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## **DID YOU KNOW?**

Orion Energy Systems, a Wisconsin-based lighting manufacturer, must pay \$160,000 and furnish other relief in order to settle a federal disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC).

An Orion employee suffered a medical event that rendered him unable to move more than 15 feet without the help of a wheelchair. The employee requested that Orion install an automatic door opener to accommodate his disability, but he was refused and then terminated.

Orion's actions violated the Americans with Disabilities Act (ADA), which requires that employers make reasonable accommodations for disabled workers and prohibits their termination as a result of a disability.

## **Commercial Use of 3-D Printing Expected to Grow**

Today, 3-D printing is commonly seen as a technology solution that can be utilized by businesses in limited capacities, such as to quickly create a new prototype. However, a Wohlers Associates report estimates that the commercial market for 3-D printing will rise from \$3 billion in 2013 to \$21 billion in 2020.

Though many manufacturers have used 3-D printing in limited ways, as technology advances, experts believe that it can work its way onto assembly lines; GE and NASA already use 3-D printed parts in their air- and spacecraft.

As 3-D printing continues to evolve and become less expensive, it could impact manufacturers of all sizes. The ability to create a product or replacement part without the need to maintain a large, physical inventory can result in

substantial savings, and the rapid nature of 3-D printing may someday blur the line between prototypes and products.

There are risks to consider with any new technology, including 3-D printing. In order to become mainstream, manufacturers will have to consider 3-D printing's potential for unhealthy air emissions, intellectual property (IP) litigation and cyber security exposures for manufacturers that maintain a digital inventory of products and blueprints.

Contact your Atlantic Pacific Insurance representative today to stay informed about advances and trends in the manufacturing industry.



## **UST Regulation Revisions**

The EPA recently made the first major changes to its underground storage tank (UST) regulations since 1988, in an effort to protect groundwater from leaks.

The revised regulations are meant to increase the emphasis on the operation and maintenance of USTs, and they don't require owners and operators to replace their current UST equipment. However, new or replaced USTs may have new secondary containment requirements.

States and territories generally implement their own EPA-approved UST programs, and, as a result, compliance deadlines will vary. The first federal compliance date is Oct. 13, 2015, and other regulations become effective in mid-2016 and late 2018. Go to [www.epa.gov/ust](http://www.epa.gov/ust) for more details on the revised regulations, and contact Atlantic Pacific Insurance about any compliance questions you may have.