



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

MED-1 Cares for Freedom Village Caregivers

Choosing a senior living community represents a lifestyle choice for the growing segment of an aging population. As part of the Brookdale Senior Living (NYSE: BKD) community, Freedom Village in Holland understands their residents are making a conscious lifestyle decision to pursue health and life fulfillment through exceptional independent and assisted living services that evolve as their needs change.

In order to provide exceptional resident care, Freedom employs approximately 400 caregivers and other administrative personnel with a heart for serving senior residents. “We recognize that good people make the difference and are the key to our success,” says Laura Devenport, Human Resource Assistant. “Our goal is to provide an environment where staff can personally deliver the quality of service we desire for our residents.”

When caregivers need care, MED-1 Occupational Health serves all levels of nursing, aides, maintenance, administration, and security staff for more than 15 years. “MED-1 offers a full spectrum of services to support our safety goals,” says Laura. “We receive good information, prompt response, clear instructions on any staff restrictions, and their availability is excellent because the Holland clinic is easily accessible for our employees.”

Because of the physical requirements of many jobs, Freedom is diligent about preventing back and other strains and sprains for their workers by focusing on proper lifting techniques and the use of ergonomics and equipment.

“With a record of no injuries for more than 200 days,” says Laura, “we are focused on following a safety awareness plan.” Their program of review and reinforcement includes emphasizing the use of proper techniques, offering incentives for good behavior, and reviewing previous injuries to highlight methods to avoid repeat incidences.

Employment physicals are an important component of the hiring process for Freedom Village. A medical review helps assess each candidate’s ability to perform their job safely using job-specific examinations including:

- ✓ A comprehensive medical history
- ✓ Vital screenings of health indicators
- ✓ Drug and alcohol testing

“Post offer physicals help assess medical conditions that may affect the employees’ ability to safely perform their job responsibilities,” says Laura. Freedom also incorporates return-to-work physicals after an injury to establish a baseline health status for medical and legal record keeping.

As a member of the MED-1 Holland Employer Advisory Board, Laura appreciates the forum for networking. “It’s great to share experiences with other local employers,” says Laura. “And, MED-1 keeps us informed on all the information important to occupational healthcare.”

Whether providing injury care, screenings, or exams – MED-1 endeavors to provide personal service and professional results for Freedom Village. “We know MED-1 will care for our employees so Freedom Village residents truly experience Michigan Senior Living at its Finest,” says Laura.

Occupational Health System

Personal Service...Professional Results



Summer Holiday Clinic Hours

4th of July
Thursday, July 4th **HOLIDAY**

Labor Day Weekend
Saturday, August 31st

Sunday, September 1st

Monday, September 2nd HOLIDAY

	Leonard	Breton	Holland
OPEN 24/7 Injury Care & Drug Screens No Rechecks/Exams		CLOSED	CLOSED
OPEN 24/7 Injury Care & Drug Screens No Rechecks/Exams		CLOSED	CLOSED
OPEN 24/7 Injury Care & Drug Screens No Rechecks/Exams		CLOSED	CLOSED
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

Rely on MED-1 to provide more information on preventing exposures in your work environment.

Exposure Control Planning

Exposures to blood and other body fluids occur across a wide variety of occupations. Health care, emergency response and public safety personnel, and other workers can be exposed to blood through needle stick and other sharps injuries, mucous membrane, and skin exposures. The pathogens of primary concern are the human immunodeficiency virus (HIV), hepatitis B virus (HBV), and hepatitis C virus (HCV).

A blood borne pathogens exposure prevention plan is an important part of understanding and preventing exposures.

According to the National Institute for Occupational Safety and Health (NIOSH), an exposure control plan should include:

1. A written policy for protecting employees from BBP exposures;
2. Documentation of the administration plan for the program;

3. A list of employee exposure determinations to help identify the likelihood of exposure to blood and body fluids;
4. Universal precautions for treating all potential infections;
5. Employee education and training information;
6. Facility-specific methods for control of BBP, including engineering controls, personal protective equipment, and work practice controls;
7. Post-exposure reporting, evaluation, counseling and follow-up procedures;
8. Procedures for evaluating circumstances surrounding an exposure incident; and,
9. Recordkeeping, including compliance monitoring and annual plan updates.

For information and assistance in developing an Exposure Control Plan, visit:

www.cdc.gov/niosh/topics/bbp

**MED-1 is
100% compliant
with all aspects
of
Federal Drug
Testing
regulations
(Part 40)
and utilizes
this standard
in all of our
processes.**

Clinical Excellence: The Role of the Medical Review Officer

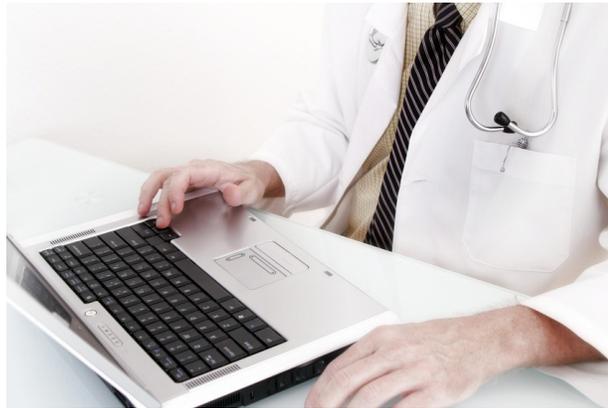
The complexity of drug screening/interpretation has increased dramatically over the past few years. There are numerous adulterants available for purchase, new drugs on the market that may trigger false positives/negatives, as well as an educated workforce that may attempt to “beat the system.”

Most employers incorporate an MRO in their occupational health program:

- ✓To ensure the validity of test results prior to their disclosure to the employer;
- ✓To determine if there is a legitimate medical explanation for a positive test result;
- ✓To assist and ensure compliance with the Americans with Disabilities Act (ADA) and other employment regulated agencies; and,
- ✓To protect employee confidentiality.

A Medical Review Officer (MRO) is defined as a licensed physician with knowledge of substance abuse disorder, whose primary function is the review of laboratory drug testing results prior to the receipt of such information by the employer.

The MRO reviews and interprets positive test results obtained through the employer’s drug testing program. This assures a scientifically valid result and determines whether a legitimate medical explanation could account for



This review and statement by the MRO, which is required by the DOT, relieves the employer from any detective work and mitigates

the laboratory confirmed positive result. A positive test result does not automatically identify an employee or applicant as an illegal drug user. The MRO must assess and determine whether alternate medical explanations can account for the positive result.

The interpretation of results is one of much interest by those companies with ‘positive’ results. For non-DOT testing, some companies prefer to interpret drug screens themselves, others ask for our informal input, and others contract with providers to have their drug screens officially reviewed and confirmed by medical staff.

Workplace Drug Testing

Collection to document the link between the specimen and donor through use of a custody and control form (CCF).

Analysis by a laboratory consisting of a screening test followed by gas chromatographic confirmation of all positive findings.

Interpretation by a Medical Review Officer is a required step for Department of Transportation (DOT) reports.

their liability in the interpretation of results.

You can rely on MED-1 for comprehensive drug screening and MRO administrative services including the following record keeping and reporting services:

- ✓Maintaining negative and positive results;
- ✓Providing a letter of results to the company’s designated employee representative;
- ✓Providing annual summary of results;
- ✓Maintaining records of employee interview regarding verification of positive drug screen results; and
- ✓Providing service for tracking and notification of unannounced testing for employees who have tested positive.

For more information on MRO requirements and services, contact Mary Alice Ehrlich at 616.459.1560
maehrllich@med1services.com.



“Very informative, interesting, and attention keeping.”

“I am a safety professional and all the topics were relevant.”

“Right on the mark!”

“Great information for HR and to bring back to my work team.”

“Excellent symposium. Very informative.”

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:

Mary Alice Ehrlich
616.459.1560
maehlich@med1services.com

Or visit us on the web at:
www.med1services.com.



12TH ANNUAL SPRING SYMPOSIUM

WORKING TOGETHER *to* MOVE FORWARD

More than 100 attendees gathered for the **MED-1 12th Annual Spring Educational Symposium** on Tuesday, May 21st at the Prince Conference Center at Calvin College.

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

Len Hickey, attorney from Hickey Combs PLC presented information on **The Impact of Health Care Reform on Workers' Compensation Claims.**

His topics included comparing the differences between the Patient Protection and Affordable Care Act and the Workers' Disability Compensation Act including the impact on-the-job injury claims.



Dr. Julienne Little

MED-1's Medical Director, Dr. Julienne Little presented the **Benefits of a Team Approach to Resolving Work-Related Injuries**

including case examples illustrating the importance of accident investigation, onsite measures, and case management.

Dr. Kyle Randall, Michigan Orthopaedics and Sports Medicine PC, talked about the treatment of the most common orthopaedic injuries in his presentation on **The Injured Worker.**



Alison Brown, PhD

Alison Brown, CEO of Encompass, offered ways to add value by **Putting Positivity into Practice** including four ways to make the 3-to-1 positivity ratio work for your organization.



Craig Coulson

Craig Coulson, Risk Manager for the City of Grand Rapids, focused on **The Truths of Risk Management** proposing that risk is predictable and preventable if we learn from experience, stay educated, and commit to training.



Dr. Kyle Randall

If you were not able to join us, you can still get the information to move forward in your occupational health programs by contacting Mary Alice at 616.459.1560 or maehlich@med1services.com.