



# 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
- ◆ Physical Therapy
- ◆ Independent Medical Evaluation
- ◆ Hepatitis Immunizations
- ◆ Flu Vaccines
- ◆ Sports Medicine
- ◆ On-Site Services
- ◆ Laboratory Services
- ◆ Wellness Services



Products today,  
a vision for  
the future



The availability of a MED-1 physician on a 24/7/365 schedule for injury and illness care provides each injured or ill worker the security of

knowing their employer cares enough to provide around-the-clock care, regardless of the severity of the incident. And, KV counts on MED-1 physicians to assess, document, and communicate each injured employee's restrictions using email, phone calls, and online reporting.

Access to multiple physicians and other important health resources has already paid off in the last few months. "MED-1's aggressive treatment and unbiased referrals are getting our workers back on the job quicker and patient response has been positive regarding good care," says Dan.

Along with injury care and screening, KV relies on MED-1 for employment physicals. A medical review of employee health history helps them assess the new hire's ability to perform their job safely and minimizes risk for injury using job-specific examinations.

As an integral part of medical treatment, MED-1 physicians also help Dan apply employee medical information to workers' compensation issues, as well as return-to-work, and transitional duty opportunities present within their workplace.

Whether it slides, attaches, supports, or stores - Knappe & Vogt is focused on products for offices and homes with a vision for the future. "MED-1 is our one-stop shop for occupational healthcare to promote a safe and productive workplace."

Major product categories include KV® brand drawer slides; wall-attached shelving units and specialty hardware products; Real Solutions For Real Life® brand kitchen, closet and bath storage products; and idea@WORK® brand keyboard systems and other ergonomic office products.

KV continues to grow through acquisition over the past five years and their latest decision to move 100 jobs to their main facility in Grand Rapids will mean over 500 employees could visit MED-1's clinics for occupational health services.

In late 2010, KV partnered with MED-1 for their workforce healthcare based on a recommendation from their workers' compensation resource. "Our board looked at many factors including convenience, hours, services, and availability of medical resources," says Dan Suttorp, Safety and Medical Coordinator for Knappe & Vogt's Grand Rapids operations.

As one of the first steps in developing a partnership, a MED-1 team came on site to gain an understanding of job requirements, risks, and exposures so they could help make informed decisions for workers.

## Occupational Health System

*Personal Service...Professional Results*



## MED-1 Summer Holiday Hours

### 4th of July

Saturday, July 2nd

Monday, July 4th *HOLIDAY*

### Labor Day

Saturday, September 3rd

Monday, September 5th *HOLIDAY*

	Leonard	Breton	Holland
4th of July	OPEN 24/7 Injury Care & Drug Screens No Rechecks/Exams	CLOSED	CLOSED
Monday, July 4th <i>HOLIDAY</i>	OPEN 24/7 Injury Care & Drug Screens No Rechecks/Exams	CLOSED	CLOSED
Labor Day	OPEN 24/7 Injury Care & Drug Screens No Rechecks/Exams	CLOSED	CLOSED
Monday, September 5th <i>HOLIDAY</i>	OPEN 24/7 Injury Care & Drug Screens No Rechecks/Exams	CLOSED	CLOSED

**For more information or questions about our clinic hours, contact Mary Alice Ehrlich at 616.459.1560 or [maehrlich@med1services.com](mailto:maehrlich@med1services.com)**

### Take 10

For every \$1 invested in workplace safety and health, employers see a \$4-6 return. Bottom line benefits include:

- ❶ Reduced absenteeism
- ❷ Lower turnover rates
- ❸ Higher productivity
- ❹ Greater efficiency
- ❺ Increased quality
- ❻ Decreased scrap/waste
- ❼ Increased employee morale
- ❽ Positive brand image
- ❾ Decreased health care costs
- ❿ Decreased workers compensation costs

*Provided by Michigan Occupational Safety & Health Administration  
[www.michigan.gov/miosha](http://www.michigan.gov/miosha)*

## Protecting Workers Pays!

The costs of reacting to workplace injuries and illnesses far exceed the costs of preventing them from happening in the first place. The National Safety Council estimates a worker injury with NO lost-time costs \$7,000 on average. The Bureau of Labor Statistics reports the most common injury is sprains and strains (41%) and healthcare workers, material movers, retail sales, truck drivers, and janitors top the occupations with the most injuries and illnesses.

Workplace injuries are preventable and a safety and health management system (SHMS) is your best defense. A systematic approach includes:

- Management commitment
- Employee involvement
- Workplace analysis
- Hazard prevention and control
- Safety and health training

MED-1 uses a proactive injury management approach to optimize care with appropriate follow-up, physical therapy, and return-to-work programs. The accuracy and speed of our diagnosis and treatment leads to a speedier recovery. So your employees return to work and contribute to the productivity of your company.

In fact, according to recent National Benchmark studies by the U.S. Department of Labor, MED-1 outperforms the norm with -

**25% less average days per case**  
**Over 40% less average visits per case**

You pay yourself when you keep workers safe and healthy!



Some experts predict 2011 will bring more enforcement and tracking of breaches to patient employee privacy.

One of the most important aspects of the Health Insurance Portability and Accountability Act of 1996 (HIPAA) is its privacy protection. The law gave the U.S. Department of Health and Human Services the responsibility of adopting rules to help patients and other health care consumers keep as much of their personal information private as possible. The HIPAA privacy rule went into effect on April 14, 2003 for "covered entities", and even though employers are generally not covered entities, they are definitely affected by the rules.

#### What is a covered entity?

The privacy rule applies to health plans, health care clearinghouses, and health care providers.

Normally, an employer only deals with covered entities. However, if an employer has any kind of health clinic operations available to employees, or provides a self-insured health plan for employees, or acts as the intermediary between its employees and health care providers - handling this kind of PHI is protected by the HIPAA privacy rule.

HIPAA also affects "Business Associates" who deal with the covered entities' records, so potentially it covers everyone who comes in contact with personal health records. Bottom line - all employers are subject to HIPAA if they maintain any PHI on their employees.

MED-1 is fully compliant with all the current HIPAA regulations related to securing and transmitting protected information.

These rules do not apply to workers' compensation insurers or administrative agencies. Therefore, these and other similar employment records are not PHI.

- ✓ Medical information needed for an employers to carry out FMLA or ADA;
- ✓ Medical records related to occupational injuries;
- ✓ Disability insurance eligibility;
- ✓ Sick leave requests and justifications;
- ✓ Drug screening results;
- ✓ Workplace medical surveillance; and
- ✓ Employee fitness-for-duty tests.

#### Disclosing PHI

The HIPAA Privacy Rule provides federal protections for personal health information held by covered entities and gives patients an array of rights. At the same time, the Privacy Rule is balanced so it permits the disclosure of personal health information needed for patient care and other important purposes.

A covered entity may not use or disclose PHI except with the consent or authorization of the individual or as explicitly required or permitted by the regulations.

PHI may be disclosed for workers' compensation program purposes to the extent necessary to comply with laws relating to WC or for purposes of obtaining payment for any health care provided to an injured or ill employee.

#### What is PHI?

HIPAA Privacy protects employees/patients from unauthorized disclosure of personally-identifiable health information (protected health information, or PHI) such as:

- ✓ Health care claims or encounter information (e.g., visits and notes made by physicians and other provider staff);
- ✓ Health care payment and remittance advice;
- ✓ Coordination of health care benefits;
- ✓ Health care claim status;
- ✓ Enrollment and disenrollment in a health plan;
- ✓ Eligibility for a health plan;
- ✓ Health plan premium payments;
- ✓ Referral certifications and authorization;
- ✓ First report of injury;
- ✓ Health claims attachments.

Many HIPAA experts expect increased enforcement of regulations as the healthcare reform includes additional provisions for Electronic Health Records (ENRs) and the Health Information Technology for Economic and Clinical Health (HITECH) Act.



## MED-1 Spring 2011 Symposium

### Sustaining Excellence in Occupational Health

More than three dozen West Michigan companies joined us for the MED-1 10th Annual Spring Educational Symposium on Thursday, May 5th.

*“The ADA FMLA issues presented were very practical; can never hear enough of this topic.”*

*“The case studies are fantastic walk throughs.”*

*“This symposium helps us to manage our workforce.”*

*“All topics apply to my job responsibilities as an Occupational Health nurse.”*



A full morning of updates were delivered by speakers representing medical, legal, and state perspectives.

Mary Alice opened the day with a comparison of the similarities and differences over the last decade of MED-1 symposiums in Celebrating 10 years of Education in West Michigan.

State of Michigan Lieutenant Governor



Brian Calley related the challenges and accomplishments of the current administration in Moving our State Forward during the first year in office. He provided information on the MIDashboard used to track and present Michigan's performance and how it compares with other states.



MED-1's Medical Director, Dr. Julienne Little, teamed up with Dr. Keith Javery, Javery Pain Institute, to provide an in depth look at Diagnosing, Treating, and Managing Back Pain using an extensive case study approach.

Dr. Marjorie Cook McCullagh, Assistant Professor with the University of Michigan School of Nursing, used a hands-on activity to illustrate the challenges in Promoting Healthy Behaviors in employees.

Susan Sherman and Greg Ripple from Miller Johnson joined us to offer insights on Understanding Accommodations, FMLA, and HIPAA from a legal perspective.

If you couldn't join us, you can still get the information to refresh, recharge, and revitalize your occupational health programs. 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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