



# News You Can Use

## Comprehensive Services

- ◆ 100% Physician Only Injury Care
- ◆ Job-Related Injuries & Illness
- ◆ Physical Examinations
- ◆ DOT Mandated Services
- ◆ Medical Review Officers
- ◆ OSHA & MIOSHA Examinations
- ◆ Drug & Alcohol Screening
- ◆ HazMat Examinations
- ◆ Sports Medicine-Based Therapy
- ◆ Independent Medical Evaluation
- ◆ Hepatitis Immunizations
- ◆ Flu Vaccines
- ◆ Sports Medicine
- ◆ On-Site Services
- ◆ Laboratory Services
- ◆ Wellness Services

## Ridgeview Industries pursues excellence in all things.

Even though you might not see them, the drive train, body structure, suspension, chassis and brake components in your vehicle provide a solid framework for safe driving. Ridgeview Industries manufactures hundreds of world-class metal stampings and assemblies for automotive Original-Equipment-Manufacturers (OEMs). They also produce parts and assemblies for furniture, wind turbine, and appliance customers.

Nearly 17 years ago, Brian Hirdes visited MED-1 Occupational Health System to complete his pre-employment exam, including a drug screen. Brian is currently a Human Resource Generalist, but he remembers thinking he was pleased to join a company that cared enough to invest in the health of their employees.

Through all the ups and downs of changing market conditions, Ridgeview's Grand Rapids facility employees rely on MED-1's pre-employment, screening, injury care, and other specialized services. "We've stayed with MED-1 because they share our philosophy of high quality, timely delivery, and continuous improvement," says Brian.

Injuries are an unfortunate reality for every employer but understanding your employer responsibilities related to Occupational Safety and Health Administration (OSHA) recordables requires constant attention and the help of a knowledgeable occupational healthcare partner. "MED-1 is definitely part of our team," says Kim Piatek, Human Resource Generalist for Ridgeview's Northridge facilities. "Their physicians are accessible, provide injury visit follow-up calls, and keep us up-to-date on the latest Workers' Comp issues."

"We appreciate that MED-1 Leonard is open even after hours and on holiday weekends," says Brian.

The availability of a MED-1 physician on a 24/7/365 schedule assures workers their employer cares enough to provide around-the-clock care. And, Ridgeview counts on MED-1 to assess, document, and communicate any injured employee's restrictions.

The MED-1 physicians and staff use innovative workflow technology to document each patient's clinical visit in real time and create an electronic medical record. Patient-specific information regarding visits, case status, and physician orders along with a full summary of all patient activity is accessible via the web on demand. Brian and Kim agree - "With MED-1 online reporting and physician communications, we have all we need to react to employee injuries or illnesses."

Brian and Kim are members of the MED-1 Employer Advisory Board and definitely appreciate the opportunity to network with other West Michigan employers to discuss issues and trends in occupational health and work site safety. "The meetings are getting better every year and this forum for sharing successes and challenges is helpful for everyone in the group," says Kim.

Ridgeview's pursuit of excellence is evident in high quality component materials, zero-defect production, and on-time delivery. MED-1 shares their philosophy and is pleased to provide personal service and professional results to the Ridgeview Industries family.

## Occupational Health System

**Personal Service...Professional Results**

## MED-1 News You Can Use—Physical Therapy Services

MED-1 provides physical and occupational therapy services.

- ✓ Injury Prevention Programs
- ✓ Low Back Care & Rehabilitation
- ✓ Worksite Analysis

Your employees are contributing to billions of dollars in workers' compensation costs each year. 80% of potential workplace injuries are due to worker habits and more than half are musculoskeletal in nature, such as sprains and strains.

As an employer, you want to reduce the costs of work-related injuries by focusing on an integrated approach to treating illness and injuries. The goal is to keep your workers on the job, productive and healthy.

Physical therapy is often an important component in making a full recovery following an injury or surgical procedure. Physical therapists use exercise, strengthening, stretching, hands on techniques and other modalities to help rehabilitation. Some rehabilitation can be done by the employee, but sometimes the assistance of a trained physical therapist is needed.

When physical therapy is part of overall injury treatment, an objective referral by a physician - who has carefully evaluated all aspects of the injury - is critical. The occupational healthcare physician must get involved early and stay involved throughout the return-to-work process, from the initial injury to recovery.

“MED-1’s physical therapy services are specifically designed for patients with work-related injuries and focus on functional improvement, awareness of body mechanics, education in safe work practices, and individual health”, says Stephen VanDeWalker, a MED-1 Physical Therapist.

The MED-1 Physical Therapy staff has extensive experience and clinical expertise in the rehabilitation of work-related musculoskeletal disorders and is committed to helping patients work safer and wiser.

Our PT services focus on:

- ✓ Modalities to relieve discomfort and reduce inflammation;
- ✓ Manual therapy including Muscle Energy Technique, Myofascial Release and Soft Tissue Mobilization;
- ✓ Education in proper exercise techniques to relieve pain and promote wellness;
- ✓ Fitness sessions for general and specific strengthening;

- ✓ Individual and group education sessions on injury prevention (safe lifting, body mechanics); and,
- ✓ Job analysis and education.

As a MED-1 employer company, you have access to a network of qualified specialists and physical therapists or you can designate a preferred resource.

And if an employee is being treated by another provider and is not progressing as well as expected, come see our MED-1 PT team.

Stephen VanDeWalker

James Liggett

Scott Chapman

Our MED-1 physicians and physical therapy professionals can recommend IMEs (Independent Medical Examinations) or FCEs (Functional Capacity Evaluations) to make sure your employees receive the treatment they need and the results you expect.

If you'd like more information on MED-1's Physical Therapy services, contact Mary Alice.

### Introducing Scott Chapman

The MED-1 Physical Therapy team welcomes Scott Chapman as a valued addition for our services to rehabilitate and prevent injuries for our clients. Scott is certified in McKenzie Mechanical Diagnosis Therapy (MDT) which incorporates a comprehensive evaluation of the spine and emphasizes education and active patient involvement in the management of treatment. The goal is to decrease pain quickly, restore function and independence, and minimize the number of visits to the clinic.

Scott received his Bachelor of Science from Hillsdale College and a Master of Science in Physical Therapy from Grand Valley State University. He is also a Certified Strength and Conditioning Specialist (CSCS) and a Certified Mulligan Practitioner (CMP).

Scott brings over eight years of physical therapy clinical experience and will provide PT services for employer companies who visit our MED-1 Breton clinic. Welcome Scott!

*The Michigan Medical Marihuana Act introduces questions and confusion for employers.*

## Clinical Excellence: Medical Marihuana

Michigan was the 6th state to pass a medical marijuana law.

On November 4, 2008, 63% of Michigan voters passed Proposal 1 – granting certain patients under medical supervision and with defined medical conditions, the right to legally alleviate their symptoms through the use of marihuana.

This 'Michigan Medical Marihuana Act' (yes, it really is spelled that way) went into effect on December 4th 2008. In addition to legalizing the use of marihuana for patients, the law also allows a patient and their primary caregiver to grow and/or possess a limited number of marihuana plants. Currently, a 'qualified patient' OR their caregiver may possess up to 2.5 ounces of marihuana AND up to 12 marihuana plants. Approved conditions include cancer, glaucoma, HIV, AIDS, hepatitis C, amyotrophic lateral sclerosis, Crohn's disease, agitation of Alzheimer's disease, nail patella, cachexia or wasting syndrome, severe and chronic pain, severe nausea, seizures, epilepsy, muscle spasm, and multiple sclerosis.

In order to grow and use marihuana under the Michigan medical marihuana law, patients and caregivers need to register with the Bureau of Health Professions, Department of Community Health (MDCH). Effective April 2009, patients

could apply to the Michigan Department of Community Health for a registry identification card. As of April 23, 2010, nearly 14,000 patient cards have been issued in Michigan.

The Michigan Medical Marihuana Program (MMMP) is a state registry program within the Bureau of Health Professions at the Michigan Department of Community Health. The program will implement the statutory tenants of this act in such a manner that protects the public and assures the confidentiality of its participants.



### How does this affect your business?

According to Section 7(c)(2) – “Nothing in this act shall be construed to require an employer to accommodate the ingestion of marihuana in the workplace or any employee working while under the influence of marihuana.”

The MDCH guidance is minimal. In answer to the question “Can I use medical marihuana at work?” The answer – This is up to the employer.

Even if you are a registered patient, your employer may still prohibit medical marihuana use in the workplace.

Proponents of Michigan's new medical marihuana law say it's a godsend, protecting patients from prosecution as they try to alleviate symptoms of debilitating diseases. But what happens to patients who are well enough to work and test positive on a drug test in the workplace?

The law does not require employers to "accommodate the ingestion of marihuana in any workplace or any employee working while under the influence of marihuana." So, medical marijuana is likely to be treated in the workplace like prescription medications in that employees who are impaired on the job are subject to disciplinary action or could be asked to take medical leave until they are fit for work, whether they use medical marihuana or prescription medications.

### What can you do to protect your work environment?

Many legal professionals recommend revisiting your human resource guidelines related to drug use, testing, and disciplinary actions. The best protection is to establish your policy and strictly adhere to it in all cases related to similar incidences.

For more information on the occupational health implications of medical marihuana, contact Mary Alice at 616-459-1560 or [maehrlich@med1services.com](mailto:maehrlich@med1services.com).

*News You Can Use* is a regular publication provided by MED-1 Occupational Health System and is designed to provide information on occupational health issues.

For more information on any topics presented, contact:

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Occupational Health System

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Rechecks by Appointment

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Kentwood, MI 49508  
Phone: 616.281.6000  
Fax: 616.281.6038  
Services: M-F 7 am-6 pm  
Physicals: M-F 7 am-5:30 pm  
Rechecks by Appointment

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Holland, MI 49424  
Phone: 616.494.8271  
Fax: 616.494.8273  
Services: M-F 7am-6 pm  
Physicals: M-F 7 am-5:30 pm  
Rechecks by Appointment

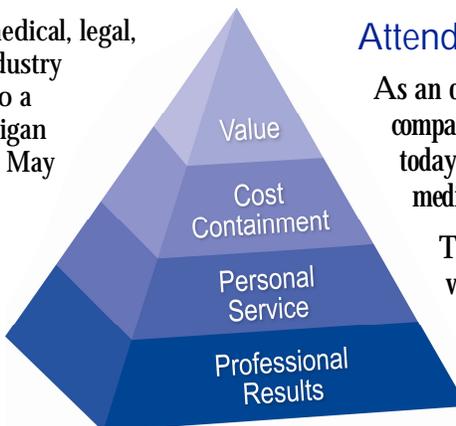
[www.med1services.com](http://www.med1services.com)

## 2010 Spring Symposium Builds a Pyramid of Value for West Michigan Employers

Speakers representing medical, legal, human resource, and industry perspectives presented to a group of key West Michigan employers on Thursday, May 6, 2010 at Prince Conference Center.

Presentations included information on workplace intimidation, Medical Marihuana, and an update by the Grand Rapids City Manager.

If you were not able to join us or would like information on any of the topics, please contact Mary Alice at 616-459-1560 or [maehrlich@med1services.com](mailto:maehrlich@med1services.com)



### Attendee Comments

As an on-site nurse in a large company, everything I learned today does apply especially the medical marihuana program.

The symposium was again very good. The hypothetical scenarios are the best. I wish you would do this two or three per year!

The panel with Warner Norcross & Judd attorneys and MED-1 Medical Director was very much value added.

The information gave me good direction and influenced practice and policy changes.

## Proving Injury Care Around the Clock

Whenever injuries occur in your workplace, MED-1's Leonard clinic is open all the time to take care of your employees.

Our physicians and clinical staff are specially trained in occupational medicine to understand the many nuances of work-related injury care and return-to-work issues. We also provide post-accident and post-injury substance abuse testing.

When other urgent care providers send your employees to the emergency room after hours, we are open, staffed, and ready to

treat your employees.

The bottom line is your employees will receive faster care, a more accurate diagnosis, and efficient follow up care when you choose MED-1 for non-threatening workplace injuries and illnesses.

### Clinic Holiday Hours

Our Leonard clinic is open 24/7 over the 4th of July and Labor Day weekends including injury care and drug screens on the holidays—

**4th of July Holiday**

Monday, July 5th

**Labor Day Holiday**

Monday, September 6th.

If you are not currently taking advantage of MED-1 injury care, give us a try. There is no contract needed and our physicians are available 24/7/365 at our Leonard clinic.

For more information on injury care, contact Mary Alice at 616-459-1560.

**We're Open All the Time...**



**...Providing Injury Care Around the Clock.**