

ADA: Practical recommendations

The ADA Amendments Act of 2008 took effect January 1, 2009. In a dramatic way, it brings disability issues back into employment decisions. Here are some practical recommendations for employers wanting to comply.

Assume a worker with a health problem will be covered by ADA until it has been demonstrated otherwise. The ADA Amendments Act of 2008 broadly expands and clarifies the definitions of disabilities. There are still medical conditions that fall outside coverage, but these are few: certain psychiatric disorders (e.g., kleptomania) that potentially can harm a business are excluded, for example.

When a worker informs you of a condition, look for an accommodation. After learning of a condition, hold a confidential meeting with the worker and discuss accommodations that may be required to enable the worker to perform essential functions.

Revisit previous decisions. Review your previous decisions to deny an accommodation or reject an employee based on the Supreme Court's narrow interpretation of ADA. If you have reached a different conclusion under the 2008 amendments, revisit the situation and engage the employee.

Make sure adverse job actions are based on non-discriminatory reasons. The expanded coverage of the amendments places an even greater responsibility on the employer to document the non-discriminatory reasons for an adverse job action, particularly in cases where the employee has a known medical condition.

Hold disabled employees to the same standard as other employees. The amendments do not provide absolute protection to disabled employees. The employer should still enforce work rules and standards.

Source: Systoc Tracker, Summer 2009 / Submitted by Judy Ewell

CEU OPPORTUNITIES

- ◆ 02/11/10: WC & Wrist injuries. Aquatic Interventions for Lower Extremity Diagnoses. NE Orthopaedic Hospital
- ◆ 03/11/10: MMSE-Mini Mental State Exam. & Elder Law. Community Rehab.
- ◆ Watch for information regarding a Spring Fling you won't want to miss.



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CMSA'S Career Center



Search for leading-edge job opportunities and have access to invaluable will give you an edge in our highly competitive industry!

<http://careers.cmsa.org>



NE CMSA 2009 CHARITABLE CONTRIBUTIONS

“WE ESPECIALLY APPRECIATE THE TIMING OF YOUR GIFT SO THAT WE CAN EXTEND SOME EXTRA SUPPORT TO FAMILIES WHOSE HOLIDAY ARE BURDENED BY CONCERNS FOR THEIR CHILDREN’S HEALTH.”

ROBERT E. CAMPBELL II, DIRECTOR OF DEVELOPMENT

NECMSA elected to support Madonna Rehabilitation Hospitals Pediatric Unit with a charitable contribution. The Madonna organization was able to provide a holiday program to these patients and their families that they would not have had available to them in addition to other services including gasoline coupons. As you patients who are need rehabilitative care in the inpatient or outpatient setting are more often than not the victim of a life altering traumatic event, and the additional financial burdens outside of the medical costs are substantial over time for most families to absorb. By providing the gift for Madonna to provide a pleasant holiday experience and assist their patients and their families was so helpful to them. Our organization had the immediate financial resources to provide this immediately, with a request to our members and sponsor to assist with replenishing the funds dispersed. To date the response has been minimal, and so we are asking again for your consideration if this may have slipped your mind in lieu of holiday events , wintry conditions, and to consider sending in your contributions as soon as possible to the following address:

TREASURER
CMSA NEBRASKA CHAPTER
PO BOX 24001
OMAHA,NE 68124

Thank you for your support in this effort.

Thanks to NE CMSA's Holiday donation, Madonna's pediatric patients, families and staff were treated to a New Year's Eve party The lunch festivities included face painting, games, a piñata and a surprise visit from the Lincoln Salt Dogs' mascot, Homer the Haymarket Hound.



OSHA FAQ's for injury and illness recordkeeping rule

Submitted by Judy Ewell

Q: Are surgical glues used to treat lacerations considered “first aid?”

A: No, surgical glue is a wound closing device. All wound

closing devices except for butterfly and steri -strips are by definition “medical treatment,” because they are not included on the first aid list.

Source:
www.osha.gov





MESSAGE FROM THE PRESIDENT:

The 2010 NECMSA year is proving to be a busy but exciting year so far. The NECMSA board is working hard to provide some excellent educational opportunities throughout the year. Overall there will be approximately twenty-seven educational contact hours (CMSA approved) offered thru Lunch & Learns, Spring & Fall Seminars and the possibility of one or two evening events. Your participation in these opportunities makes the planning and organization all worthwhile, and we look forward to seeing you all thru the year. Please feel free to contact us with any ideas or requests for educational opportunities.

This years Spring Forum will be held on April 30, 2010 in Omaha, NE. The theme will be focused on "Patient Empowerment Thru the Life Cycle". This will be a great forum focusing on information to assist case management and other professionals in working with clients thru the life span to empower them in approaching and managing their individual concerns.

Also this year we will continue with our newsletter in an effort to keep our membership informed of upcoming events, locally and nationally. Our goal is to deliver this to you four times. Your contributions are always welcome. If you come across information that you feel would benefit case managers or other professionals in our organization, feel free to send your articles on to tracey.johnson@bryanlgh.org.

Have you visited the NECMSA website lately? It has been updated and we welcome any suggestions to our users as we strive to serve you on the website.

Thank you again to our members and board members for your hard work and dedication in serving NECMSA. Your individual and combined talents are so appreciated!

Judy Ewell, RN CCM
President, NE CMSA

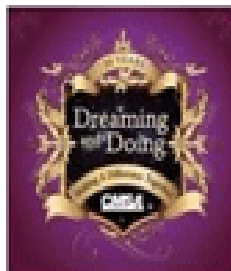
"Overall there will be approximately twenty-seven educational contact hours (CMSA approved) offered thru Lunch & Learns, Spring & Fall Seminars and the possibility of one or two evening events."

CMSA's 2010 Annual Conference & Expo

Now is the time to register for national conference! Do you know that you can save \$100 in registering early? Also this year Disney Corp. is holding a drawing for prizes to early bird registrants! Go to CMSA.org to find more information.

How about putting together a group and save? If you are interested, please contact Judy Ewell, NECMSA President

e-mail:
judy.ewell@bryanlgh.org
with your name and contact information



CMSA's 2010 Annual Conference & Expo

June 8-11, 2010
Disney's Coronado Springs
www.cmsa.org/conference

New Lokomat technology generates excitement

by Joyce Jaixen, PT, GCS

There's an ominous piece of equipment at the east end of the main therapy gym that's creating quite a buzz among Madonna staff. The Lokomat is a robotic-assisted walking therapy device that is currently being utilized by six of Madonna's physical therapists (PTs) and one rehabilitation associate (RA) following two days of intense training. These individuals must complete many hours of practice time to become "certified" users. The process of certification for the trained PTs will be completed within three months, as the therapists demonstrate to the trainer the skills necessary to provide meaningful intervention to patients with a variety of diagnoses. This certification process will enable them to train other PTs to use the Lokomat with their patients as appropriate. Additional training of RAs has already begun.

The Lokomat is comprised of three machines. The Lokomat portion is a robotic leg orthosis fitted to a patient for gait training on the treadmill. The purpose is to improve tolerance for walking longer periods of time at increased speeds with improved alignment and symmetry. It allows for the step repetition needed to foster neurological recovery because of its task-specificity. This is accomplished

by incorporating body weight support (BWS) as needed to off-load weight via the harness assembly, and allowing the patient to maintain appropriate form throughout the gait cycle. The therapists make adjustments through the computer to influence how much and what kind of input the robotic legs provide.

So what is all of the excitement over this machine? In essence, the Lokomat assembly does what three therapists would do manually as "hip trainers" and "leg trainers" on a traditional BWS treadmill. Another advantage of the Lokomat is that it allows for gait training with patients who might otherwise be too difficult to handle manually or might benefit from the cardiovascular training effect that they might not achieve with traditional BWS. Both machines are effective and important tools to use in improving a patient's gait pattern and tolerance. It is the job of the PT to determine

for each patient which machine is most appropriate, at any given time, during the rehabilitation process.

When patient recovery is maximized and work-related injury to therapists is minimized, that's something to get excited about!



Mileage Rate Changes for NE Worker's Compensation

"Effective January 1, 2010, the mileage rate will become 50 cents per mile for travel to seek medical treatment or while participating in a vocational rehabilitation plan. This conforms to the reimbursement rate paid to State of Nebraska employees."

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