



IDAHO

INDUSTRIAL COMMISSION

2024

ANNUAL SEMINAR

ON WORKERS' COMPENSATION

Boise Centre East
195 S Capitol Blvd, Boise, ID

September 12

\$120

EARLY BIRD DISCOUNT

\$142 AFTER JULY 31

September 12

Boise Centre East
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WHO SHOULD ATTEND?

The Annual Seminar was created to educate all participants in the Idaho workers' compensation system about current rules and procedures and to provide an opportunity for dialogue and networking on a variety of timely topics.

Employers, attorneys, safety and human resource managers, insurers, self-insured employers, third-party administrators, claim-closure service providers, insurance agents, injured workers, union representatives, medical providers, service provider staff who handle billing and documentation, managed care organizations, and vocational rehabilitation providers are encouraged to attend. Anyone interested in the Idaho workers' compensation system will find valuable information at the Idaho Industrial Commission Annual Seminar on Workers' Compensation.

CONTINUING EDUCATION CREDITS

The Commission is applying for 5.0 hours of continuing education credits from the following CE platforms:

- 5.0 credit hours from the Idaho State Bar
- 5.0 credit hours from The Idaho Department of Insurance
- 5.0 credit hours from The Commission on Rehabilitation Counselor Certification
- 5.0 Credit hours from The Commission for Case Manager Certification
- 5.0 credit hours from The Certification of Disability Management Specialist
- 5.0 credit hours from the HR Certification Institute
- 5.0 credit hours from the Society for Human Resource Management

Check the Commission's website for confirmation of final CE offerings.

REGISTRATION 8:00-8:30 A.M.

WELCOME 8:30-9:00 A.M.

KEYNOTE 9:00-10:00 A.M.

▶ **Recovering the Worker: Fostering Healing through Advocacy-Based RTW Strategies**

The keynote, "Recovering the Worker," aligns seamlessly with themes of empathy, communication, and active listening in the context of return-to-work initiatives. It explores how such programs not only reduce claims costs but also foster healing and support for injured workers. The talk emphasizes the importance of an advocacy-based approach, offering insights into enhancing employee retention and engagement throughout the return-to-work process, ultimately promoting a deeper sense of connection and success in navigating insurance claims.

Debra Livingston, Chief Executive Officer; ReEmployAbility

BREAK 10:00-10:15 A.M.

BREAK OUT SESSIONS . 10:15-11:15 A.M.

▶ **Ethical Duties when Leaving a Firm and Candor to the Tribunal**

Join Mr. Pirtle as he covers the Idaho Rules of Civil Procedure that commonly come up when an attorney leaves their employer, including duties owed to clients, communication requirements and working with the former firm before and after departure. During this session he will also cover the duty of candor to the tribunal instances when the duty of candor is greater than the duty of confidentiality.

Joseph N. Pirtle, Bar Counsel; Idaho State Bar

▶ **Understanding Appropriate Prosthetics & Orthotics, and how to Manage the Cost Drivers**

Learn how to manage the cost drivers in high dollar prosthetics, it will educate the audience on when prosthetics need to be replaced, how the electronic devices function and when is it cost effective to purchase an extended warranty. Mr. Saunders will also explain how we calculate life cost projections for reserve purposes, and when is it appropriate to use high technology, as well as

SEMINAR SCHEDULE

**Schedule is subject to change.*

briefly discuss Osseointegration newest technology and how it will save 100's of thousands to the carrier over the life of the claim.

Jan A. Saunders, Clinical Director Prosthetics; Paradigm

▶ **Medical developments in workers compensation**

Join Dr. Iglesias as he discusses medical developments that are having and are poised to have an impact on how we manage workers compensation claims. Mental health and wellness have become more accepted in the management of work-related injuries. Learn how to think about the wide continuum of psychological issues facing injured workers and how the right approach is essential. We will discuss the prevalence and proper management of PTSD claims. Learn about psychedelic drugs being used for mental health diagnoses. We will also discuss the impact of growing vertical integration in healthcare and uses for artificial intelligence and machine learning.

Dr. Marcos A Iglesias, MD, VP, Chief Medical Director; Travelers

LUNCH 11:15 A.M.-12:30 P.M.

INCLUDED AS PART OF REGISTRATION

BREAK OUT SESSIONS . 12:30-1:30 P.M.

▶ **Management of Accidental Blood and Body Fluid Exposures in the Workplace**

Unintentional blood and body fluid exposures account for a significant portion of workplace injuries. This presentation will focus on types of body fluid exposures and their associated risks of spreading blood-borne pathogens, specifically hepatitis B, hepatitis C, and human immunodeficiency virus (HIV), to the affected worker. We will also review how to both prevent and treat spread of these pathogens.

Dr. Brent Shepherd, MD, MS, MOH, MRO; St. Luke's Health System

▶ **Severe Injuries Deconstructed and Medical Cost Trends**

Severely injured workers are an ongoing concern for the workers compensation industry. NCCI will reveal the characteristics of these injuries, underlying frequency trends, and associated cost drivers. Separately, NCCI will provide an update on medical cost trends and the components that drive utilization of hospital stays and prescribing trends.

Todd Johnson, Senior State Relations Executive, External & Government Affairs; National Council on Compensation Insurance

▶ **Medicare Secondary Payer Landscape: The 3 Pillars**

Under the Medicare Secondary Payer Act, parties to a workers' compensation claim are required to protect

Medicare's past, present, and future interest. This session will cover the intricacies of Medicare conditional payment resolution, Section 111 mandatory insurer reporting, and Medicare Set-Aside arrangements. We will also review the most recent updates to the applicable regulations, case law, and guidance that govern these areas, including the recent promulgation of the final rule regarding civil monetary penalties for noncompliance with Section 111 reporting requirements.

Logan Pry, Vice President, Medicare Compliance; Principal; Allan Koba Compliance Solutions

BREAK 1:30-1:45 P.M.

BREAK OUT SESSIONS . . 1:45-2:45 P.M.

▶ **A Pain in the Back: E&T, PPI, and IME**

Dr. John's presentation will cover how to define the scope of the problem, understand the anatomy, physiology, and causes of back pain (especially low back pain), learn about evaluating and treating back pain using evidence-based guidelines and a biopsychosocial approach, and finally, how to determine an appropriate PPI (Permanent Partial Impairment) and IME (Independent Medical Examination) for the patient.

Dr. Brian Johns, MD, Occupational Health Medical Director; St. Luke's Health System

▶ **Duties and Obligations of a Workers' Compensation Case Manager**

After this presentation, attendees will have an understanding of the benefits of a Workers' Compensation Medical Case Manager to the injured worker, claim professional, employer, provider(s), as well as the attorney. Attendees will gain an understanding of the duties and obligations of the Medical Case Manager, as well as the workers' compensation case management process.

Lea Wagner, VP of Case Management Operation; Paradigm

▶ **Workers' Compensation Insurance Fraud**

This session will cover the Idaho Department of Insurance authority to investigate insurance fraud, the purpose of the investigations section, the elements of insurance fraud, and its process once they receive a referral regarding a suspicious workers' compensation claim. The training will also consist of several case scenarios.

Roy Shepherd, Investigations Supervisor; Idaho Department of Insurance

BREAK 2:45-3:15 P.M.

MEET OUR PRESENTERS

CASE LAW REVIEW 3:15-4:15 P.M.

Andy and Susan have scoured the recent case law and will summarize recent developments in Idaho workers' compensation. They will entertain you with the most significant and/or wacky decisions, offering perspective from both sides of the aisle.

Claimant Attorney: Andrew Adams; Curtis Porter & Adams Law PLLC

Defense Attorney: Susan Veltman; Breen Veltman Wilson PLLC

Materials will be available to download from <https://iic.idaho.gov>.

KEYNOTE SPEAKER



Debra Livingston

Chief Executive Officer, ReEmployAbility

Debra Livingston has served in various executive capacities throughout her career, with a concentrated focus on return-to-work programs. With over 25 years of workers' compensation experience, she started her career as a claims adjuster and moved into various facets of the industry including, account executive for Aetna Property Casualty, broker consultant for Wells Fargo Insurance Services, and director of claims for a large Florida professional employer organization.

When Debra started ReEmployAbility almost 20 years ago, she didn't realize she would have the opportunity to impact so many lives. Today, the Transition2Work program has helped thousands of injured workers, individuals who are typically concerned and uncertain about their lives after having experienced an injury.

Through ReEmployAbility, she works with clients to advocate for their employees and to encourage a more empathetic and supportive approach during the return-to-work process. By joining business and community, ReEmployAbility has provided volunteers to thousands of nonprofit organizations across the US who have contributed over 14.7 million hours of community service!

Debra is a member of Chief Leadership Group, a private network for women in executive leadership, and serves on several boards. She is a member of the WorkCompCentral Education Advisory Board, on the advisory board for South State Bank, and on the executive board of The Spring of Tampa Bay, a not-for-profit whose mission is to prevent domestic violence, protect victims, and promote change in lives, families, and communities. Debra is also active in her local church, Nativity Catholic Church, and supports HOPE (Hillsborough Organization for Progress and Equality), and The Heroes Journey Foundation.

BREAK OUT SESSION SPEAKERS



Andrew Adams

Curtis Porter & Adams Law PLLC

Andy Adams was born and raised in Blackfoot, Idaho. After serving a mission in California, he went to the Phoenix School of Law in Arizona. He then joined the firm of Curtis & Porter Law after graduation where he gained experience in workers' compensation and personal injury. He has been specializing solely in workers' compensation since 2011. The firm was rebranded as Curtis Porter & Adams in about 2021. In his free time, he enjoys snowboarding, reading, running and spending time with his family.



Dr. Marcos Iglesias

VP, Chief Medical Director; Travelers

Dr. Iglesias is a seasoned physician executive and national speaker with over 35 years of experience in workers' compensation and disability management, evaluation and insurance leadership. His professional interests include the prevention and mitigation of delayed recovery and disability.

His passion for helping workers live active, productive and fulfilling lives has led him to develop innovative comprehensive disability management solutions that focus on early identification of risk factors and appropriate early interventions to help employees in their functional recovery path. Dr. Iglesias leads Travelers' medical innovation and strategy team.

He is a graduate of the Faculty of Medicine, University of Toronto, and the Marshall School of Business, University of Southern California.



Jan A. Saunders

Clinical Director Prosthetics; Paradigm

Jan A. Saunders is a nationally certified prosthetist/orthotist with more than 40 years' experience. In addition to providing clinical oversight of Paradigm's prosthetic program, which includes peer to peer consultation and bill review, Saunders conducts continuing education programs, participates in carrier settlement planning discussions, and provides expert testimonies and depositions.

He began his career as a prosthetic technician before attending Northwestern University in Chicago and New York University's School of Medicine prosthetic and orthotics program. In addition to treating injured workers over the years, he owned and operated several P&O companies that were later sold to publicly traded companies.



Dr. Brian Johns

Occupational Health Medical Director; St. Luke's Health System

Brian Johns, MD, MPH is the medical director of St. Luke's Occupational Health. He is board certified in occupational and environmental medicine by the American Board of Preventive Medicine and is a fellow in the American College of Occupational and Environmental Medicine. He is an experienced certified independent medical examiner and is also available to see patients for work injuries, pre-placement, DOT, respirator, Hazmat, and other examinations; disability assessments; impairment ratings; and independent medical evaluations.



Dr. Brent Shepherd

MD, MS, MOH, MRO; St. Luke's Health System

Brent Shepherd, MD, MS, MOH, MRO specializes in both workers' compensation and employment services, including treatment of work-related injuries and illnesses, causation, impairment ratings, OSHA mandated physicals, pre-placement physicals and is FMCSA certified for DOT physicals. Dr. Shepherd is also fluent in Spanish, and is a certified medical review officer for drug and alcohol testing. He attended medical school at University of Utah, his internship and residency at St. Mark's Family Medicine and Occupational Health residency at University of Utah Occupational Medicine. He is dual board certified in both Family Medicine and Occupational Health.

In his free time, Dr. Shepherd enjoys spending time with his family and enjoying all that Idaho outdoors has to offer.



Todd Johnson

Senior State Relations Executive, External & Government Affairs; National Council on Compensation Insurance

As a senior state relations executive, Todd Johnson is responsible for NCCI's regulatory and legislative affairs, including rate filings, legislative pricings, rules and form filings, and residual market issues. He supports the Pacific Northwest states of Montana, Wyoming, Oregon, Washington, Utah, Alaska, and the great state of Idaho.

Prior to joining NCCI in 2017, Mr. Johnson served as the Director of Workers Compensation for a national TPA specializing in public entities. He was also the Managing Director for all residual market servicing carrier operations with a national WC carrier. Additionally, he led the claim operation for a workers compensation reinsurance company providing oversight of all licensed carriers, public entities, and self-insured companies.



Roy Shepherd

Investigations Supervisor; Idaho Department of Insurance

Roy Shepherd is a retired law enforcement officer from Washington State. He is currently the Investigations Supervisor for the Idaho Department of Insurance's fraud unit where he has been for the past 6 years. The Idaho Department of Insurance fraud investigation unit conducts criminal investigations into alleged insurance fraud allegations. Shepherd is a former Captain in the United States Army Infantry and is a combat veteran. He currently holds certifications as a Certified Fraud Examiner (CFE), Certified Insurance Fraud Investigator (CIFI) and Professional Insurance Regulator (PIR).



Joseph Pirtle

Bar Counsel; Idaho State Bar

Joe Pirtle joined Bar Counsel's office in April 2022. Before then, Joe was a shareholder and civil litigation attorney with Elam & Burke in Boise.

Joe received his B.S. in Business Finance from the University of Idaho in 2001 and his J.D. from the University of Idaho College of Law in 2004.



Susan Veltman

Breen Veltman Wilson PLLC

Susan is a partner with Breen Veltman Wilson, PLLC, in Boise. She has practiced workers' compensation defense law for more than 30 years, the first half in Texas and latter half in Idaho. She seeks congenial and efficient resolution of claims while trying not to take herself too seriously.



Logan Pry

Vice President, Medicare Compliance; Allan Koba Compliance Solutions

Logan is the VP of Medicare Compliance for Allan Koba Compliance Solutions. His work centers around Medicare Secondary Payer issues that arise in workers' compensation, general liability, and no-fault matters. He focuses mainly on ensuring his clients' Section 111

Mandatory Insurer Reporting compliance, Conditional Payment resolution - including disputes, appeals, post-treasury debt resolution, and Medicare Advantage conditional payment resolution in light of the PAID Act, preparing and obtaining approval of Medicare Set-Asides, as well as conducting and managing various compliance audits for an array of clients. Logan has previously worked as an associate for national and regional law firms, concentrating on MSP issues for national employers and insurers. Prior to joining a firm, Logan clerked with the U.S. Attorney's Office for the Western District of Pennsylvania supporting matters related to the False Claims Act, Stark Law, and Anti-Kickback regulations.



Lea Wagner

VP of Case Management Operation; Paradigm

Lea Wagner is the VP of Case Management Operation at Paradigm. Lea is a Registered Nurse, CCM and holds a BSM degree. Lea started her career in nursing in surgical intensive care. She got her first taste of workers' compensation when she left the hospital and worked for

Tyson Foods, first as an Occupational Health Nurse/Case Manager and then as Clinic Manager. Lea returned to the hospital and worked several years as a Trauma Certified Emergency Room Nurse. She moved into a Director of Nursing role and then Director of Clinical Operations before leaving the hospital setting in 2015 when she began her career in Workers' Compensation Case Management. She started as a CAT/FCM Nurse and moved into a Regional Manager position. Lea joined Paradigm in 2020 as the Sr. Director of the Eastern Region and was promoted to her current position in October 2022. Lea is passionate about nursing and case management. Lea currently lives in Austin, Texas with her husband and 3 dogs. She and her husband, have 3 adult children 31, 28 and 27. She loves to travel, hike, and is a foodie in her spare time.



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