



Idaho Industrial Commission

*Annual Seminar on Workers'
Compensation*



**October 23, 2014
8 a.m. - 4:30 p.m.**

Boise Centre | Boise, ID

Idaho Industrial Commission
*2014 Annual Seminar
on Workers' Compensation*
Thursday, October 23, 2014
8:00 am to 4:30 pm

Boise Centre | 850 W. Front St. | Boise, ID 83702

Employers, attorneys, insurance professionals, rehabilitation counselors, medical providers and anyone interested in the Idaho workers' compensation system will find valuable information at the 2014 Idaho Industrial Commission Annual Seminar on Workers' Compensation. The conference features workers' compensation experts from across the industry discussing a variety of timely topics of interest to anyone working in Idaho's workers' compensation system.

GENERAL INFORMATION

Facilities: The Boise Centre offers a comfortable and accessible setting in downtown Boise, with convenient access to transportation and hotels.

Parking: Parking is included in the cost of registration. Parking is available at the City Centre garage (across Front Street from the Grove). More information to follow.

Special Needs: The Industrial Commission will make all reasonable attempts to accommodate your needs. Please contact us prior to October 14 if you need assistance.

Additional Information: Please contact Dara Barney, Idaho Industrial Commission Public Information Specialist, at Dara.Barney@iic.idaho.gov or 208-334-6013. You can also visit iic.idaho.gov/seminar/seminar.html for the latest information about the seminar.

To combat the rising costs associated with the Seminar, the 2014 Annual Seminar on Workers' Compensation will be paperless. Links to the presentation materials will be posted online before the Seminar. Free Wi-Fi is also available the day of the seminar. Attendees will receive a note pad and pen at check-in to take notes during sessions. Evaluations and attendance certificates will be emailed the day after the seminar.

CONTINUING EDUCATION CREDITS

The Commission has applied for continuing education credits from the following organizations. Check the seminar's website for updates on credit approval.

- **Commission for Case Management Certification (CCMC)**
- **Commission on Rehabilitation Counselor Certification (CRCC)**
- **Certification of Disability Management Specialists (CDMS)**
- **HR Certification Institute (HRCI)**
- **Continuing Education for Insurance Professionals**
- **Idaho State Bar**

LUNCH & BREAKS

Lunch and breaks are provided on-site as a part of your registration fee. Included meals consist of:

BREAKFAST

Assorted breakfast pastries, cakes and muffins
Chilled fruit juices, freshly brewed coffee, decaf and tea

LUNCH

Baby Field Green Salad

Candied walnuts, blue cheese crumbles, sun-dried cherries and house-made balsamic vinaigrette

Petite Beef Tender Medallions

Port wine reduction, truffle smashed Idaho potatoes and sea salt
--OR--

Hummus Veggie Sandwich

Roasted red pepper hummus, regional cheese, lettuce, tomatoes, onions and cucumbers on hearty whole wheat bread served with a fruit salad cup

CREME BRÛLÉE

PM SNACK

Assorted gourmet cookies and canned soda

SPEAKERS: AGENDA AND BIOS

Guest speakers are invited to provide information on various topics related to the workers' compensation field. While the Commission discusses topics in advance with speakers, we do not attempt to control content of the presentations or instructional materials. Statements made by speakers do not necessarily reflect the opinions of the Industrial Commission, nor are such statements endorsed as the policy of the Industrial Commission.

8:00 -8:45	REGISTRATION
8:45 -9:00	OPENING REMARKS
Summit	Thomas P. Baskin, Chairman: <i>Welcome</i>
9:00 -10:30	KEYNOTE ADDRESS
Summit	Thomas Lynch: <i>Eight Essential Strategies for Controlling Workers' Comp. Costs in your Company</i>
10:30 -10:45	AM BREAK
10:45 -11:45	BREAKOUT SESSIONS
Summit	Pamela Simmons Howland: <i>ADA: Take the Right Steps</i>
Willows/Pines	Dr. Michael Daines: <i>Examining Shoulder Repair</i>
Firs/Cottonwoods	Roberto Cenicerros: <i>Industry Trends</i>
11:45-1:00	LUNCH BREAK (Falcons)
1:00-2:00	AFTER LUNCH SESSION
Summit	Mark Pew: <i>Workers' Comp. ... and Marijuana?!</i>
2:15-3:15	BREAKOUT SESSIONS
Summit	Michael Manley: <i>Adventures in Benchmarking: OR Study 2014</i>
Willows/Pines	Dr. Michael Daines: <i>Examining Shoulder Repair</i>
Firs/Cottonwoods	Brad Andrews: <i>Ethics in Workers' Comp.</i>
3:15-3:30	PM BREAK
3:30-4:30	CLOSING SESSION
Summit	Susan Veltman and James Arnold: <i>Case Law Review</i>
Willows/Pines	Andrew Johnson : <i>Workplace Bullying</i>

***Topics are subject to change. For updates and more information on sessions and speakers, please visit the Industrial Commission website at:**

<http://iic.idaho.gov/seminar/speakers.html>

SESSION DESCRIPTIONS

Eight Essential Strategies for Controlling Workers' Comp. Costs in your Company

Thomas Lynch, President and Founder at Lynch Ryan Tech, LLC

Attendees will learn the eight critical employer best practices to controlling workers' compensation costs in the workplace, how to select high-quality medical providers to treat injured workers and how to measure the success of their programmatic efforts.

Lynch has represented Lynch Ryan in print, speaking engagements and television and radio interviews throughout the nation. Lynch

Ryan, a management loss consulting company, is headquartered in Shirley, MA. In 2003, Lynch and Lynch Ryan created Workers Comp Insider, the nation's first insurance blog.

ADA: Take the Right Steps

Pamela Simmons Howland, *Attorney at Holland & Hart, LLP*

Howland will discuss the protocol to follow when considering employee requests for accommodation under the American Disabilities Act.

As part of her employment defense practice, Howland counsels employers on how to apply recent legal developments in the employment arena to their businesses. For matters relating to retaliation and discrimination on all levels, she helps employers avoid trouble before it starts, protects them once it does, and strives to achieve the best possible outcomes if matters end up in court.

Examining Shoulder Repair

Dr. Michael Daines, *Physician at West Idaho Orthopedics*

Attendees will learn about the general guidelines for treatment of common shoulder conditions. Dr. Daines will also discuss the most common shoulder injuries that he sees in his office related to workers' compensation.

Dr. Daines was trained in orthopedic surgery at the University of Iowa, then completed a fellowship in shoulder surgery at Oxford University in England. He has been in private practice since 2009, and specializes in the care and treatment of shoulder conditions.

Industry Trends

Roberto Cenicerros, *Senior Editor at Risk & Insurance magazine*

Participants will learn to recognize current news trends impacting workers' compensation from a national perspective. Cenicerros will also address suggestions on how to react to these trends.

Cenicerros has reported on workers' compensation for 20 years. He is also co-chair of the National Workers' Compensation & Disability Conference. Prior to joining Risk & Insurance in 2013, he was senior editor at Business Insurance magazine where he founded the popular Comp Time blog and wrote news stories covering nationwide trends in workers' compensation.

Workers' Comp. ... and Marijuana?!

Mark Pew, *Senior Vice President at PRIUM*

Pew will discuss the pros/cons of marijuana use for medical purposes, the societal trends that are driving adoption, and how these changes can impact workers' compensation claims and a drug free workplace.

Pew develops strategies for managing the overutilization of prescription drugs in workers' compensation and educates stakeholders. He created PRIUM's Medical Intervention Program in 2003.

Adventures in Benchmarking: OR Study 2014

Michael Manley, *Research Coordinator at the Oregon Department of Consumer & Business Sciences*

When policy makers want to compare their state's workers' compensation system with others across the country, one of the first stops is to compare rates. For that, the go-to source is the Oregon Workers' Compensation Premium Rate Ranking, aka the Oregon Study. Manley will discuss its 2014 findings for Idaho and other states, other sources of comparative data, and workers' compensation trends generally.

Manley's research activities in workers' compensation have included studies of litigation, administrative cost effectiveness, return to work, assigned-risk pools, medical providers and interstate comparisons of benefits and premium rates.

Ethics in Workers' Comp.

Brad Andrews, *Bar Counsel at the Idaho State Bar*

Ethics topics will include declining/terminating representation and mandatory/optional withdrawal, scope of representation, potential conflicts when defense lawyers represent the interests of both the employer and the surety, and treatment of money with a client trust account.

Andrews is general counsel to the Board of Commissioners and chief disciplinary counsel. Prior to his service as Bar Counsel, Andrews was a partner with Jones, Gledhill, Hess, Andrews, Fuhrman, Bradbury & Eiden in Boise. His practice emphasized civil litigation and business transactions.

Case Law Review

Susan Veltman and James Arnold, *Partner at Breen Veltman Wilson, PLLC; Partner at Petersen, Parkinson & Arnold, PLLC*

Veltman and Arnold will speak to the defendant's and claimant's perspectives in Idaho Supreme Court cases and Idaho Industrial Commission cases. They will also discuss anticipated trends in Idaho workers' compensation claims.

Veltman is an AV-rated attorney with 18 years of experience defending workers' compensation claims. She was among the first group of attorneys to become board-certified in workers' compensation by the Texas Board of Legal Specialization.

Arnold began work in the area of workers' compensation working for the Goicoechea Law Offices after his first year of law school. Arnold has been certified as a Workers' Compensation Specialist since 1996 and has served as president of the Idaho Worker's Compensation Section of the Idaho State Bar.

Workplace Bullying

Andrew Johnson, *Executive Coach at Price Associates*

Johnson will focus on raising awareness of the prevalence and nature of workplace bullying, traits characteristic of perpetrators and victims, description of the impact/injuries arising from bullying, ethical, legal and prevention considerations.

Johnson is an executive coach and team health specialist with Price Associates, a leadership development firm. A significant focus of his present work takes an organizational focus on conflict prevention and resolution.

Register now!

It's as easy as 1-2-3!

1

Visit iic.idaho.gov/seminar/register.html

2

Enter your registration information

3

Make your payment of \$110 (before Oct.1) or \$130 (after Oct.1) . There are two ways to make a payment:

1. Mail your check to:

Annual Seminar on Workers' Compensation
Idaho Industrial Commission

700 S Clearwater Lane

Boise, ID 83712

2. To pay online, visit: www.accessidaho.org/ai/payport/online/iic/index.html

CANCELLATIONS: Cancellations must be received at least 48 hours prior to the seminar. A full refund will be issued for all cancellations received by October 16, 2014. Cancellations received after October 16, 2014 will receive a refund equal to their registration fee less \$80.00.

We'll see you in October!



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