s Compensation Laws, which submitted its report to the President and Congress in 1972, and contributed his thoughts frequently at IAIABC Conventions in the 1970s and 1980s. Burton has also contributed articles to many *IAIABC Journal* publications.

*Person Highlight:  
Ben Novicoff*

1964-1989



*Judge Ben Novicoff*

Notable Achievements:

Led the creation of "a College for Workmen's Compensation Administrators"

Expanded associate members' role on committees

Pushed for the adoptions of a uniform First Report of Injury

Established the position of Executive Director at the IAIABC

Oversaw the creation of the *IAIABC Journal* and expanded the *ABC Newsletter*

Presiding Judge Ben Novicoff, Nebraska Workmen's Compensation Court, was President of the IAIABC following this heated period of the National Commission (1973 term of office). Novicoff was a highly respected member of the IAIABC, whose career at the Workers' Compensation Court spanned decades. His reputation for commitment to the principles and goals of workers' compensation was clear, as was his careful attention to law and proper procedure. Given this long career of dedication of state-based workers' compensation, it is natural that he would take up a call to arms against federal encroachment.

In his presidential address, September 17, 1973, Judge Novicoff warned:

"Do not be misled," he began, "by the rhetoric of those who say that they favor the state system, but whose actions belie their words. We must stand firm against these attackers, but at the same time we must act to prove that the state administered system is worthy to continue. We should do this not because it may be for our own self-interests but because it is best for the injured worker with whom we are primarily concerned."

## 50-75 Years

### IAIABC Workers' Compensation College

#### **IAIABC Conducts First Session of College of Workmen's Compensation**



*From east to west and north to south administrators gathered for the College.*

#### IAIABC OFFERS COLLEGE FOR W.C. COMMISSIONERS

The first session of the IAIABC College of Workmen's Compensation will be held from November 26 to 30, 1973 at the Writers' Manor, Denver, Colorado.

The College provides an intensive five-day classical education in workmen's compensation. The curriculum will stress the philosophy and techniques of adjudicating workmen's compensation but also contain a comprehensive survey of all facets of workmen's compensation. Highlights will be a course in human anatomy and physiology and a tour of Craig Rehabilitation Hospital.

Robert Jackson, M.D. of Craig Hospital and his staff will devote an entire day to medical and rehabilitation subjects. Elliott L. Sagall, M.D., President of the American Society of Law and Medicine, and an expert on the heart will lecture on the Heart and the Law.

The College is international in scope and has been designed for both Canadians and Americans. Expert administrators on the faculty include IAIABC President M. Holland Krise of Ohio, Past President Judge Ben Novicoff of Nebraska, Former President John V. Keaney of Maine, Bruce J. Legge, Q.C., of Ontario, and William Kaplan of California, and AASCIF President James M. Shaffer of Colorado. R. P. Hewitt, President of Hewitt, Coleman and Associates and Andrew Kalmykow of the American Insurance Association, will participate in an insurance seminar.

The first session of the College is open only to Chairmen and Commissioners of workmen's compensation boards and their key administrative aides.

The IAIABC urges administrators to register immediately as enrollment is limited.

1964-1989

### *All Committee Conference: The Forum*

There The All Committee Conference debuted in Des Moines, Iowa in 1981. Robert Landess (Past IAIABC President, Iowa) describes its origin as follows:

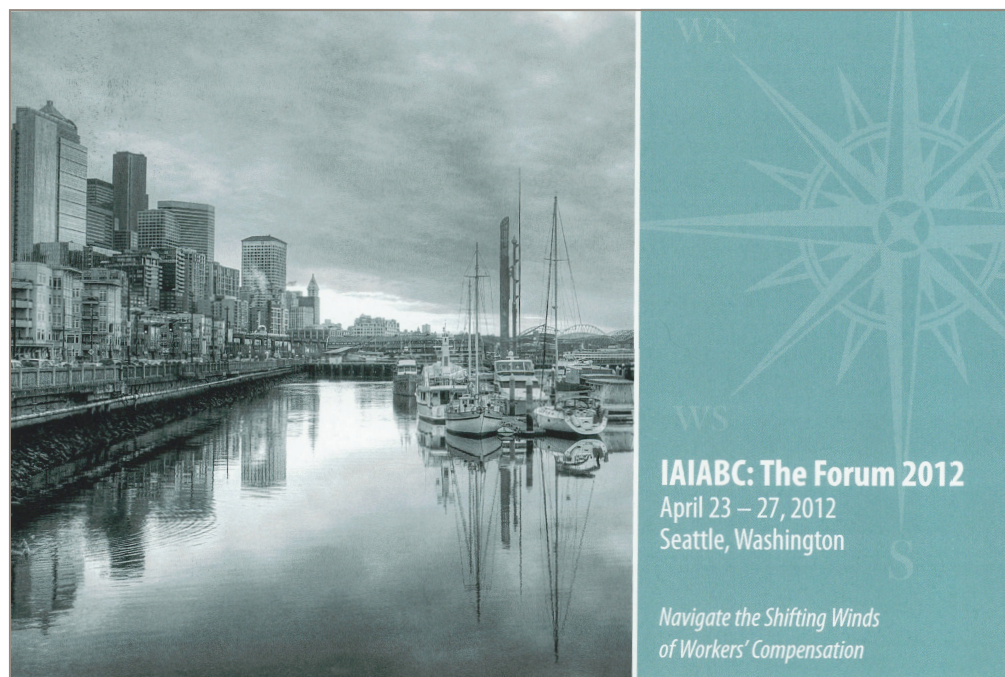
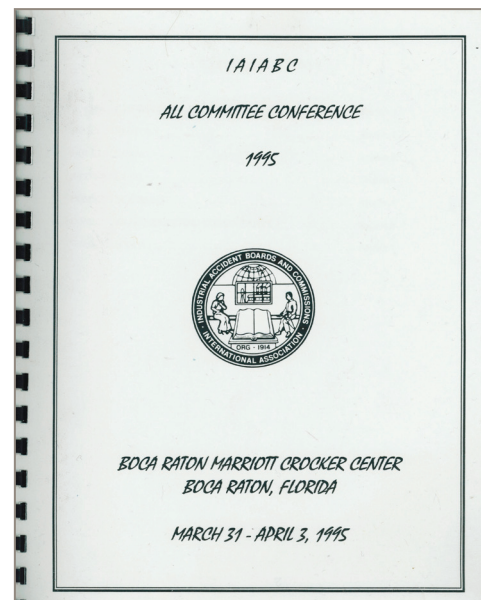
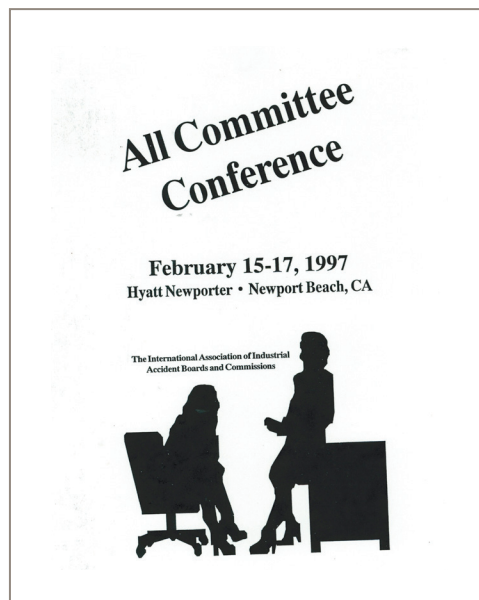
“Before 1982 the only committee that met regularly outside the time of the convention was the Rehabilitation Committee. They had a private source of funding to subsidize travel and meeting expenses. Other committees rarely met or may have met in limited numbers at the regional meetings. The Executive Committee came up with the idea of an “all committee conference” to get every committee together for a working session at least once between the conventions. The rationale was to achieve economies in travel and meeting planning by having everyone meet in the same place. I was asked to plan the first such meeting in Des Moines at the Ft. Des Moines hotel. Its success prompted the National Association of Independent Insurers to donate \$3000 for travel and meeting expenses to hold a second all committees conference.”



The Forum, as it is now called, has been held every year since the first Des Moines meeting.

## 50-75 Years

### *All Committee Conference: The Forum*



# IAIABC's 75th Annual Convention

September 17-20, 1989 | Baltimore, Maryland

Musings from Arthur B. Shostak's: *Workplace in the Year 2000*

"Your one-hundredth [IAIABC's] is a quarter of a century away, and in a quarter of a century, we're likely to have so perfected holograph technology and we're likely to have completed something I will dwell on later, which is the merger of the two technologies going today, computers and telecommunication."

"I am forecasting here today for your one hundredth you will be meeting electronically from individual points of origin around the globe. You'll still likely have a fine time, but the notion of moving your bodies physically through space and time, carrying your clothes, your hair dryers and the rest in little satchels and camping out for two or three days in a cubby hole called a hotel room and making the best of hotel fare, all of that in a quarter of a century will be sufficiently quaint and anachronistic."

"...25 year from now -100th meeting that I am suggesting you will not attend in person, you will only attend in your holograph image, okay. At that time panels will discuss the workmen's comp issues inherent in nanotechnology production facilities. We will be there, presumably we will be there or we'll have a lot of explaining to do."



## 75-100 Years

### Issues of Interest Discussed by the IAIABC

Delivery of Medical Care  
to Injured Workers

Insurance Rate Crisis

Independent Contractors

Electronic Data Reporting

Self-insurance

DataCollection Across

Jurisdictions

Disability Management

Changing Nature of

Injuries



### *Issue Highlight: Delivery of Medical Care to Injured Workers*

IAIABC has a rich tradition of providing the workers' compensation community with education, training, and professional development opportunities. From 2010-2014, the IAIABC hosted a variety of webinars addressing medical issues of interest.

Webinars Included:

- Federal Healthcare Reform and Workers' Compensation (2010)
- A Jurisdictional Guide to Medical Fee Schedules (2011)
- Strategies to Address Workers' Compensation Pharmaceutical Costs (2011)
- A Holistic Approach to Controlling Prescription Opioid Abuse in Workers' Compensation (2011)
- Strategies for Effectively Using Treatment Guidelines for Workers' Compensation (2012)
- Understanding Compounds in Comp (2014)



## *The IAIABC Gets a Homepage*

In 1996, the IAIABC joined the “World Wide Web” with its website at [www.iaiabc.org](http://www.iaiabc.org). The original goal of the website was to keep the membership updated on in the workers’ compensation field.

### **HOMEPAGE**

Thanks to the work of the Research and Technology Committee, particularly Chairman Greg Krohm and Director of Research Publications Mel Cathey, the IAIABC has a home on the Information Super Highway. A Homepage on the World Wide Web, that is.

The World Wide Web (www) is accessed by using Web Browser software and an internet connection. The IAIABC has two easy to remember registered internet addresses; either

<http://workcomp.org>

or

<http://www.iaiabc.org>

The page is a direct link to workers’ compensation, governmental, insurance, medical and legal resources throughout the world, as well as a source of information about IAIABC events and committee activities. It is also a convenient way to order the IAIABC EDI Guide and other publications as they become available. The website is under constant re-construction and updated weekly with exciting new links and additions, so visit it often.

Excerpt from the 1996 *ABC Newsletter* (Volume VII, Number 2)

## 75-100 Years

### *Person Highlight: Greg Krohm*



Hired following a period of internal turmoil, Gregory Krohm worked hard to refocus the IAIABC on member service, transparency, and financial accountability.

Mr. Krohm led the development of the IAIABC's first website in the mid 1990s while participating as a member from Wisconsin. His excitement for technology continued throughout his tenure as Executive Director, under his leadership the website grew into an important communication tool and the Association hosted its first virtual educational offerings.

Following more than a decade of leadership, Mr. Krohm left the IAIABC well positioned for the future. He is remembered for:

*Building a reserve fund to insulate the IAIABC's year-to-year operations from external forces.* The IAIABC was able to build this fund over a decade through structural dues changes and a watchful eye on expenses.

*Engaging the IAIABC with the global workers' compensation community.* The IAIABC served as the proud host of the International Forum on Disability Management 2010, welcoming delegates



Greg Krohm at the IAIABC Centennial Convention (2014)

from 32 countries to advance discussions on disability management and return to work.

*Positioning the IAIABC as a resource for meaningful research and analysis.* Mr. Krohm was a skilled researcher and put the IAIABC's tagline, Find Information. Connect People, into action. His analysis of current issues educated members on a daily basis.

1989-2014

### **Krohm Brings Experience, Thought Leadership To New Post**

*Gregory Krohm, IAIABC's new executive director, enters his new position during a critical juncture for the organization.*

*Appointed in late August, Krohm brings a variety of workers' compensation-related experience to the IAIABC. He has served as a workers' compensation administrator, deputy insurance commissioner, author and professor. Before taking the helm at the IAIABC, he participated in several IAIABC committees including the EDI, strategic planning, benchmarking and web implementation committees.*

*Krohm recognizes that the IAIABC needs to be "reengineered." Here, he discusses his plans for revitalizing member services, encouraging financial stewardship and revamping the organization with help from IAIABC members.*

***A year from now, members of the IAIABC will be breathing a sigh of relief because the organization's finances and operations will have improved dramatically.***

Excerpt from ABC Newsletter, Volume XI, Number 6 (2000)



## 75-100 Years

### EDI Pioneers

#### Jurisdictional EDI Program Pioneers

Allyn Tatum, Arkansas  
Steve Cavanaugh, Louisiana  
Ann Clayton, Florida  
Todd Brown, Texas

#### Carrier EDI Program Pioneers

Roger Thompson, Travelers  
A. Paul Barte, Aetna  
Don Grassl, Wausau  
Gary Knoble, The Hartford

The first product developed by the IAIABC EDI Committees, EDI Claims Release 1.0, was completed in 1995. In 2014, IAIABC workers' compensation EDI standards include Claims (Release 1.0, 2.0, and 3.0), Medical (Release 1.0, 1.1, and 2.0), and Proof of Coverage (Release 2.1 and 3.0).



### *IAIABC EDI Program*

In 1990, amidst concern that jurisdictions would develop their own proprietary formats for electronic reporting, the IAIABC approved a proposal by its Statistics Committee to develop national standards for electronic communications between workers' compensation providers, payers, and state regulators. Thus began the EDI program of the IAIABC.

In 1992, Gary L. Countryman, CEO, Liberty Mutual discussed the electronic data interchange project at the Annual Convention and stated, "It's a significant initiative, and I urge all of you to support it. EDI will standardize the collection and reporting of data so vital to understanding what's working well and what's not."

The early pioneers took a big leap in this notion of electronic reporting: the computer and telecommunications technology was just emerging and the notion of a standardized reporting format had eluded the association throughout its history.



## IAIABC EDI PROGRESS REPORTER

August/September 1994 Volume 2 Issue 7

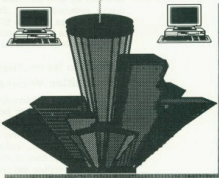
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**INDIANA & ARKANSAS  
Move into Production!**

Indiana has moved into full production with Kemper and eliminated the paper. Parallel production runs are beginning with Zurich-America and Frank Gates. Additional companies that Indiana is working with to receive the FROI are Wausau, Aetna, Cigna and Liberty Mutual. Indiana will soon have the ability to receive both the flat file and the ANSI 148 versions of the FROI over the Advantix network. With the addition of the above carrier/TPA's plus a few self insureds that are interested in EDI, Indiana could receive over one third of the FROI's electronically next year.

After negotiations between Cigna and the Arkansas Commission, and with the resolution of some changes to the Trading Partner Agreement, Arkansas has agreed to move into parallel production with Cigna. The state has successfully received production EDI First Report of Injury transactions for several weeks from Cigna. Both Liberty Mutual and Kemper are anxious to begin EDI with Arkansas.

Several large self insurers headquartered in the state, Tyson, Walmart and Dillards are keen to begin EDI within the state.



*The September EDI Development Meeting was hosted by the IAIABC and was held in conjunction with the IAIABC Annual Convention in Pittsburgh, PA.*

**EDI Well Received at IAIABC Annual Convention**

On Sunday, September 18th the EDI project team gave a presentation to many of the convention attendees. The presentators included Richard Victor of WCRI, Steve Isaac, Vice President of Willis Corroon, Greg Kevlan of the Wisconsin Workers' Compensation office, Joyce Sewell of the Utah Industrial Commission, Mary Van Parys and Jim Eldridge of the Colorado Workers' Compensation office, Neil Matzlish of the California Workers' Compensation office, and Helena Sacerney of NCCI.

On Wednesday, September 21, Rick Heard, Vice President of NCCI announced to the main forum the adoption of the IAIABC EDI Proof of Coverage record layout as their future POC format. Both the states of Arkansas and Colorado will adopt the new POC format. Furthermore, NCCI made a generous financial donation to the EDI project and gave their continued support.

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**inside...** Zurich hosts August meeting in Chicago - page number 2  
 Colorado hosts Steering Committee Meeting - page number 2  
 Notice of Texas EDI Task Group Meeting - page number 2  
 IAIABC - Tel (904)-252-2915 - Fax (904)-258-9965 Gerald Stuyvesant - IAIABC President

## IAIABC EDI Implementation Guide

for  
**Claims**

First, Subsequent, Header, Trailer &  
Acknowledgment Detail Records

Release 3.0  
January 1, 2014 Publication



International Association of Industrial Accident Boards and Commissions  
www.iaiacb.org | Phone: 608-663-6355 | Fax: 608-663-1546



The IAIABC EDI standards are developed and maintained by the dedicated volunteers who serve on the IAIABC EDI committees.

## 75-100 Years

# Celebrating 100 Years of Workers' Compensation: 2011 Convention

Foundry workers, circa 1910  
Wisconsin Historical Society



## 100 Years of Workers' Compensation: Celebrating the Centennial

### Workers' Compensation Centennial Celebration

August 24, 2011 | Madison, WI, USA

The IAIABC and Wisconsin Division of Workers' Compensation invite you to participate in the Centennial Celebration to commemorate 100 years of workers' compensation in the state. Wisconsinites will join their peers from across North America to celebrate the passage of the first constitutional workers' compensation law in 1911. In celebration of this momentous occasion, the IAIABC will dedicate an entire day of programming to the Centennial during the Convention on August 24.

Through *Moving Workers' Compensation Forward*, the IAIABC embraces the concept of learning about where we've been to positively shape and influence where we're going. Join the IAIABC to examine the last 100 years of workers' compensation in the U.S. and discuss what the future might hold for the "great compromise."



1989-2014

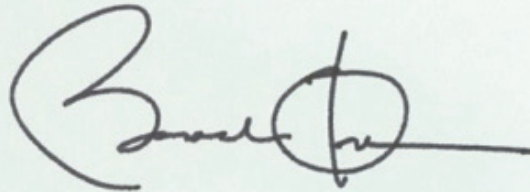
THE WHITE HOUSE  
WASHINGTON

August 16, 2011

I send greetings to all those attending the International Association of Industrial Accident Boards and Commissions (IAIABC) 97th Annual Convention.

Working Americans make up the backbone of our communities, powering the engine of our economy with resolve and expertise. As workers across our country continue to make tremendous contributions to our Nation's recovery, we must provide them with safe and healthy working conditions. Organizations like those the IAIABC supports help protect working Americans and empower them build a brighter future for generations to come.

As you mark the 100th anniversary of the first workers' compensation system in our country, I wish you all the best for a productive event.



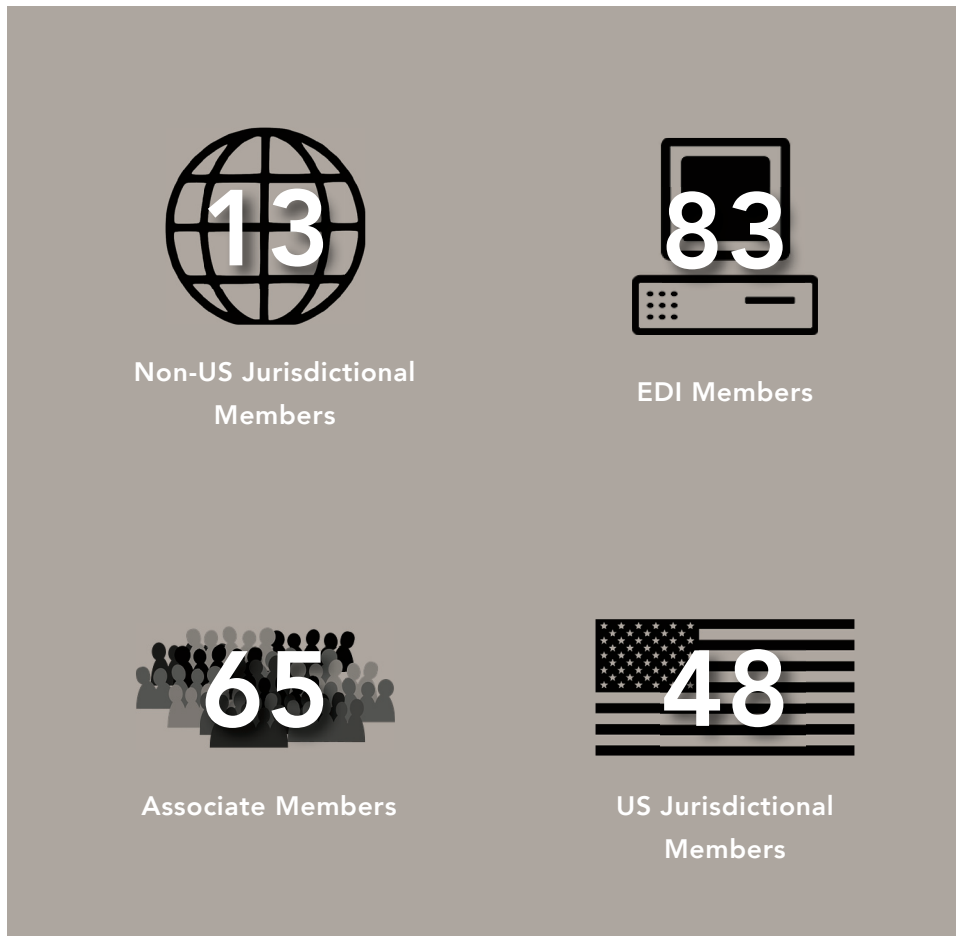
## 75-100 Years

### *Current Committees and Committee Work*

IAIABC committees have been a bedrock of the Association since its inception, leading to resources and information that promote the IAIABC's mission of advancing the efficiency and effectiveness of workers' compensation systems throughout the world.

<b>Committee</b>	<b>Highlighted Project</b>
General Committees	
Disability Management and Return to Work	A paper on return to work and societal approaches to disability management (release in 2015)
Medical Issues	Reducing Inappropriate Opioid Use in the Treatment of Injured Workers: A Policy Guide (2013)
Regulation	Conducting jurisdictional surveys on self-insurance and compliance issues
Research and Standards	A data collection project to collect meaningful statistical claims data from jurisdictions (2015)
Dispute Resolution	IAIABC/NAWCJ Judicial Program held in conjunction with IAIABC Conventions
EDI Committees	
EDI Claims	The IAIABC EDI committees continuously work to develop and maintain the IAIABC EDI standards including Claims, Medical, and POC.
EDI Medical	
EDI Proof of Coverage	
EDI Systems	
EDI XML	

*IAIABC Membership in 2014*



## 75-100 Years

### *Past President Reflections: 100 Years of Progress*



**Ben Novicoff**  
1973 IAIABC President  
Nebraska



**Glenn Morton**  
2005 IAIABC President  
Nebraska



**Dan Sumner**  
2006 IAIABC President  
Florida



**Paul Dionne**  
2007 IAIABC President  
Maine



**Frank Fennerty**  
2004 IAIABC President  
Washington

In its Centennial year, the IAIABC asked past presidents to respond to the question, **“What do you think is the IAIABC’s most significant accomplishment over the past 100 years?”**

1989-2014

### **Ben Novicoff**

“The most significant accomplishment to me is the establishment of the position of Executive Director with an adequate staff together with the purchase of necessary equipment. This resulted in the development of the IAIABC into a truly professional organization which in turn has resulted in the IAIABC being more recognized as a primary source for improvement of the workers’ compensation system.”

### **Dan Sumner**

“Thinking of all of the outstanding accomplishments of the IAIABC over the past 100 years, I believe the greatest accomplishment is one that was identified at the 50 year anniversary, but is even more significant today. That achievement is IAIABC’s enduring role in fostering serious and thoughtful dialogue from diverse viewpoints on issues in worker’s compensation both nationally and internationally. It is indeed rare these days for individuals representing divergent viewpoint to come together in such an open and inclusive environment to discuss issues of common concern. Yet, the IAIABC has sustained an atmosphere where openness and collegiality occur as a matter of course. When we see so much polarization in our institutions, this abiding spirit of openness and collegiality must be seen as IAIABC’s greatest accomplishment.”

### **Frank Fennerty**

“I have been attending IAIABC events since 1981 and have found them very informative. They help me keep up with the ever-changing nuances in workers’ compensation, such as occupational diseases, employee leasing, federal court decisions, ADA impact, etc. In sum, I find the most significant accomplishment is the educational aspect of the IAIABC.”

### **Glenn Morton**

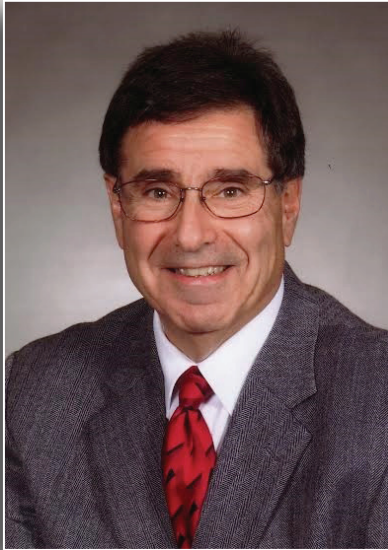
“It’s difficult to compare the more ‘recent’ achievements of the IAIABC to the monumental successes of the first 50 years. Certainly, the role of the IAIABC in implementing the reforms from the National Commission on State Workers’ Compensation Laws in the early 1970’s comes to mind. More recently, I can think of nothing which has had a greater impact on the day-to-day administration of workers’ compensation programs than the IAIABC’s electronic data interchange standards. More recently still, the IAIABC’s expanded activities and contacts on the international level bode well for the future.”

### **Paul Dionne**

“There are decisions made, policies enacted, and actions taken that oftentimes change the course of history. Let us reflect on two such momentous decisions made by the Executive Committee of IAIABC. The first came during a very critical period in the history of IAIABC as it searched for, and was in dire need of, an executive director to resolve its financial dilemma, provide strong leadership, and impart vision to a foundering organization. The Executive Committee selection of Greg Krohm proved to be clairvoyant as he provided the leadership to take IAIABC from the brink of disaster to the summit of its former glory -- as the premier organization in the field of Workers’ Compensation. The second such decision occurred in the search for Greg’s successor as the Executive Committee looked for a person to build upon its newfound legacy. The Executive Committee chose wisely in selecting Jennifer Wolf Horejsh who has and, no doubt, will continue to advance this legacy. Two decisions made by an Executive Committee that changed the course of history for IAIABC!”

# The IAIABC Centennial Convention

September 29-October 2, 2014 | Austin, Texas



Jack Nolish, IAIABC's 100th  
President



"It is an honor to preside over the IAIABC Centennial Convention. It is a special moment for a special organization.

This week, delegates will come together to shape a Vision for the Future to advance the IAIABC and workers' compensation in the next century. Learning from one another and sharing ideas to develop and improve policy and practice has been the IAIABC's strength since its first meeting in Lansing, Michigan 100 years ago."

~ Excerpt from "Welcome from the IAIABC President" in the Centennial Convention Program

# Vision for the Future

## 2014 Executive Committee

The Executive Committee serves as the governing body of the IAIABC. Their leadership in strategic planning and fiscal responsibility continues to guide the Association into the future.

### OFFICERS

**Jack Nolish**, President  
Deputy Director, Michigan  
Workers' Compensation Agency

**Christine Baker**, Immediate Past  
President; Director, California  
Department of Industrial  
Relations

**Dwight T. Lovan**, President  
Elect; Commissioner, Kentucky  
Department of Workers' Claims

**R.D. Maynard**, Vice President;  
Chair, Idaho Industrial  
Commission

### MEMBERS AT LARGE

**Matt Carey**, Chief Administrator  
of Rehabilitation and Education  
Units, Rhode Island Division of  
Industrial Accidents

**Brent Hatch**, Director of Return  
to Work and Special Initiatives,  
Texas Division of Workers'  
Compensation

**Abbie Hudgens**, Administrator,  
Tennessee Workers'  
Compensation Division

**Larry Karns**, Director,  
Kansas Division of Workers'  
Compensation

**Evelyn McGill**, Executive  
Director, Virginia Workers'  
Compensation Commission

**Anne Naser**, Chief Information  
Officer, WorkSafeBC

**Paul Sighinolfi**, Executive  
Director/Chair, Maine Workers'  
Compensation Board

**David Threedy**, Chair,  
Washington Board of Industrial  
Insurance Appeals

**Scott Brener**, Ex-Officio Member,  
Chair of Associate Member  
Council; Senior Vice President  
and General Counsel, SFM

2014 Executive Committee at the  
Centennial Convention. Front Row (left  
to right): Abbie Hudgens, Jack Nolish,  
Evelyn McGill

Back Row (left to right): R.D. Maynard,  
Scott Brener, Brent Hatch, Paul Sighinolfi,  
Matt Carey, Dwight Lovan, and Larry  
Karns



# The IAIABC Centennial Convention

## *Voices from the Centennial Convention*



**Brent Hatch, Director of Return to Work and Special Initiatives, Texas Division of Workers' Compensation**

"A century, a hundred years, a decade of decades- no matter what you call it, it's an accomplishment."



**Allyn Tatum, Vice President of Claims and Assistant Risk Manager, Tyson Foods**

"You realize when you come to the meeting and get talking, other jurisdictions are dealing with the same problems, or they will be. Every jurisdiction you meet at the IA is delighted to do everything they can to help. "



**Elizabeth Crum, Director of Adjudication, Pennsylvania Department of Labor and Industry**

"A lasting impression of the IAIABC is the importance of fostering global relationships – and the impact they have on each jurisdiction."



**Peter Federko, Chief Executive Officer, Saskatchewan Workers' Compensation Board**

"We need to shed jurisdictional preferences and find the real best practices to help make systems better. Let members decide based on non-partisan information."



**Mary Ahearn, Chief Executive Officer, Maryland Workers' Compensation Commission**

"In the future, I would like to see the IA make a dedicated commitment to the international community which is more progressive in certain ways than the US. We can learn a lot from them. Also want to keep a focus and somehow engage original participants in system – employee and employer."

# Vision for the Future

## *Commissioners' Forum*

At the Commissioners' Forum, 38 jurisdictions engaged in candid conversations with their peers, gaining insight into policy, regulatory, and management concerns.



# The IAIABC Centennial Convention

## *Celebrating 100 Years: President's Reception*

IAIABC's 100th President, Jack Nolish, welcomed Centennial Convention attendees at the President's Reception held at the Bullock Texas State History Museum. Sancho, a Texas longhorn also greeted guests at the museum entrance.



## Vision for the Future

### *Celebrating 100 Years: A Flash Musical!*

At the Centennial Convention on October 1, attendees were treated to a “surprise guest speaker” over lunch, which turned out to be a live musical about the 100 year history of the IAIABC.



*“IAIABC, what does that stand for?  
Nobody knows, but those letters are important.  
To us all!”*



*“I know the process  
And I know my part  
Since you’ve laid a claim to my heart.”*



*“Logging in  
We’re part of the system  
IAIABC dot org”*



*“Turn all that paper, in to vapor  
Tell your files to say goodbye”  
“Reach for the sky with EDI!”*



*“I wish that someday we’ll all be able to take tele-porters to these events and never fly coach again!”*

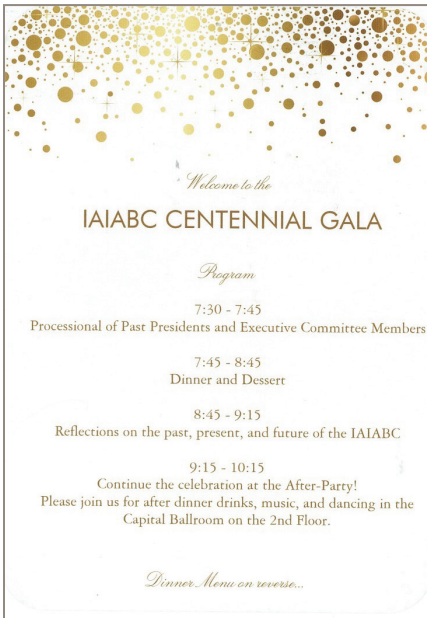
# The IAIABC Centennial Convention

## *Celebrating 100 Years: Centennial Gala*

Centennial Convention attendees celebrated 100 years of the IAIABC in “black and white...with a splash of gold.”



IAIABC Past Presidents at the Centennial Gala. Left to right: Glenn Morton, Paul Dionne, Bob Landess, Allyn Tatum, Mary Ahearn, Liz Crum, Michael Clingman, Peter Federko, Jack Urling, and Frank Fennerty



*It's been a long, long road  
To get to this moment  
Of changing the world  
The way things are done  
Been a long, long road  
One hundred and counting  
And here's to another  
Hundred and one  
It's a long, long road  
well worth the travel  
A road paved beneath  
Our feet as we went  
Of raising the bar  
And setting the standard  
A hundred years of success  
And that's no accident*

*-Taken from the closing song of  
Celebrating 100 Years: A Flash Musical*



**100**  
**YEARS**

1914-2014

*www.iaiabc.org*