

March 2011



Philadelphia Chapter ASSE Local Chapter Newsletter



March 2011 Half-Day PDC
Thursday, March 31st

"Workers' Compensation: Making the Rules Work for You"

A recent study conducted by the Workers' Comp Cost Reduction Resource Center for Employers found that employers can save between 20% - 50% on their workers' compensation costs by taking a few simple steps, such as hiring the right employee for the right job and becoming more involved in transitional duty and early return to work for injured employees. This half-day PDC will provide you with the following tools:

- How to improve your hiring practices and determine the right candidate for the job
- How to create a legally defensible drug and alcohol testing program that will not only help you screen out the wrong candidate but could also give you the ammunition you need to deny a workers' compensation claim if the employee is determined to be under the influence
- How to create and implement an effective Transitional Duty/Early Return to Work Program that benefits both the company and the injured employee.

MEETING AGENDA: THURSDAY, MARCH 31ST

- 8:00 - 8:30 Registration & Networking
- 8:30 - 9:15 *Don't Hire Your WC Claims!*
(Michael J. Diamond: The Chartwell Law Offices, LLP)
- 9:15 - 10:15 *Creating a Legally Defensible Drug and Alcohol Testing Program*
(Rita Lebo, Director, Drug & Alcohol Services, WORKNET)
- 10:15 - 10:30 Break
- 10:30 - 11:15 *Developing an Effective Modified Duty/Return to Work Program*
(Terrie Lynn Bryan, Senior Consultant, ESIS Inc.)
- 11:15 - 12:00 *SEPTA: A Return to Work Success Story*
(Yolanda Romero, Director of Workers' Compensation, SEPTA)
- 12:00 - 1:00 Lunch
- 1:00 PM ASSE Executive Board Meeting

PRICE: \$ 60

Payment MUST be made, by check or by cash ONLY, at the door on the day of the meeting. Please do NOT send payment via the mail. Checks should be made payable to "Philadelphia Chapter ASSE".

Deadline for pre-registration is noon on Monday, March 28th

To pre-register: Please send an email to register@philaasse.org, with your name and company affiliation.





The Cynwyd Club
332 Trevor Lane
Bala Cynwyd, PA 19004
(610) 667-4524



Directions to The Cynwyd Club

From Philadelphia or New Jersey:

Take Interstate 76, the Schuylkill Expressway, west to Exit 339 for Route 1 South, City Avenue. Head South on City Avenue approximately 1 mile, past the Bala Cynwyd Shopping Center. Turn right onto Route 23, Conshohocken State Road, and stay in the right-hand lane. Where Route 23 turns left, continue straight onto Llandrillo Road. At the first stop sign, bear left onto Trevor Lane. The clubhouse is on your left.

From Pennsylvania Turnpike or Interstate 476, the Blue Route:

Take Interstate 76, the Schuylkill Expressway, east to Exit 339 for Route 1 South, City Avenue. Head South on City Avenue approximately 1 mile, past the Bala Cynwyd Shopping Center. Turn right onto Route 23, Conshohocken State Road and stay in the right-hand lane. Where Route 23 turns left, continue straight onto Llandrillo Road. At the first stop sign, bear left onto Trevor Lane. The clubhouse is on your left.

From Northeast Philadelphia or Bucks County:

Take Route 1 south to Interstate 76, the Schuylkill Expressway west. Take Exit 339 for Route 1 South, City Avenue. Head South on City Avenue approximately 1 mile, past the Bala Cynwyd Shopping Center. Turn right onto Route 23, Conshohocken State Road and stay in the right hand lane. Where Route 23 turns left, continue straight onto Llandrillo Road. At the first stop sign, bear left onto Trevor Lane. The clubhouse is on your left.

From Route 1 North:

Take Route 1 north and turn left onto Route 23, Conshohocken State Road. Stay in the right hand lane. Where Route 23 turns left, continue straight onto Llandrillo Road. At the first stop sign, bear left onto Trevor Lane. The clubhouse is on your left.

From Route 23:

Take Route 23 east towards Bala Cynwyd. Follow Route 23 left at Don Rosen BMW and cross the Cynwyd railroad bridge. Immediately after crossing the bridge, make the first left onto Llandrillo Road. At the first stop sign, bear left onto Trevor Lane. The clubhouse is on your left.

From Montgomery Avenue:

Take Montgomery Avenue east towards Bala Cynwyd. Pass Don Rosen BMW and cross the Cynwyd railroad bridge. Immediately after crossing the bridge, make the first left onto Llandrillo Road. At the first stop sign bear left onto Trevor Lane. The clubhouse is on your left.

Don't Hire Your WC Claims! (Michael J. Diamond: The Chartwell Law Offices, LLP)

In today's economy, employers often have several candidates for each open position. This lecture will help you understand the importance of sound hiring practices, accurate job descriptions and strong written safety programs in selecting the best person for the job.

Michael J. Diamond is a founding partner of The Chartwell Law Offices, LLP, a regional liability defense firm. He serves as the managing partner of the firm's liability, subrogation and property practice group located in Philadelphia, Pennsylvania. Mr. Diamond has been handling premises liability, automobile and tucking liability matters since 1993. Prior to founding The Chartwell Law Offices, LLP, he was a partner at Weber, Goldstein, Greenberg & Gallagher. In 1984 Mike began his career in the insurance industry as a claims representative with American Mutual insurance company. In 1987 Mike joined The Hartford where he was employed as a Claims Specialist and Claims Supervisor until the completion of his legal education. Mr. Diamond was admitted to practice in 1993 and received his B.A. in 1985 from West Chester University and his J.D. in 1993, cum laude, from Widener University School of Law, he is licensed to practice in Pennsylvania and New Jersey and is a Pennsylvania, Philadelphia and New Jersey Bar Associations Mr. Diamond is a frequent lecturer locally and nationally on cutting edge issues of interest to our industry.

Mike is married with three children and enjoys running, boating, snowboarding and wakeboarding. He has coached basketball, baseball, softball and field hockey in his community.

Creating a Legally Defensible Drug and Alcohol Testing Program (Rita Lebo, Director, Drug & Alcohol Services, WORKNET)

The PA Workers' Compensation Act allows an employer to deny a claim if the employer can show that but for the use of drugs or alcohol this incident probably would not have occurred. This lecture will review the elements of an effective and legally defensible drug and alcohol testing program.

Rita M. Lebo is the Director for WORKNET Drug & Alcohol Services. Rita is currently the Director of a Department of Transportation (DOT) and Non-DOT Consortium which performs randomization for clients. The random program has over 20,000 lives to date. She is responsible to educate all of WORKNET's employees on drug & alcohol testing procedures. Rita is responsible for 20 WORKNET/SSM WorkHealth Occupational Medicine Clinics drug and alcohol collections, testing, audits, and education. She also provides educational classes to private companies with respect to Reasonable Suspicion, Drug & Alcohol Awareness, Collection Process for Drug Testing, and Policies & Procedures.

Rita was a member of the committee that redesigned the DOT Custody and Control form.

Rita also is a certified professional collector trainer for drug testing, a factory certified trainer for Breath Alcohol testing, and a certified Designated Employer Representative (DER) trainer. She has completed both the Medical Review Officer (MRO) and MRO Assistant training courses. Rita has been a Radiological Technologist (register) since 1977 and has had the pleasure to teach Radiographic Position classes along being the Chief Technologist for angiograms and arteriograms. Rita transitioned into occupational medicine radiology in the late 1980s.

She graduated from Community Hospital School of Radiological Technology and retains her Radiological Technologist (R) credentials to date.

Developing an Effective Modified Duty/Return to Work Program (Terrie Lynn Bryan, Senior Consultant, ESIS Inc.)

The primary reason for excessive workers' compensation costs is that most employees stay out of work too long after an injury. A good Return to Work Program ensures that employees come back as soon as they are medically able to perform any productive task, at a savings of 20% - 50%. This lecture will help you create a program that meets the needs of both the employer and employee.

Terrie Lynn Bryan is a Senior Risk Consultant with ten years of experience in workers' compensation. She holds an AAS in Medical Technology, a BSN and an MS in Environmental Protection/Safety Management from Saint Joseph's University in Philadelphia. Terrie Lynn's experience includes medical laboratory technician, critical care and post-anesthesia nursing, occupational health nursing and case management. Since 1999 she has worked with property & casualty insurers, specializing in workers' compensation and injury prevention. Certifications include Associate in Risk Management (ARM) and Healthcare Environmental Management (HEM). She currently works for ESIS, Inc. – Health, Safety & Environmental Services in Wilmington, DE. She has been an executive team member of the Philadelphia Chapter of ASSE since 2000.

SEPTA: A Return to Work Success Story (Yolanda Romero, Director of Workers' Compensation, SEPTA)

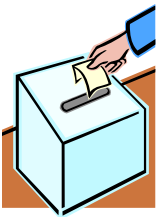
SEPTA has had a successful modified duty/return to work program since. Yolanda Romero will share her experiences in implementing and maintaining this program.

Yolanda Romero is Director of Workers' Compensation for the Southeastern Pennsylvania Transportation Authority. She is responsible for oversight of the TPA Administration for Workers' Compensation, FELA and FMLA and in-house staff. Ms. Romero joined SEPTA in 1998.

Prior to SEPTA Ms. Romero worked as Manager of Workers' Compensation for 16 years in the Health Care Industry at Thomas Jefferson University Hospital and Main Line Health. She earned her Workers' Compensation certification from the Insurance Society of Philadelphia in 1988 and holds a Master of Business Administration from Philadelphia University.

Ms. Romero is a Board Member of the Pennsylvania Self-Insured Association and has been a judge for the National Workers' Compensation & Disability Conference Teddy Awards since 2004.





2011-2012 Local Chapter Elections



We are looking for candidates for several positions on the Executive Board of the Philadelphia Chapter ASSE for the 2011-2012 term. These positions are Vice-President, Secretary, Treasurer and 3 Delegates.

We are looking for energetic persons who have some spare time to donate, to help to plan and present the Chapter's educational programs.

If you would be interested in serving on the Executive Board, please send an email to nominations@philaasse.org, and you will be contacted with additional information.

Candidates will be posted on the Chapter web site within the next few weeks. Voting will take place, on line, in May.



Registration is open for Safety 2011, being held in Chicago from June 12th -16th. For information on registering for the ASSE PDC, please visit the conference web site at

www.asse.org/education/pdc11/



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