



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 Rises to Hearthside's Occupational Health Challenges

Hearthside Food Solutions is one of the nation's largest independent bakeries. The company bakes cookies, crackers, croutons, and chips on a contract manufacturing basis for premier food companies worldwide. With an extensive national network of 13 interconnected operations in six states, Hearthside's goal is delivering the right product, with the right quality, in the right place, and at the right price.

This seasoned veteran of the food industry has a clear mission - to be faster, more flexible, and to add more value for customers. The recipe for success is in combining a 70-year baking legacy with modern, customer-focused solutions executed by a dedicated team.

Over half of Hearthside's 5,000 person workforce is located in Kentwood facilities. A major expansion in 2011 increased production substantially and added hundreds of new jobs. "At Hearthside our real product is the trust we build with our customers and our suppliers," says Kris Nietering, Hearthside Director of Environmental Safety and Health. "Our employees are an integral part of maintaining long-term relationships."

Based on the trusted relationship MED-1 had developed with Kris at a previous major manufacturer, she invited MED-1 to bid on Hearthside's occupational health services. Today, after more than two years, MED-1 continues to serve thousands of employees in five facilities with injury care, physical exams, screenings, and specialist referrals.

MED-1 began the relationship by taking the time to tour Hearthside facilities and

understand the job requirements for their employees.

"The health and safety of our employees is important to Hearthside and to our customers," says Kris. "MED-1 has helped us deliver on our promises to take care of our people and provide quality products with low incident rates."

Hearthside's customers hold them accountable to extremely high quality standards through regular audits and safety checks. "With the largest independent baking ovens in the U.S., we continually face the issues of working in hot environments," says Kris. Food manufacturers must also maintain super-clean equipment and facilities, though this can lead to slips, strains, and sprains from required allergen cleaning.

"MED-1 works with us to get injured employees treated quickly and referred to specialists if needed," says Kris. "The MED-1 physicians provide superior medical care and the communication is timely, relevant, and consistent."

"Our plants have been producing quality food products for some of the world's great companies for over 80 years. Our customers are both hard to please and easy to lose," says Kris. "For this reason, Hearthside is dedicated to finding new ways of always being faster, more flexible, and adding more value."

MED-1 supports Hearthside's mission with cost-effective occupational health services designed to keep their employees safe and productive. "We've definitely experienced the reality of MED-1's promise of personal service and professional results," says Kris Nietering.



Occupational Health System

Personal Service...Professional Results

MED-1 Summer Holiday Hours



Labor Day

Saturday, September 1st

Monday, September 3rd *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

For more information or questions about our clinic hours, contact Mary Alice Ehrlich at 616.459.1560 or maehrlich@med1services.com

MED-1 Expands Physical Therapy Staff

Physical therapy is often an important part in making a full recovery following an injury or surgical procedure.

MED-1's physical therapy services are specifically designed for patients with work-related injuries and focus on optimal recovery, functional improvement, awareness of body mechanics, and education in safe work practices.

Two new PT staff members recently joined our MED-1 team:

Hester Erlank is a licensed physical therapist with 30 years experience in orthopedics, manual therapy, outpatient physical therapy, and rehab in hospital and clinic settings. She joins the Breton clinic physical therapy team.

Theresa VanDeWalker is a registered occupational therapist with extensive experience working with neurological and upper extremity orthopedic treatments. She has worked in hospital, rehabilitation, and home health environments. Theresa will assist in treatment of hand, shoulder, elbow, and wrist therapies at all our MED-1 clinics.

All our staff have extensive experience in the rehabilitation of work-related musculoskeletal disorders and they are committed to helping patients work safer and wiser through Occupational Therapy (OT) and Physical Therapy (PT) services focused on:

- ✓ Modalities to relieve discomfort and reduce inflammation;
- ✓ Manual therapy including, Joint Mobilization, Muscle Energy Technique, Myofascial Release and Soft Tissue Mobilization;
- ✓ Specific rehabilitative techniques, such as a Mckenzie approach, for optimal recovery;
- ✓ Fitness sessions for general and specific strengthening;
- ✓ Home exercise programs; and
- ✓ Individual and group education sessions on injury prevention (safe lifting, body mechanics, job site assessments).

The MED-1 team serves all our clinics with physical therapy services to rehabilitate and prevent injury by promoting methods to work safer and wiser.

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

For more information on MED-1's Physical Therapy services, contact Mary Alice Ehrlich at 616.459.1560 or maehrlich@med1services.com

Clinical Excellence: Workers' Comp Update

The intent of many provisions in the bill is to limit workers' compensation liability for Michigan employers. Undoubtedly the changes will be subject to varying and creative interpretations.

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In January of this year, the first major legislative changes in twenty-five years were made to the Workers' Disability Compensation Act eliminating some provisions viewed as costly for business and including other employer friendly changes. The revisions, already in effect, range from reporting requirements for the Director of the Workers' Compensation Agency to defining entitlement for benefits.

The following are changes businesses should review:

Wage Earning Capacity

The revisions expand the "wage earning capacity" to include wages the employee earns or is capable of earning at a job reasonably available to that employee, whether or not wages are actually earned." Although the claimant is required to seek work within his or her qualifications, training, and medical restrictions - determining the earning capacity of an unemployed worker for benefits could be a much litigated issue.

Wage Loss and Disability

New language requires a claimant to establish a connection between the disability and any reduction or loss of wages with specific guidance given on the steps required to establish disability. The statutory language raises a question as to whether an injured worker is entitled to benefits if he or she is released to work with restrictions but wage loss may be attributable to another

factor, such as the employer going out of business.

Medically Distinguishable Pathology

A claimant is entitled to compensation if he or she incurs a personal injury arising out of and in the course of employment. The injury is compensable if work causes, contributes to, or aggravates the condition. The Act now requires a change in pathology medically distinguishable from the condition prior to the injury as opposed to the onset of pain or other symptoms.

Mental Disability

Previously the Act stated mental disabilities are compensable if arising out of actual events of employment, "not unfounded perceptions thereof". The statute now states the employee's perception of actual events needs to be reasonably grounded in fact or reality. Again, the Act now articulates the standard previously used by magistrates.

The "100-Week Rule"

The revision to the Act now states an employee is not entitled to receive full workers' compensation wage loss benefits for the duration of the disability if fired for cause or misconduct.

Extending Employer Control

An employer is responsible for payment of reasonable and necessary medical costs for a work-related injury. The Act now extends employer control of treatment to twenty-eight days from the previous ten days.

Expanding Benefit Credit

The reduction of weekly wage loss benefits and lump sum payments to the claimant under the Michigan Employment Security Act for identical periods of time can now be chargeable to the more than one employer. The Act also applies the credit to pension or retirement payments to employees who suffered total and permanent disability and have reached full retirement age.

Decreasing Loss Benefits

This revision will significantly decrease, if not eliminate, payment of specific loss benefits for joint replacement and implant procedures. It requires the magistrate to take into account the affect of any internal joint replacement surgery, internal implant, or other similar medical procedure when determining whether a specific loss has occurred.

Restructuring Redemptions

The Act maintains specific criteria for a magistrate to approve a lump sum settlement that "redeems" the employer's liability. However, the parties may now stipulate, or agree in writing, to the statutorily required determinations in lieu of a hearing requiring the presence of the claimant.

Adjusting Calculation of Interest

The interest on an award issued by a magistrate, the Appellate Commission, or a court is now to be determined in the same manner as in a civil action under the Revised Judicature Act.



MED-1 Spring 2012 Symposium

Sustaining Excellence in Occupational Health

“As always, wonderful mix of topics - I look forward to this event every year.”

“Wonderful symposium today - great topics - lots to think about. Thank you - grateful to have MED-1 available to us.”

“Nice format (A.M. Only) good info w/o a huge time commitment. Nice location. Good job!”

“Excellent, each year better and better.”

“Keep doing the case studies every year! They are so helpful going back and doing the daily work.”

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

Nearly 100 attendees gathered for the **MED-1 11th Annual Spring Educational Symposium** on Thursday, May 24th at the Prince Conference Center at Calvin College.

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

Dr. L. Casey Chosewood, Sr. Medical Officer of Total Worker Health™ from the Centers for Disease Control and Prevention presented information on **Creating a Workplace Culture Where Health Thrives** asking the question—**Are Your Workers Safe, Healthy, and Engaged?**

His topics included an update on what today’s CDC workplace looks like including:

- ✓The deadliest threats of obesity and stress;
- ✓The essential elements of a comprehensive worksite health protection and promotion program;
- ✓Five key work-life balance truths; and,
- ✓How to design a healthier workplace.

MED-1’s Medical Director, Dr. Julienne Little presented case studies for **Real-Life Work Related Injury Management** featuring the importance of physical exams, exposure management, and controlling recordables.



Dr. Julienne Little



Mary L. Tabin

Mary L. Tabin, Rhoades McKee PC attorney, finished up the morning with an update on **Employment Related Practices** using a variety of hypothetical situations to illustrate the

importance of the interplay between the FMLA, ADA, Workers’ Compensation, and GINA.



Dr. L. Casey Chosewood

If you couldn’t join us, you can still get the information to exercise excellence in your occupational health programs by contacting Mary Alice at 616.459.1560 or maehrich@med1services.com.



Mary Alice Ehrlich