

First Source

News from First Rehabilitation Resources, Inc.



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The 'Sitting' Disease

Excerpts from 'Sitting Disease: Moving Your Way to a Healthier Heart' by Roberta Florido, M.D and Erin Michos, M.D., M.H.S., Sept 14, 2015

The notion that being sedentary over prolonged periods is unhealthy is neither new nor surprising. What is new - and quite disillusioning to those who work out regularly - is that daily exercise is, by itself, not enough to make up for all those hours sitting at a desk.

Indeed, mounting evidence suggests that those who spend hours with little movement are at risk for developing blood clots, diabetes, cardiovascular disease and a constellation of other maladies fueled by insufficient physical activity. Even if an adult were to follow the American Heart Association's physical activity guidelines, there would still be 97 percent of each day spent in a low-activity state.

But wait! There is some good news. These are some simple ways to infuse more activity into your day:

- Count your steps: Monitoring how many steps you take each day can be a great motivator, all you need is a simple pedometer! Aim for at least 5,000 steps, but 10,000 is more ideal.
- Sit less, move often: Research shows that light to moderate activity, such as a leisurely stroll, gardening or housework, boost the value of your health 'capital'

- Don't give up on exercise: While getting 30 minutes of vigorous activity five times a week is still vital for your health, don't get obsessed with it. Light activity counts too so long as you do it often during the day, every day.
- The 20-8-2 Rule: Some experts recommend that for every 20 minutes of sitting, you should stand for 8 minutes and move for 2 minutes.
- Get pinged into moving: Set your watch or alarm to remind you to stand up, stretch and take a short walk for a few minutes every hour.

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- Work moving: Hold 'walking meetings' with a colleague instead of sitting in someone's office.
- Find excuses to take more steps: Walk over to a colleague's desk instead of sending an email. Take the stairs instead of the elevator. Park in the back of the parking lots and walk farther. Stroll to the mailbox if you normally stop while in the car. Go on evening walks around your neighborhood with your pet and your loved ones—they need to move too!

Blunt Talk: Marijuana and the Workplace

Excerpts from 'Blunt Talk About Marijuana' by Mark Wells, *WC Magazine*, March 2015

Marijuana legislation is a very hot topic these days. In national polls, the majority of Americans favor legalization of marijuana in some form. To date, 23 states and the District of Columbia have legalized medical marijuana, and the number is expected to keep growing. Currently, the majority of the United States population lives in states that allow medical marijuana.

When it comes to workers' compensation, much of the attention has been focused on medical marijuana as a treatment option for Injured Workers. In many states, medical marijuana legislation limits its use to medical conditions that you would not usually see in workers' compensation, such as seizure disorders, glaucoma, and relieving the nausea and vomiting associated with cancer treatment. For the most part, non-malignant chronic pain is not included as an acceptable diagnosis for which medical marijuana is allowed. But, once medical marijuana is allowed in a state, expanding the conditions it is used to treat is quite common. Keep in mind, however, that medical marijuana is currently not FDA approved to treat any medical condition. Also, since marijuana is still classified as an illegal substance under federal law, insurance carriers would be prohibited from paying for it directly. In a New Mexico case, for example, the carrier was required to reimburse the Injured Worker, not pay for the marijuana directly.



The biggest change on the immediate horizon is in the area of employment practices. What happens to drug-free workplace rules with these changing marijuana laws? However, a larger potential game changer is lurking. What happens if the federal government decides to reclassify marijuana from Schedule I (controlled substance) to Schedule II, allowing for controlled legal use? Given the number of states that have legalized marijuana—along with public opinion in national polls—there is growing pressure on the federal government to reclassify marijuana. How will this affect current drug-free work environments? This same issue can actually already be seen with employers in regard to opioid pain medication use. Are these impairing Workers? Possibly. To what degree? We don't know for certain. At least with opioids, we know there are significant side effects. We know they are significantly over-prescribed, that there are long-term health consequences, and that they are a big cost driver. They can, however, help reduce chronic pain and enable worker productivity. Medical marijuana, on the other hand, has not been proven to do that.

The issue of determining 'impairment' from marijuana and other legal drugs is likely to be a significant focus of employment practices in the future. One way for employers to deal with this issue, currently, is to add language related to medical marijuana use in their corporate drug policies while waiting for the industry to determine and further dictate rules and standards.

Employee Spotlight

North Carolina
Nurse Case Manager
Gaye Baker, BSN, RN, CCM

Southwest Virginia
Vocational Case Manager
Paula Paiement, BS, CRP

Gaye Baker, RN, BSN, CCM, joined the FRR team, in July 2015, to assist in our growth of brand new territories, North/Central North Carolina and South/Central Virginia. Holding a Bachelor of Science Degree in Nursing from the University of Utah and being a Nationally Certified Case Manager, Gaye brings 25 years in this industry and 35 years of overall nursing experience. Gaye's background includes a wealth of experiences, giving her a unique perspective on claims and the parties involved. These experiences include field case management for private companies, a State Insurance Fund, large Insurance Carriers, a TPA, assisting with depositions for a Workers' Compensation Defense Attorney and handling a specific national Employer account, telephonically. Her specialties include catastrophic head injuries and file reviews.

Gaye most enjoys Field Case Management, meeting the Claimant, consulting face-to-face with physicians, and even seeing the job for herself. In her many years of experience, she has met with Claimant's in the 'backwoods of Alabama,' to a teepee in Idaho! Gaye wants everyone to know, 'I love this work. I feel that a Nurse Case Manager can bring value to a claim and be a very positive influence in a smooth recovery and successful return to work.'

Gaye is a mother to six children and soon-to-be eight grandchildren, all of which are scattered across the United States. She and her husband have a blended family of 11 children and soon-to-be 15 grandchildren. She enjoys spending time with her family, in person or via Facetime. She cherishes the role of 'Granny', enjoys reading, 'pretending' to play the piano, church work and going with her husband to the golf course.

Paula Paiement is the newest member of our Vocational Team, having joined FRR this past July. She has over 20 years experience working as a Vocational Case Manager and is looking forward to handling vocational cases for our customers in the Southwest/Central Virginia, Western Mountain Region of West Virginia and Central North Carolina areas. Paula is a graduate of Old Dominion University with a degree in Psychology. She holds state certification and will be receiving her Certified Disability Management Specialist (CDMS) re-certification in September.

Paula has had great success in motivating her Clients to focus on their capabilities and realize the benefits of returning to work in a productive capacity. She has worked with employers and insurers to develop Transitional Jobs, conducted detailed Job Analyses, Labor Market Surveys, Transferable Skills Analyses, and secured appropriate and results-oriented training opportunities for Clients. Through creative and persistent job placement, coaching, and follow-up, Paula has assisted numerous Clients in their successful return to the workplace. She has experience as an Expert Witness and working with Physicians and Attorneys in successfully resolving cases.

Paula resides in Roanoke, Virginia with her husband, Pierre, whom she met when he was playing ice hockey in Roanoke for the Roanoke Valley Rebels, a farm team for the World Hockey Association. They lived in Montreal for a few years, before returning to Roanoke where they became part owners of the Roanoke Express, a franchise of the East Coast Hockey League. They have two grown children and two grandchildren and no pets currently (makes travel a little easier!). Outside of work, Paula enjoys bicycling, gardening, travel, reading, and playing with her grandchildren.

The Americans with Disabilities Act (ADA) is Celebrating 25 Years, Just like FRR!



Twenty-five years ago, through the Americans with Disabilities Act (ADA), our nation committed itself to eliminating discrimination against people with disabilities. The U.S. Department of Justice's Civil Rights Division is proud to play a critical role in enforcing the ADA, working towards a future in which all the doors are open to equality of opportunity, full participation, independent living, integration and economic self-sufficiency for persons with disabilities. In honor of the 25th anniversary of the ADA, each month the Department of Justice will spotlight efforts that are opening gateways to full participation and opportunity for people with disabilities. www.ada.gov

Search, Seek & Identify: Labor Market Surveys

A Labor Market Survey (LMS) is utilized in Workers' Compensation to provide information regarding local jobs currently open, anticipated, or recently filled. Also obtained, is information to assist a Vocational Case Manager to determine whether an Employer would consider a potential job applicant in light of their medical restrictions and vocational factors to include education, work history, test results, and transferable skills. When trying to determine how an Injured Worker can best apply for positions, or retraining might be appropriate for their re-entry into the job market, a Vocational Case Manager may conduct an LMS.

In order to create the LMS, the Vocational Case Manager will take each of the following steps:

- Reviews Medical Records and Work Restrictions
- Interviews the Injured Worker to Obtain a Full History (may be omitted with a disclaimer cited)
- Performs a Transferrable Skills Analysis
- Determines the Geographic Scope of the Survey
- Identifies Potential Employers and Records their Address, Telephone Number and Contact Person
- Identifies Suitable Job Targets
- Contacts these Employers and Determines Available Positions, Physical Demands, Required Training, Salary, Benefits, and Application Method
- Upon completion of the labor market research, a comprehensive written Report is developed. The Case Manager makes case specific recommendations and is prepared to testify regarding Labor Market Survey findings.



For more information, or to request a Labor Market Survey, please contact Samantha Kieley at 301-980-9392 or skieley@1strehab.com

Easy Referrals Via:

- www.1strehab.com/request.asp
- Phone:
 - 301-369-3401
 - 410-792-0506
 - 888-252-0368
- Facsimile:
 - 301-362-9350
- Contact Your Account Manager

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**We hope you have
enjoyed this issue!**



**ACCREDITED
CASE MANAGEMENT**