



# CompCon 2024

*Workers' Compensation Convention*

***September 4-5, 2024***  
***Augusta Civic Center***

## Meeting Information

### HOW TO REGISTER:

Individuals may register online at [www.mainebar.org/event/comcon2024](http://www.mainebar.org/event/comcon2024), or download a registration form and return it by email or mail.

Companies registering two or more employees **must complete the Corporate Group Discount Registration Form** (see page 8) and email it to Molly Rogers at [mrogers@mainebar.org](mailto:mrogers@mainebar.org).

Registration will close on **August 30**. If you wish to register after this time you will need to register at the program as a walk-in.

### WALK-IN REGISTRATIONS:

Payment must be made at the time of registration. Walk-in registrants will receive a link to the program materials. We encourage you to pre-register if you want a link to download program materials prior to the program.

### CANCELLATIONS:

You may cancel your registration for a full refund until 4:00 p.m. on **August 21**. No refunds will be made after that time. The date of cancellation is the date received at Bar Headquarters in Augusta.

### MATERIALS:

A link to program materials will be provided by email to all registrants prior to the program.

### CREDITS:

**CLE:** Earn up to 8.0 CLE credits, including 1.0 ethics

**CRC:** Earn up to 6.0

**HRCI:** Earn up to 8 HR (General) recertification credit hours toward aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).



This program has been pre-approved for (Number of recertification credit hours & credit type) toward aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).“ The content of the program submitted has met the criteria for Recertification Provider Program.

### CORPORATE GROUP DISCOUNT

Register two or more employees for the full two-day conference and pay just \$400 per person. Each registrant **must attend both days** to qualify for the discount, which is non-transferrable. Complete the Corporate Group Discount Registration Form (see page 8).

---

## Hotel Information

### Maine Evergreen Hotel, Ascent Hotel Collection, Augusta

The MSBA has secured a rate of **\$139 per room** for non-smoking kings or non-smoking doubles, and **\$159** for non-smoking with two queens (plus any applicable taxes) per night. Maine Evergreen Hotel is located at 65 Whitten Road in Augusta (3 miles from the Augusta Civic Center). **This rate is valid until midnight, August 19, 2024**. There is a 48-hour cancellation policy. View the hotel here (See booking information below).

Guests can call the hotel directly at (207) 622-3776 and ask for the Maine State Bar Association Sept. 02-04, 2024 group or use the dedicated weblink below to make the reservations. Please note the link will not work after the cutoff date on midnight of August 19, 2024.

[Click here to book your room today.](#)

### Fairfield Inn & Suites, Augusta

For those in need of lodging on September 3 or 4, the MSBA has secured a rate of **\$139 per room** for non-smoking kings or non-smoking doubles (plus any applicable taxes) per night at the Fairfield Inn & Suites, at 14 Anthony Avenue in Augusta (1 mile from the Augusta Civic Center). **This rate is valid until August 19, 2024**. Guests must call the Fairfield Inn & Suites directly at (207) 623-2200 to request the Maine State Bar Association Group Rate. Discount not applicable for reservations made online.

# SCHEDULE: SEPTEMBER 4-5

## WEDNESDAY, SEPTEMBER 4

**8:00-8:30 Registration**

**8:30-9:30 Concurrent Sessions (1.0 credit)**

1. Comp 101: The Journey Begins
2. The Leave Puzzle (ADA, FMLA, EPL, Maine Paid Family Medical Leave) and Interaction with Workers' Compensation

**9:30-9:45 Break**

**9:45-10:45 Concurrent Sessions (1.0 credit)**

3. Comp 201: The Adventure Continues
4. Innovative Workplace Strategies for Implementing Musculoskeletal Health and Mental Well-Being Using the Total Worker Health® Approach

**10:45-11:00 Break**

**11:00-12:00 Plenary Session (1.0 credit)**

5. The Great Debate Returns: Is it Work Related? Should This Really Get Paid?

**12:00-1:00 Lunch**

*Introduction of Board Members by Executive Director  
Kids' Chance of Maine*

**1:00-2:00 Concurrent Sessions (1.0 credit)**

6. Understanding Functional Capacity Evaluations: How Do They Impact Claims Resolution and Return to Work?
7. Concussions in the Workplace: What Works?

**2:00-2:15 Break**

**2:15-3:15 Concurrent Sessions (1.0 credit, unless otherwise noted)**

8. Ethics & Comp (CLE ethics credit only)
9. Improving Safety Culture and Mitigating OSHA and Workers' Comp Losses

**3:30-4:30 Networking Reception**

## THURSDAY, SEPTEMBER 5

**8:30-9:00 Registration**

**9:00-10:00 Concurrent Sessions (1.0 credit)**

10. Updates in Shoulder Surgery for Common WC Injuries
11. Working Together: Learn Strategies on How to Facilitate a Successful Return to Work

**10:00-10:15 Break**

**10:15-11:15 Concurrent Sessions (1.0 credit)**

12. Cervical Myelopathy & Minimally Invasive Lumbar Fusion
13. Checking All the Boxes: Common Issues with Form Filing

**11:15-11:30 Break**

**11:30-12:30 Plenary Session (1.0 credit)**

14. WC Legal Year in Review

## WEDNESDAY, SEPTEMBER 4

### 8:30-9:30 | CONCURRENT SESSIONS (1.0 CREDIT)

#### #01 **Comp 101: The Journey Begins**

**Credits approved for: CLE, CRC, HRCI**

Geared toward new adjusters, this session covers the initial phase of workers' compensation claims in Maine. Participants will learn about the basics of workers' comp procedures and review common deadlines, board requirements and other issues that may arise. Topics include First Reports of Injury, the waiting period for indemnity, and 14 Day Violations. Emphasis will be on undisputed claims. Participants will learn to consider the initial steps required for new claims; potential penalties to avoid; and EDI transactions: what's reported on paper forms vs. electronic transactions.

**Speakers:** *Katlyn M. Davidson, Esq., Norman Hanson & DeTroy LLC, Portland*  
*Daniel Harrington, Mediator, WCB, Augusta*  
*Tamii Rose, Claims Adjuster, Zurich North America, Boston, MA*

#### #02 **The Leave Puzzle (ADA, FMLA, EPL, Maine Paid Family Medical Leave) and Interaction with Workers' Compensation**

**Credits approved for: CLE, HRCI**

Workers' compensation leave does not exist in a vacuum. Employers need to understand when leave for an injury may also implicate other forms of leave, such as state and federal Family Medical Leave, the ADA/MHRA, the Earned Paid Leave law, and the impending Maine Paid Family and Medical Leave law. The session will provide an understanding of the requirements of each form of leave, when certain leave will be implicated by a workers' compensation claim, how to administer the various leaves, and understand what leave is paid and what can be offset.

**Speaker:** *Anne-Marie L. Storey, Esq., Rudman Winchell, Bangor*

### 9:45-10:45 | CONCURRENT SESSIONS (1.0 CREDIT)

#### #03 **Comp 201: The Adventure Continues**

**Credits approved for: CLE, CRC, HRCI**

The panelists will build from the knowledge presented in the Comp 101 session. The presentation will cover a deeper dive into the regulations and nuances of more complex and controverted claims. Participants will demonstrate an understanding of the dispute resolution process, understand the common issues and obstacles the employee and employer may face during the life of a claim, and will be able to identify rules and potential remedies for issues that arise during the workers' compensation process.

**Speakers:** *Douglas J. Alofs, Esq., Robinson, Kriger & McCallum, Portland*  
*Adrienne S. Hansen, Esq., Maine Employee's Rights Group, Portland*  
*Jennifer Harrow-Mortelliti, Mediator, WCB, Portland*  
*Fleda Pelletier, Claims Resolution Specialist, WCB, Lewiston*

#### #04 **Innovative Workplace Strategies for Implementing Musculoskeletal Health and Mental Well-Being Using the Total Worker Health® Approach**

**Credits approved for: CRC**

The NIOSH Total Worker Health® (TWH) is a systems approach to protect workers' health and enhance well-being by looking more broadly at the conditions of work. A particular preoccupation is to address the work conditions that can lead to all types of chronic diseases and illnesses such as musculoskeletal disorders, obesity, cardiovascular diseases, and mental wellbeing. This session will describe this approach to workplace safety and wellness along with specific outcomes that should be measured when implementing TWH. The presentation will focus on occupational health and safety, financial burden of musculoskeletal injuries, ergonomics, population health and the use of emerging technologies for preventing and managing musculoskeletal disorders in the workplace. At the conclusion of this session, the attendee will be able to describe the TWH approach, identify the defining elements to protect and promote health in the workplace, and learn about related educational opportunities; will have learned about current workplace best practices and specific examples of prevention and health promotion to advance TWH in their workforces; and know about emerging digital MSK technologies, Virtual PT and various innovations that can help advance the application of the TWH approach

**Speaker:** *Stewart Levy, R.Ph, MBA, Wellworks for You, Frazer, PA*

### 11:00-12:00 | PLENARY SESSION (1.0 CREDIT)

#### #05 **The Great Debate Returns: Is it Work Related? Should This Really Get Paid?**

**Credits approved for: CLE, HRCI**

This engaging staple of the former Comp Summit gets to the heart of whether or not a claim should be paid. Our panelists will debate whether an injury arises out of the employment. Using a fast-paced and entertaining debate to engage even the most seasoned practitioner, the panel will present the employer and employee's perspective. The audience is encouraged to jump into the analysis and debate before taking a vote on the outcome before the ruling of the actual case is given.

**Speakers:** *Jennifer Harrow-Mortelliti, Mediator, WCB, Portland*  
*Anne-Marie L. Storey, Esq., Rudman Winchell, Bangor*  
*Norman G. Trask, Esq., Currier & Trask PA, Presque Isle*

## 1:00-2:00 | CONCURRENT SESSIONS (1.0 CREDIT)

### **#06 Understanding Functional Capacity Evaluations: How Do They Impact Claims Resolution and Return to Work?**

**Credits approved for: CLE, CRC, HRCI**

Participants will learn the benefits of providing a functional capacity evaluation (FCE) for the determination of return to work, job placement, baseline function, focused rehabilitation planning, and disability determination. The program will also emphasize maximal effort and consistency observations including: coefficients of variation, non-organic signs and symptoms, and self-limiting behaviors. The presenter will discuss how the evaluator identifies effort by the claimant via observations resulting in a professional opinion based on the best available published evidence, evidence supporting the determination of function for an eight hour work day in testing periods of less than eight-hours. Determination of the claimants' ability to return to work with or without accommodation and claim resolution strategies when results are inconsistent and inconclusive will also be discussed.

**Speaker:** *David Raptosh, MA OTR/L, WorkStrategies® Regional Director, Mechanicsburg, PA*

### **#07 Concussions in the Workplace: What Works?**

**Credits approved for: CRC**

The presenters will review the pathophysiology of a concussion as well as the complexities within the injured worker's recovery and delve into the clinical trajectories and predictors of recovery. The learner will demonstrate an understanding of the mechanics and pathophysiology of a concussion; identify the evidence-based treatments and multi-disciplinary approaches appropriate to the injured worker's concussion care; and identify the pre-existing conditions that might impact the injured worker's full return to work without symptom provocation.

**Speakers:** *Kelsie Murek, PT, DPT, COMT, CBIS, Saco Bay Orthopaedic and Sports Physical Therapy, Bethel*

## 2:15-3:15 | CONCURRENT SESSIONS (1.0 CREDIT, UNLESS OTHERWISE NOTED)

### **#08 Ethics & Comp (CLE ethics credit only)**

**Credits approved for: CLE**

Learn how the Maine Rules of Professional Conduct impact representation in workers' compensation law regarding Medicaid set-aside accounts, providing information or correcting the record, and opposing counsel's competency.

**Speakers:** *Richard Bayer, Esq., The Bayer Law Office, LLC PA, Portland  
Robert Bower, Jr., Esq., Norman Hanson & DeTroy LLC, Portland  
Julia A. Sheridan, Esq., Board of Overseers of the Bar, Augusta  
Paul Sighinolfi, Senior Managing Director, Ametros, Wilmington, MA*

### **#09 Improving Safety Culture and Mitigating OSHA and Workers' Comp Losses**

**Credits approved for: CLE, CRC, HRCI**

Share ideas and learn how Maine employers are coordinating injury prevention, early intervention, access to quality care, and provider partnerships, all while cultivating a culture of caring for your employees. Discuss barriers and solutions discovered while navigating OSHA and workers' comp challenges on the path to effective injury management.

**Speakers:** *Brian Doe, Crooker Construction, Topsham  
Jason Hyde, EHS Manager, Fiber Materials, Biddeford  
Amy Webber, Claims Manager, Cianbro, Pittsfield*

## THURSDAY, SEPTEMBER 5

## 9:00-10:00 | CONCURRENT SESSIONS (1.0 CREDIT)

### **#10 Updates in Shoulder Surgery for Common WC Injuries**

**Credits approved for: CRC**

This session will focus on assisting in the identification of surgical shoulder injuries in worker's compensation patients, reviewing the timing and utility of imaging for work-related shoulder injuries, and providing updates on the latest surgical treatments and techniques available for work-related shoulder injuries. Gain valuable insights and knowledge to effectively enhance your practice in managing shoulder injuries.

**Speaker:** *Sarah B. Shubert, MD, FAAOS, Northern Light Mercy Orthopedics, Falmouth*

### **#11 Working Together: Learn Strategies on How to Facilitate a Successful Return to Work**

**Credits approved for: CLE, CRC, HRCI**

On occasion, a worker's compensation case can become complex for a variety of reasons. The injured worker may present with biopsychosocial obstacles such as fear avoidance, pain catastrophizing, or simply have a complex injury with underlying co-morbidities. Sometimes the employer has contributed to the employee not wanting to return to work. There are many stakeholders involved in a complex workers comp case including the treating physician, physical therapist/rehab provider, insurance adjuster, nurse case manager, employer representative, and the injured worker themselves. If goals and strategies are not in alignment for return to work, then substantial delays and associated costs can result. Working together as a team is necessary for a successful return to work outcome for these challenging cases.

**Speakers:** *Patricia Lothridge, Maine Municipal Association, WC Claims Supervisor, Augusta  
Nicole Lovett, Windham Group, Manchester, NH  
Alexander L. Mesrobian, MD, Occupational Health Associates, West Bath  
Denise Dumont-Bernier, PT, WorkStrategies® Coordinator, Saco Bay Orthopaedic & Sports Physical Therapy, Saco*

# SESSION DESCRIPTIONS

## 10:15-11:15 | CONCURRENT SESSIONS (1.0 CREDIT)

### #12 Cervical Myelopathy & Minimally Invasive Lumbar Fusion

**Credits approved for: CRC**

Learn to recognize the subjective and objective findings that define cervical myelopathy; understand the natural history, prognosis, and appropriate treatment of cervical myelopathy; and identify and differentiate between cervical myelopathy and conditions with a similar presentation. Attendees will also learn to recognize common patterns of lumbar spine injury and their subjective and objective findings; understand treatment options for lumbar spine pathology and when fusion surgery is appropriate; and learn minimally invasive techniques for spinal fusion, specifically MIS TLIF and MIS PTP, and understand their advantages and disadvantages.

**Speaker:** *Matthew W. Wilkening, MD, New Hampshire Orthopaedic Center, Bedford, NH*

### #13 Checking All the Boxes: Common Issues with Form Filing

**Credits approved for: CLE, HRCI**

An overview of common form filing issues and discussion of several vignettes regarding form filing issues. There will also be opportunities for Q&A at the end of the session among attendees and panel, as well as an overview of the relevant statute, rules and policies.

**Speakers:** *Annette Breau, Claims Management Unit, WCB, Augusta*  
*Fleda Pelletier, Claims Resolution Specialist, WCB, Lewiston*  
*Marc St. Pierre, Claims Resolution Specialist, WCB, Portland*

## 11:30-12:30 | PLENARY SESSION (1.0 CREDIT)

### #14 WC Legal Year in Review

**Credits approved for: CLE**

Presenters will discuss *Crosen v. Blouin Motors*, 2024 ME 38, and *Michaud v. Caribou Ford* (decision not yet issued), which were recently argued before the Law Court. The *Crosen* decision addresses issues of apportionment and offsets. The *Michaud* case deals with the timing and amount of interest due in the context of specific loss benefits for vision loss. Further, they will review decisions that have been issued by the Appellate Division since September 1, 2023. Appellate Division decisions over the last year cover a range of topics including deference to section 312 IME findings, average weekly wage, the retirement presumption, burden of proof and more.

**Speakers:** *John J. Cronan III, Esq., PretiFlaherty, Portland*  
*Benjamin E. DeTroy, Esq., Leary & DeTroy, Auburn*  
*Richard N. Hewes, Esq., General Counsel, Workers' Compensation Board, Augusta*

## Thank You to our Sponsors & Exhibitors



# CompCon 2024: Individual Registration Form

(Corporate group discount available, see page 8)

Name \_\_\_\_\_ ME Bar # \_\_\_\_\_  
Organization \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Tel # \_\_\_\_\_ Email Address \_\_\_\_\_

### Please indicate preferred credits:

- CLE: Board of Overseers of the Bar  
 HRCI: Human Resources Certification Institute  
 CRC: Commission on Rehabilitation Counselor Certification  
 I do not want any credits reported to any organization.

**HOW TO REGISTER:** Individuals may register online at [www.mainebar.org/event/compcon2024](http://www.mainebar.org/event/compcon2024), or download a registration form and return it by email or mail.

Online registration will close on **August 30**. Registrations received after this time will not be accepted and you will need to register at the program as a walk-in.

**WALK-IN REGISTRATIONS:** Payment must be made at the time of registration.

**CANCELLATIONS:** You may cancel your registration for a full refund until 4:00 p.m. on **August 21**. No refunds will be made after that time. The date of cancellation is the date received at Bar Headquarters in Augusta.

**1 Two-Day Registration Fee**  
**Wed., Sept. 4 - Thurs., Sept. 5**  
I want to attend both days ...  \$490

**One-Day Registration Fee**  
**Please choose one day.**  
 Wed., Sept. 4 ..... \$300  
 Thurs. Sept. 5 ..... \$200

### 2 Please select one sessions in each time

**WEDNESDAY, SEPTEMBER 4**

**8:30-9:30 | CONCURRENT SESSIONS**  
 1. Comp 101: The Journey Begins - **CLE, CRC, HRCI**  
 2. The Leave Puzzle and Interaction with Workers' Compensation - **CLE, HRCI**

**9:45-10:45 | CONCURRENT SESSIONS**  
 3. Comp 201: The Adventure Continues - **CLE, CRC, HRCI**  
 4. Musculoskeletal Health and Mental Well-Being - **CRC**

**11:00-12:00 | PLENARY SESSION**  
 5. The Great Debate Returns: Is it Work Related? Should This Really Get Paid? - **CLE, HRCI**

**12:00-1:00 | LUNCH**  
 YES, I'm attending lunch |  NO, I'm not attending lunch

**1:00-2:00 | CONCURRENT SESSIONS**  
 6. Understanding Functional Capacity Evaluations - **CLE, CRC, HRCI**  
 7. Concussions in the Workplace: What Works? - **CRC**

**2:15-3:15 | CONCURRENT SESSIONS**  
 8. Ethics & Comp (ethics credit) - **CLE**  
 9. Improving Safety Culture and Mitigating OSHA and Workers' Comp Losses - **CLE, CRC, HRCI**

**3:30-4:30 | NETWORKING RECEPTION**  
 YES, I will attend |  NO, I will not attend

**THURSDAY, SEPTEMBER 5**

**9:00-10:00 | CONCURRENT SESSION**  
 10. Updates in Shoulder Surgery for Common WC Injuries - **CRC**  
 11. Learn Strategies on How to Facilitate a Successful Return to Work - **CLE, CRC, HRCI**

**10:15-11:15 | CONCURRENT SESSIONS**  
 12. Cervical Myelopathy & Minimally Invasive Lumbar Fusion - **CRC**  
 13. Checking All the Boxes: Common Issues with Form Filing - **CLE, HRCI**

**11:00-12:00 | PLENARY SESSION**  
 14. WC Legal Year in Review - **CLE**

**CORPORATE GROUP DISCOUNT**  
Register two or more employees for the full two-day conference and pay just \$400 per person.  
Each registrant **must attend both days** to qualify for the discount, which is non-transferrable.  
Complete the Corporate Group Discount Reg. Form (see page 8).  
**DO NOT REGISTER ONLINE.**

### 3 Payment Information: NO REFUNDS After August 21




Check Enclosed # \_\_\_\_\_ Total \$ \_\_\_\_\_

Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_ CSC Code \_\_\_\_\_

Name on Card \_\_\_\_\_

Billing Address \_\_\_\_\_

Telephone \_\_\_\_\_ Signature \_\_\_\_\_

**How to Register: Individual Registration**  
**Online:** [www.mainebar.org/event/compcon2024](http://www.mainebar.org/event/compcon2024)  
**Mail:** Attn: Molly Rogers | Maine State Bar Association, 124 State Street, Augusta, ME 04330  
**Phone:** 207-622-7554 | **Fax:** 207-623-0083  
**Email:** [mrogers@mainebar.org](mailto:mrogers@mainebar.org)

