



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
- ◆ Sports Medicine-Based Therapy
- ◆ Independent Medical Evaluation
- ◆ Hepatitis Immunizations
- ◆ Flu Vaccines
- ◆ Sports Medicine
- ◆ On-Site Services
- ◆ Laboratory Services

Michigan Turkey Celebrates Health and Safety.

Turkey sandwiches might be on the lunch menu when employees from six departments at Michigan Turkey Producers Co-op, Inc. celebrate one year with no accidents, recordables, or lost work time. In fact, the whole company is celebrating a record of over 1 million hours without a lost time injury. Even if turkey isn't served, according to the National Turkey Federation, U.S. turkey consumption has more than doubled since the 1970's. Dave Burkholder, Plant Manager for Michigan Turkey's Chicago Drive facility, is focused on processing 4.5 million birds each year for distribution all over the world. 569 employees, which includes their two production plants and load and haul operations, use the latest technologies for harvesting, handling, chilling, deboning, and packaging meats for market.



"About four years ago, we made the decision to switch to MED-1," says Greg Rogers, Michigan Turkey's Occupational Safety and Health Manager, "and the communication and service have been above and beyond our expectations." "Employee safety is our top priority," says Dave. "MED-1 provides us with a full suite of services from injury care to Department of Transportation (DOT) pre-employment." MI Turkey participates in the MED-1 consortium for required DOT substance abuse testing. "We also rely on MED-1 for vision and follow up audiometric screening, respiratory fit testing as well as Hepatitis B vaccinations," says Greg.

One of the biggest challenges in MI Turkey's production environment is keeping employees engaged and focused on their work. Greg relates the importance of safety programs and facilitating communication up and down the

ranks as a top priority. MI Turkey begins each work week with a departmental safety meeting to share important information to keep workers informed. Monthly meetings and safety committee groups continue the aggressive focus to prevent injury. And an "open door" policy keeps the lines of communication flowing on safety issues.

If injuries do happen, getting workers back on the job is a key component of MI Turkey's return-to-work (RTW) program. The benefits of RTW programs include reducing the costs of replacement, overtime, retraining, loss of productivity, and declining workplace morale.

Greg looks to MED-1's physicians to assess, document, and communicate an injured employee's restrictions and then partners with them on case management.

"MED-1's communication is more than just talk. The physicians are truly accessible before and after patient visits to the clinic," says Greg. MI Turkey also receives patient visit summaries, screening results, and other reports by email. And, they can also view and print case management and supervisory reports on demand at the MED-1 website through secure, real-time access.

Greg appreciates networking with other West Michigan businesses as part of MED-1's employer advisory board. "The opportunity to talk with other people in similar positions regarding best practices, cost savings, and medical management is very important, especially in this challenging economy," says Greg.

"There would be no MI Turkey Producers without healthy and happy employees," says Dave Burkholder. "We are very satisfied with MED-1 and their contribution to maintaining our safe and healthy work environment."

Occupational Health System

Personal Service...Professional Results

MED-1 News You Can Use

MED-1 Consortium Services

The Department of Transportation (DOT) allows employers to contract out their drug and alcohol testing functions to consortiums. A consortium can act on their behalf, to provide alcohol or controlled substances testing as required by Part 382 or other DOT alcohol or controlled substances testing rules.

MED-1 provides consortium services for companies throughout the U.S., including random selection programs for drug and/or alcohol testing. The program is tailored to meet your company's individual selection schedule and Bob Tovey, MED-1 MRO Assistant, coordinates the complete process for pre-employment, post accident, reasonable suspicion, random, and return-to-duty including the necessary follow up.

MED-1 also provides non-DOT consortium services for companies enforcing drug-free work environments.

Do you need help administering your substance testing programs?

Our Consortium services adhere to all your requirements (DOT and non-DOT) and include:

- ✓ Database setup and maintenance for all employees in the pool;
- ✓ Monthly, quarterly, or bi-annual selections;
- ✓ Quality controlled collection and processing.
- ✓ Chain of Custody forms and process;
- ✓ MRO services provided by our team of four MED-1 MRO-certified physicians;
- ✓ Department of Health and Human Services certified laboratory drug testing; and,
- ✓ Periodic and annual Management Information System (MIS) reporting.

If you would like more information about MED-1 Consortium services, please contact Bob at 616.459.1559 or Mary Alice Ehrlich at 616.459.1560.

Wellness @ Work

Because we see your employees every day, we know how important it is to communicate positive information about living a healthy lifestyle.

This is your opportunity to receive free periodic health tips to use in communications with your employees through bulletin board postings, employee meetings, and other opportunities to spread the word on topics such as:

- Cancer Prevention
- Diabetes Awareness
- Heart Health
- Nutrition
- Stress

To sign up to receive Wellness@Work email communications, contact Tammie Milligan at 616.459.1570 or tmilligan@med1services.com.

You've Got Mail!

MED-1 has moved to electronic distribution of newsletters because we want to communicate with you more efficiently on all the topics to keep you up-to-date on occupational health care for your company.



No more waiting for printed publications or wondering if your mailing was lost.

And, e-mail saves paper to support "green" initiatives.

To receive News You Can Use newsletters and other timely updates from MED-1, provide your e-mail information to:

Mary Alice Ehrlich
maehrich@med1services.com
 616.459.1560

MED-1 values your trust in us and we will never sell, trade, or give away your information to anyone without your permission.

Clinical Excellence: Ergonomic Occupational Risk

A new ergonomic standard is poised to take effect for Michigan employers.

Is there an ergonomic hazard in your work place?

“Ergonomics” is the practice of designing or modifying jobs, workplaces, equipment, work methods, and tools to match the capabilities of the worker.

Ergonomic risk factors are characteristics of a job that contribute to the creation of ergonomic hazards. These factors may negatively impact job performance, including quality and productivity, as well as worker health.

Exposure to ergonomic hazards over a period of time can lead to conditions affecting muscles, nerves, tendons, ligaments, joints, cartilage, or spinal discs.

There are various quantitative scoring systems available to make assessing ergonomic risk simpler and more consistent. Ultimately, the determination of the presence of an ergonomic hazard is a judgment based on the type and complexity of each operation; the number of affected employees; and, a workplace musculoskeletal injury incidence history. Simple processes may include employee job self-assessment, health and safety committee review, or working with your workers' compensation/disability insurance provider.

In January, the Michigan Occupational Safety and Health Administration (OSHA) proposed new ergonomic standards for review in response to increasing injury rates for strains, sprains, and repetitive motion. In general, these provisions establish the minimum requirements for all industry employers with the potential for hazards. The standards will include requirements for awareness training and guidelines on assessing and responding to risk factors. The only exempted industries are construction, agriculture, mining, domestic employment, and jurisdiction covered exclusively by the Federal Railroad Administration.

For job assessment of ergonomic risk factors, consider:

- ✓ Awkward postures and motions
- ✓ Forceful exertions
- ✓ Repetition
- ✓ Sustained exertions
- ✓ Vibration
- ✓ Contact stress
- ✓ Cold temperature

If this ergonomic standard is approved, employers must provide and document ergonomic awareness training for all employees including:

- ✓ An overview of ergonomic occupational risk factors.
- ✓ Signs/symptoms indicating an ergonomic hazard may be present.
- ✓ A process for reporting a hazard.
- ✓ A process for assessing and responding to risk factors.

Since the process for assessing and responding to these risks must incorporate employee participation, methods may include: suggestions boxes; proactive sign and symptom reporting; peer observation and intervention programs; and, employee wellness programs.

If you are not currently taking advantage of MED-1 Safety and Wellness programs—including job site assessments and workplace training programs—now may be the time to talk about activities to track and combat ergonomic risks.

For more information, contact Mary Alice Ehrlich at 616.459.1560 or maehrlich@med1services.com or visit the State of Michigan website at www.michigan.gov/dleg and search “Ergonomics”.

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:

Mary Alice Ehrlich
616.459.1560
maehrlich@med1services.com

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



Occupational Health System

MED-1 Leonard
1140 Monroe Ave NW, Suite 150
Grand Rapids, MI 49503
Phone: 616.459.6331
Fax: 616.459.2569
24/7/365 Injury Care & Drug Screens
Physicals: M-F 7 am-7 pm, Sat 9 am-Noon
Rechecks by Appointment

MED-1 Breton
4433 Breton Avenue SE
Kentwood, MI 49508
Phone: 616.281.6000
Fax: 616.281.6038
Services: M-F 7 am-6 pm
Physicals: M-F 7 am-5:30 pm
Rechecks by Appointment

MED-1 Holland
383 Garden Ave.
Holland, MI 49424
Phone: 616.494.8271
Fax: 616.494.8273
Services: M-F 7am-6 pm
Physicals: M-F 7 am-5:30 pm
Rechecks by Appointment

www.med1services.com

9th Annual Spring Symposium—Mark Your Calendars!

As 2010 unfolds, MED-1 is focused on caring for your employee's health and wellness. We share your concerns for cost containment and our goal is to deliver the highest value of occupational health services with clinical quality, service excellence, and cost control.

Join us for our 9th Annual Spring Educational Symposium where you'll receive information on **Building a Pyramid of Healthy Value** for your company and employees. Speakers representing medical, legal, human resource, and industry perspectives will provide insights in a half-day event.

Thursday, May 6, 2010

7:30 am/Registration and continental breakfast.

8:00 am - noon/Program

Location

Prince Conference Center
Calvin College
1800 East Beltline SE
Grand Rapids, MI

Registration

Registration is \$55 per person and includes continental breakfast, attendance at all presentations, and parking.

Agenda

Our Changing Workforce

by Mary Alice Ehrlich, MED-1 Exec VP

Building Value Through Challenges

by Greg Sundstrom, GR City Manager

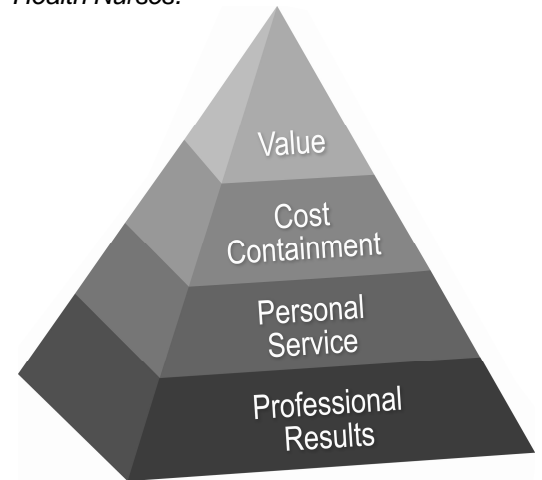
Workplace Threats

by Ron Scott, Employee Assistance Center Director

Medical Issues and Legal Responsibilities

by Karen VanderWerff and Gerri Drozdowski,
Warner Norcross & Judd LLP and
Dr. Julienne Little, MED-1 Medical Director

Contact hours have been applied for from the American Association of Occupational Health Nurses.



Registration opens April 1st at -
www.med1services.com

For more details contact Mary Alice Ehrlich at 616.459.1560 or
maehrllich@med1services.com.