



# CompCon 2025

*Workers' Compensation Convention*

***October 8-9, 2025***  
***Sunday River***

## Meeting Information

### HOW TO REGISTER:

Individuals may register online at [www.mainebar.org/event/comcon2025](http://www.mainebar.org/event/comcon2025), 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 9) and email it to Suzanne at [sdoiron@mainebar.org](mailto:sdoiron@mainebar.org). **Do NOT register online!**

Registration will close on **October 3**. If you wish to register after October 3, you will need to register at the program as a walk-in.

### WALK-IN REGISTRATIONS:

Payment must be made at the time of registration. 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 **September 24**. NO REFUNDS will be made after that date. 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. Walk-in registrants will be provided a copy of the materials link at the program.

### PHOTOGRAPHY:

Registrants, instructors, exhibitors, and guests attending this program agree they may be photographed during the event. Photographic materials are the sole property of the MSBA, and the MSBA reserves the right to use attendees' names and likenesses in promotional materials without providing monetary compensation.

### CREDITS:

**CLE:** Earn up to 10.75 CLE credits, including 1.0 ethics. This program has been approved for PRACPRO.

**CCM:** Earn up to 10.75

**CRC:** Earn up to 10.75

Credits for **HRCI** have been submitted for review. Once we receive approval status, the brochure will be updated accordingly.

### CORPORATE GROUP DISCOUNT

Register two or more employees for the full two-day conference and pay just \$420 per person. Each registrant **must attend both days** to qualify for the discount (non-transferrable). There is no discount for one-day registrations. Complete the Corporate Group Discount Registration Form (see page 9).

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## Hotel Information

### Sunday River

Sunday River, located in Newry, Maine, is a four-season mountain resort surrounded by the stunning fall foliage of the Mahoosuc Range. In October, the area comes alive with vibrant autumn colors, crisp mountain air, and plenty of opportunities to enjoy the outdoors. Guests can take in sweeping views on scenic chairlift rides, explore hiking trails, or simply relax and enjoy the resort's welcoming atmosphere. With comfortable lodging, dining options, and a beautiful natural backdrop, Sunday River offers an ideal setting for gatherings and events.

Rooms starting at \$155.68/per day.

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

# SCHEDULE: OCTOBER 8-9

All sessions have been approved for CLE, CCM & CRC credits.

This program has been submitted for review for HRCI credits.

Once we receive approval status, the brochure will be updated accordingly.

## WEDNESDAY, OCTOBER 8

9:00-9:30 Registration

9:00-10:45 Continental Breakfast

9:30-10:45 Plenary Session (1.25 credits)

1. I'm Too Old For This: A Discussion of the Aging Worker and Return to Work

10:45-11:15 Break

11:15-12:15 Concurrent Sessions (1.0 credit)

2. Comp 101: Welcome to the Matrix
3. MSAs in Post-Chevron

12:15-1:15 Lunch

1:15-2:15 Concurrent Sessions (1.0 credit)

4. Ethics in Workers' Comp Cases (ethics)
5. Say What? Medical Terminology, ODG Guidelines, and WC Basics (*for non-medical personnel*)

2:15-2:45 Break

2:45-3:45 Concurrent Sessions (1.0 credit)

6. Bureau of Insurance & Liens
7. Rethinking Physical Therapy in Complex Workers' Compensation Cases

3:45-4:00 Break

4:00-5:00 Plenary Session (1.0 credit)

8. All About Spines

5:00-7:00 Networking Reception

## THURSDAY, OCTOBER 9

8:00-8:30 Registration

8:00-9:30 Continental Breakfast

8:30-9:30 Plenary Session (1.0 credit)

9. Navigating Claims for Psychological Injuries: A Practical Guide

9:30-9:45 Break

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

10. Collective Bargaining Agreements
11. Fundamentals of Adjusting

10:45-11:00 Break

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

12. The Great Debate

12:00-1:00 Lunch

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

13. Nurse Case Management: Who Are They and How Do They Help with Claim Resolution
14. Alphabet Soup: The Interplay of ADA, FMLA, PFML and WC

2:00-2:15 Break

2:15-3:45 Plenary Session (1.5 credits)

15. Not the Last Word: Carpal Tunnel Syndrome Is Work-Related Because I Said So, But Is It?

3:45 Program Adjourns

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This program has been submitted for review for HRCI credits.

Once we receive approval status, the brochure will be updated accordingly.

## WEDNESDAY, OCTOBER 8

### 9:30-10:45 | PLENARY SESSION (1.25 CREDITS)

#### **#01 I'm Too Old For This: A Discussion of the Aging Worker and Return to Work**

As more employees continue working into their 60s and 70s—whether out of financial necessity or personal choice—employers must navigate new challenges in maintaining a safe and supportive workplace. Aging can bring about physical and cognitive changes that may increase the risk of injury on the job. This session will examine how employers can proactively address these issues while complying with legal and safety responsibilities. Topics include how to recognize common signs of age-related physical and mental changes, strategies for managing claims involving older workers, and guidance on the use of fitness-for-duty evaluations under the ADA. Attendees will also learn practical approaches for accommodating age-related deficits and explore how strength and mobility programs can help support the health and performance of older employees.

**Speakers:** *Denise Dumont, AFC Urgent Care, Director of Occupational Health & Employer Service, South Portland*  
*Danielle Farrell, State of Maine Bureau of Human Resources, WC Case Manager, Augusta*  
*Alexander L. Mesrobian, MD, Occupational Health Associates, West Bath*

### 11:15-12:15 | CONCURRENT SESSIONS (1.0 CREDIT)

#### **#02 Comp 101: Welcome to the Matrix**

Entry into the Maine workers' compensation system is not for the faint of heart. When a workplace injury occurs, a flood of information can follow—making it essential to separate fact from fiction, often under tight deadlines. This presentation will focus on the key concepts to consider at the onset of a claim. Attendees will gain an understanding of what qualifies as a compensable workplace injury, how to recognize when a claim has been asserted and what that means legally, and what to expect as the claim progresses. The session will also offer practical tips for conducting an effective initial investigation.

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

#### **#03 MSAs in Post-Chevron**

In recent years, Medicare Secondary Compliance has undergone significant changes that affect how workers' compensation claims are handled. The Supreme Court's decision in *Loper Bright Enterprises v. Raimondo* overturned the Chevron deference doctrine, which could reshape how CMS policies under the Medicare Secondary Payer Act—and possibly Medicare Set-Asides (MSAs)—are interpreted and enforced. At the same time, CMS has implemented new rules, including the imposition of civil money penalties for Section 111 Reporting violations and the discontinuation of reviews for Zero Workers' Compensation Medicare Set-Asides (WCMSAs); and as of April 4, 2025, insurers and self-insurers will be required to report WCMSA amounts to CMS when settling claims involving Medicare beneficiaries. This session will explore these critical developments, how they affect all parties in the settlement process, and what steps stakeholders should take to ensure compliance. Topics include key updates to Medicare compliance, considerations and risks involved in Medicare Set-Asides, and Section 111 Reporting obligations and their potential impact on claims.

**Speakers:** *Grant Henderson, Esq., Norman Hanson & DeTroy LLC, Portland*  
*Jared Payton, MEMIC, Senior Director of Claims Services, Portland*  
*Bridget Smith, IMPAXX, Senior VP for National Accounts and Settlement Consulting, Bethel Park, PA*

### 1:15-2:15 | PLENARY SESSION (1.0 CREDIT)

#### **#04 Ethics in Workers' Compensation Cases (ethics)**

Learn how the Maine Rules of Professional Conduct impact representation in workers' compensation law.

**Speakers:** *Elizabeth E. Griffin, Esq., MEMIC, Portland*  
*Adrienne S. Hansen, Esq., Maine Employee Rights Group, Portland*  
*Suzanne E. Thompson, Esq., Board of Overseers of the Bar, Assistant Bar Counsel, Augusta*

#### **#05 Say What? Medical Terminology, ODG Guidelines, and WC Basics (for non-medical personnel)**

This session is designed for those new to claims management or workers' compensation. Medical records are often filled with acronyms and abbreviations that can confuse non-medical readers. This presentation will help clarify commonly accepted abbreviations, review frequent diagnoses and typical treatments encountered in workers' compensation cases, and highlight how to identify co-morbidities in medical records and statements that may delay recovery. Attendees will also gain an understanding of ODG and other treatment guidelines—what they are and why they matter. Resources will be provided to serve as a practical guide moving forward.

**Speakers:** *Nicole Lovett, Windham Group, AVP of Clinical Operations, Manchester, NH*  
*Matt Pitcher, Maine Municipal Association, Assistant Claims Manager, Augusta*

## 2:45-3:45 | CONCURRENT SESSIONS (1.0 CREDIT)

### **#06 Bureau of Insurance & Liens**

In this session, two opposing attorneys will review recent cases and share their differing interpretations. They will also address third-party recoveries and whether an employer can unilaterally reduce benefits without an agreement or Board ruling on lien issues. Additionally, an insurance provider will explain their decision-making process. Finally, the session will cover the various possible outcomes in settlements.

**Speakers:** *Douglas S. Kaplan, Esq., Kaplan & Grant, Founder, Portland*  
*Troy M. McLain, Esq., MEMIC, Manager of Maine Advocate Operations, Portland*  
*Travis C. Rackliffe, Esq., Tucker Law Group, Bangor*

### **#07 Rethinking Physical Therapy in Complex Workers' Compensation Cases**

Excessive physical therapy visits often cause frustration in workers' compensation cases. But what drives this perception? Is the care being delivered by a licensed physical therapist? Is the medical provider guiding continued treatment? Does the injured worker truly need extended therapy, or are co-morbidities or mental health issues delaying recovery? This panel will explore how to determine when rehabilitation has run its course, when work hardening is the appropriate next step, and whether opportunities to improve communication among stakeholders are being missed. Too often, medical providers, rehabilitation professionals, claims managers, and employers operate in silos—making decisions without a shared strategy. What if these parties came together more consistently to align goals and treatment plans? Such collaboration could lead to more efficient case resolutions and better return-to-work outcomes. Join us for a dynamic discussion on breaking down barriers, enhancing coordination, and improving outcomes in complex cases.

**Speakers:** *Larry Risigo, Saco Bay Orthopaedic and Sports Physical Therapy, Regional Director of Operations, Scarborough*  
*Megan Wallace, MEMIC, Claims Adjuster, Portland*  
*Kevin Ward, ARNP-C, Maine General Health, Augusta*

## 4:00-5:00 | PLENARY SESSION (1.0 CREDIT)

### **#08 All About Spines**

This presentation will demonstrate how fusion can result in both dramatic improvements and failures, based on principles that can be applied in both MIS and traditional settings. Cases will be presented to illustrate these outcomes. Attendees will learn to identify principles and pitfalls of lumbar fusion, describe the importance of segmental and regional alignment—whether MIS or traditional—and recognize emerging technologies that may allow motion-sparing options. Case presentations will be used.

**Speakers:** *Lynn McGrath, MD, Northern Light Health, Portland*  
*Matthew W. Wilkening, MD, New Hampshire Orthopaedic Center, Bedford, NH*

## THURSDAY, OCTOBER 9

## 8:30-9:30 | PLENARY SESSION (1.0 CREDIT)

### **#09 Navigating Claims for Psychological Injuries: A Practical Guide**

This discussion on psychological injury claims features experienced attorneys from both sides, a licensed clinical psychologist with extensive experience treating life-changing injuries, and an ALJ from the Maine Workers' Compensation Board. You'll learn best practices for employers and insurers after receiving notice of a claim, the pros and cons of pursuing a mental stress claim from the employee's perspective, and how to present your case effectively at hearing and on appeal.

**Speakers:** *Will Hafford, Psy.D., WorkCompPsych, PC, Belfast*  
*Honorable David E. Hirtle, Workers' Compensation Board, Bangor*  
*Kevin M. Noonan, Esq., McTeague Higbee, Topsham*  
*Timothy J. Wannemacher, Esq., Robinson Kriger & McCallum, Portland*

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

### **#10 Collective Bargaining Agreements**

Employers and employees in the workers' compensation system have rights and obligations beyond those covered by workers' compensation laws. While we often focus on overlaps with other leave laws like FMLA and the ADA, labor laws and collective bargaining agreements are rarely discussed. If you represent employers with unionized workers or work with employees in unionized settings, understanding the full scope of their rights and restrictions is essential to better serve your clients. This session provides an overview of labor laws and their interaction with workers' compensation laws and proceedings. It will review sample collective bargaining language affecting employees receiving workers' compensation benefits, using the City of Portland as a case study, and explore hypothetical scenarios you may encounter.

**Speakers:** *Robert Bower, Jr., Esq., Norman Hanson & DeTroy LLC, Portland*  
*Matthew W. Maret, Esq., Kaplan & Grant, Portland*  
*Anne M. Torregrossa, Esq., Director of Human Resources, City of Portland*

## #11 Fundamentals of Adjusting

Join three seasoned insurance professionals as they explore the fundamentals of adjusting Maine workers' compensation claims. Attendees will learn best practices for evaluating and determining compensability during the initial investigation. The panel will highlight the importance of identifying the "Team" and implementing a collaborative approach to managing claims. The session will also cover how to file appropriate, accurate, and timely WCB forms.

**Speakers:** *Loree Libby, State of Maine Bureau of Human Resources, WC Case Manager, Augusta*  
*Patricia Lothridge, Maine Municipal Association, WC Claims Supervisor, Augusta*

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

### #12 The Great Debate

A long-time favorite at Comp Summits/Con returns! This engaging session dives into the question of whether a claim truly arises out of and in the course of employment. In a fast-paced, debate-style format, panelists will present real cases decided by the Board, the Appellate Division, or the Law Court—laying out the facts, debating the issues, and then revealing the actual rulings. Offering both employer and employee perspectives, the panel will invite audience input before disclosing each outcome. This interactive approach gives attendees hands-on experience in evaluating new and pending claims.

**Speakers:** *Daniel Harrington, Workers' Compensation Board, Mediator & Claims Resolution Specialist, Augusta*  
*Tamii Rose, Zurich North America, Claims Adjuster, Boston, MA*  
*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)

### #13 Nurse Case Management: Who Are They and How Do They Help with Claim Resolution

Nurse Case Managers (NCMs) have been an integral part of workers' compensation injury resolution for over 40 years. As the workers' compensation industry continues to evolve, so do the roles of the team members. This session is designed for adjusters, employers, and claims team members of all levels to gain a better understanding of how NCMs can assist in managing various claim types and complexities. Participants will learn about the role of the NCM in workers' compensation, how NCMs interact within the claim team, the key triggers within a claim when assigning an NCM is most beneficial, the different types of assignments NCMs can perform, ways NCMs can help overcome return-to-work (RTW) barriers, and the different types of claims and injuries.

**Speakers:** *Nicole Lovett, Windham Group, AVP of Clinical Operations, Manchester, NH*  
*Lori Wharff, Eastern Alliance Insurance Co., Claim Supervisor, Yarmouth*

### #14 Alphabet Soup: The Interplay of ADA, FMLA, PFML and WC

Workers' compensation leave does not exist in isolation. Employers must understand when injury-related leave may also involve other types of leave, such as state and federal Family Medical Leave, the ADA/MHRA, the Earned Paid Leave law, and the upcoming Maine Paid Family and Medical Leave law. This session will explain the requirements of each leave type, when they intersect with workers' compensation claims, how to administer these leaves, and clarify which leaves are paid and which can be offset.

**Speakers:** *Elizabeth C. Smith, Esq., Verrill, Portland*  
*Anne-Marie L. Storey, Esq., Rudman Winchell, Bangor*

## 2:15-3:45 | PLENARY SESSION (1.5 CREDITS)

### #15 Not the Last Word: Carpal Tunnel Syndrome is Work-Related Because I Said So, But Is It?

Carpal tunnel syndrome is a type of cumulative trauma. The ambiguity arises from a crucial distinction between what is "medically caused" and what is "legally recognized," a difference that can easily be overlooked. While observational studies link carpal tunnel syndrome to work activities, it is important to understand that these studies are often the basis for legal recognition. However, such studies are usually not definitive in establishing medical causation. To help differentiate causation from mere association, the Hill criteria can be used broadly to address questions of causality although they were originally created to define the relationships between sickness, injury, and conditions of work. Learning objectives include discussing the etiology of carpal tunnel syndrome, reviewing studies related to medical causation, and understanding the process for assessing causation determination from a physician's standpoint.

**Speaker:** *Howard Jones, MD, MPH, Northern Light Health, Bangor*

## **PLANNING COMMITTEE:**

*Denise Dumont, AFC Urgent Care, Director of Occupational Health & Employer Service, South Portland*  
*Jennifer Harrow-Mortelliti, Maine Workers' Compensation Board, Brunswick*  
*Nicole Lovett, Windham Group, AVP of Clinical Operations, Manchester, NH*  
*Anne-Marie L. Storey, Esq., Rudman Winchell, Bangor*  
*Kathleen Trost, Esq., Maine Workers' Compensation Board, Augusta*

# Thank You to our Sponsors & Exhibitors



# CompCon 2025: Individual Registration Form

*(Corporate group discount available, see page 9)*

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

**Please indicate preferred credits:**  CLE |  CCM |  CRC |  HRCI |  I do not want any credits reported to any organization.

**Registration Information:** Individuals may register online at [www.mainebar.org/event/compcon2025](http://www.mainebar.org/event/compcon2025), or download a registration form and return it by email or mail. Pre-registration will close on **October 3**.

**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 **September 24**. No refunds will be made after that date. The date of cancellation is the date received at Bar Headquarters in Augusta.

**1 Two-Day Registration (Oct. 8-9)**  
*Includes: Wed. lunch and reception; Thurs. lunch, and CLE for Wed. & Thurs.*  
 I will attend both days.....  **\$510**

**One-Day Registration (either Oct. 8 or Oct. 9)**  
**Wednesday or Thursday Only: \$375**  
*Includes: CLE and lunch on Wed. or Thurs.*  
**Please choose one day:**  
 Wed., Oct. 8 |  Thurs., Oct. 9

**Additional Fee for Reception: \$60**  
 One-day registrants may attend reception on Wed., Oct 8 for an additional fee.  
 Yes, I would like to attend the reception.

**2 Meals only (non-registrants & guests)**  
*Additional fees apply for guest meals or reception.*

**Lunch: Oct. 8** .....@ \$36 x \_\_\_\_\_ (#) = \$ \_\_\_\_\_  
**Lunch: Oct. 9** .....@ \$36 x \_\_\_\_\_ (#) = \$ \_\_\_\_\_  
**Reception: Oct. 8** ..@ \$60 x \_\_\_\_\_ (#) = \$ \_\_\_\_\_

**3 Please select one session in each time.**

**All sessions have been approved for CLE, CCM & CRC credit.**  
**All sessions have been submitted for approval for HRCI.**

**WEDNESDAY, OCTOBER 8**

**9:30-10:45 | PLENARY SESSION**  
 1. A Discussion of the Aging Worker and Return to Work

**11:15-12:15 | CONCURRENT SESSIONS**  
 2. Comp 101: Welcome to the Matrix  
 3. MSAs in Post-Chevron

**12:15-1:15 | LUNCH**  
 YES, I'm attending lunch |  NO, I'm not attending lunch

**1:15-2:15 | CONCURRENT SESSIONS**  
 4. Ethics in Workers' Comp. Cases (*ethics*)  
 5. Medical Terminology

**2:45-3:45 | CONCURRENT SESSIONS**  
 6. Bureau of Insurance & Liens  
 7. Rethinking Physical Therapy in Complex WC Cases

**4:00-5:00 | PLENARY SESSION**  
 8. All About Spines

**5:00-7:00 | NETWORKING RECEPTION (*additional fee for one-day registration*)**  
 YES, I will attend |  NO, I will not attend

**THURSDAY, OCTOBER 9**

**8:30-9:30 | PLENARY SESSION**  
 9. Navigating Claims for Psychological Injuries: A Practical Guide

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**Online:** [www.mainebar.org/event/compcon2025](http://www.mainebar.org/event/compcon2025)  
**Mail:** Attn: Suzanne Doiron  
 Maine State Bar Association  
 124 State Street, Augusta, ME 04330  
**Phone:** 207-622-7554 | **Fax:** 207-623-0083  
**Email:** [sdoiron@mainebar.org](mailto:sdoiron@mainebar.org)

**4 Payment Information: NO REFUNDS After September 24**

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

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

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

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

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






