



Silverton Hospital
Business Health Services

Wellspring Medical Center
1475 Mt. Hood Avenue
Woodburn, Oregon 97071

Healthy Employees.

Healthy Business.

Employees are what make a business work. Business Health Services can help you keep your employees on the job.

Services

- Injury evaluation and treatment
- Workplace-related health screening and monitoring
- Federal and non-federal drug testing services
- Health and safety training sessions
- Vaccinations (bloodborne, pathogen, Hepatitis B, etc.)
- On-site services
- Customized wellness programs

Workplace Safety Training

- CPR/First Aid
- Bloodborne Pathogens
- Healthy Back Classes
- Ergonomics
- Workplace Substance Abuse



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We're
here for
you.

Business Health Services is open seven days a week. Drug testing and treatment for injured workers are provided on a walk-in basis.

Weekdays 8 am – 7 pm

Weekends 10 am – 4 pm

Wellspring

1475 Mt. Hood Avenue
Woodburn, Oregon 97071
iamwellspring.com

For more information, call 971.983.5256.

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Oregon employers know about the devastating impact of job related injuries to all involved. They also are painfully aware of the monetary costs incurred to medically treat and, if required, rehabilitate the injured worker. What may be less clear to many is that the medical costs are only the beginning. In fact, only 40% of all costs related to work injuries are related to medical expenses. The other 60% go to disability settlements, legal payments, and administrative costs. It is not surprising then, that a large number of Oregon companies have joined employers across the nation in developing pro-active programs in an effort to prevent on-the-job injuries in the first place. Many of these preventative programs now include post-offer strength and fitness testing to detect employees who have pre-existing conditions and/or are unable to perform relevant job specific activities.

A strength and fitness post-offer test involves taking the applicant's history, looking at his/her posture, and observing test movements to evaluate flexibility and strength. Testing may also include neurological evaluation for specific musculoskeletal abnormalities. The test sometimes includes a functional evaluation involving specific job-related tasks such as lifting.

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Can
strength
& fitness
testing
work
for you?

only 40%
of all costs related
to work injuries
are related
to medical
expenses



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The results can then be compared to normal findings for individuals of the same age and weight. With post-offer testing of this nature, it is possible to collect objective information related to the applicant's status prior to his employment.

If an applicant is hired and through the course of his employment suffers any type of injury, the post-offer information is used to compare the employee's current status with his/her initial status. This alleviates speculation regarding pre-existing conditions and comparisons to other persons within the same age and weight range. **Furthermore, since consistency of pre and post-injury is easily monitored, the ability to detect a fraudulent claim and reduce workers' compensation liability/expense is greatly enhanced.** Post-offer testing may be used to exclude employees not capable of performing job tasks as long as the test is not discriminatory, is job specific, and is properly validated. Testing should include a medical history to ensure safety and proper medical knowledge of the applicant or employee prior to and during testing.

Post-Employment/Fit For Duty Testing

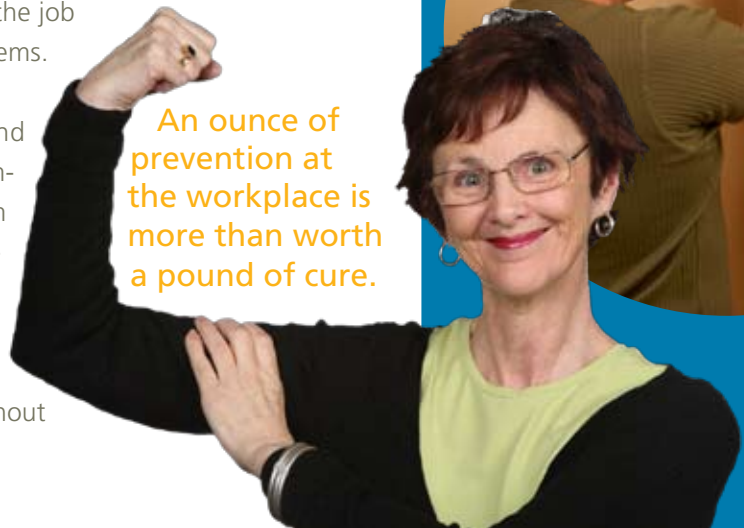
In addition to post-offer testing, companies who have saved the most dollars in preventive care programs have utilized post-employment/strength and fitness tests. This service allows objective data to be collected in order to:

1. Determine an employee's ability to continue to perform his/her job tasks safely
2. Identify cumulative trauma syndromes or disease processes which tend to increase in occurrence with aging
3. Establish baseline data when a worker's position or job description changes

Job specific testing has revealed that many employees actually work with discomfort while performing job tasks in a dangerous manner. Such testing allows an opportunity for instruction in proper body mechanics, lifting techniques, and simple exercises that can be done on the job to prevent degenerative problems.

Post-employment/strength and fitness testing allows the employer to work with long term employees to insure their safety at the work site. Post-offer testing helps to screen out candidates who are physically incapable of doing the job without putting themselves at risk.

An ounce of prevention at the workplace is more than worth a pound of cure.



Lift & Place Workstation

Many employers believe in the importance of assuring that prospective employees are physically capable of performing the essential functions of the job for which they are being considered. At Business Health Services (BHS) we know that one of the best ways to determine the physical qualifications of a prospective employee is to perform a post-offer physical examination.

Customizing an examination in order to duplicate the physical tasks required for specific job descriptions can be critical. With that in mind, and in response to a suggestion from City/County Insurance Services on behalf of their worker's compensation members, we are pleased to introduce the availability of various strength and fitness testing options with the utilization of our **new Lift & Place Rack Station.**

The station is versatile and can easily be modified to simulate the most common essential work tasks. For example, various weights can be lifted onto shelves at various heights, standing and assembling nuts & bolts can be simulated along with crouching to perform tasks in confined spaces, and reaching and working overhead.

The Lift & Place Rack Station simulates a full range of lifting and loading tasks. It also allows for the overall assessment of dynamic strength, positional tolerance, mobility tolerance, cardiovascular response to activity, balance, fine motor skills, and materials handling skills.

BHS is pleased to add this valuable equipment to our full range of workplace related medical monitoring services.





BUSINESS MEMBER PROFILE

Gary Grossen

President, GK Machine, Inc.



GK Machine is a corporation owned by me and my brother, Keith Grossen. We employ over 80 people at our facilities located in Donald, Oregon. As a fabrication job shop, we are a manufacturer of machinery, OEM manufacturer and supplier of hydraulic specialty equipment for the agriculture industry. Our custom designed products are used in a variety of applications including nurseries, vineyards and farms. Over the past 30 years, we've earned a reputation for providing quality products that consistently exceed the stresses of the work environments where our equipment is employed.

What is the biggest employee health and safety challenge you face? One of the biggest safety challenges we face on a daily basis comes from the fact that we're constantly moving large volumes of heavy steel from one work cell to the next. We have

over 35 cranes located throughout our shop that help us keep materials moving efficiently and safely while also minimizing injuries.

What health and safety programs have been successful for you?

We have a large and diverse library of safety videos at our disposal which we use to train new employees and educate some of our more seasoned workers. This, combined with monthly safety meetings, has been successful in creating a safe work environment for our most valuable asset – our employees.

How has Business Health Services helped your business?

We utilize Business Health Services primarily for their drug screening capabilities. We are proud to be a drug-free workplace and rely on them to ensure that our employees are clean and ready for hire. In addition, Business Health Services has

recently been a valuable consultant in regards to our respiratory medical surveillance program. They regularly provide testing to ensure that our painters are safe and remain healthy.

What was the last good management book you read?

One of the most memorable management books I read recently was *The Toyota Way* by Jeffrey Liker. Lean manufacturing has been huge for us over the past few years and it has revolutionized the way we do business. This book has provided us with a strong set of building blocks upon which we've applied our Lean tools and principles. The managerial values and business methods shared within this book have immensely helped us streamline our production process and ultimately offer a better product and value to our customers.



Legislative Update May-June 09



*Ken Hector
Director, Governmental Affairs
Silvertown Hospital Network*

The 75th Oregon Legislative Assembly, which convened January 12, 2009, is approaching the three-month mark. While the focus of this session is budget shortfalls and healthcare reform (both for the current biennium and the 2009 – 2011 biennium) there have been over 2500 bills introduced to date. The scope of these bills is all over the map, but suffice it to say that a great number of them involve the workplace in some manner, including workers' compensation and workplace safety.

There have been nearly 50 bills proposed that deal with workers' compensation, ranging from minor "housekeeping" changes in current law, to significant new legislative proposals. Most of these bills have had hearings, either in the House Business & Labor Committee or the Senate Commerce & Workforce Develop-

ment Committee. Many of them had initial hearings in February, with no further hearing dates set. Typically, these simply die in committee. Several, however, have had multiple hearings, passed out of both chambers, and either the Governor has already signed the bill, or it awaits his signature.

Those that have been signed or await signature include the following:

HB 2420

Establishes a presumption that adds 11 cancers as compensable occupational diseases for certain non-volunteer firefighters.

HB 2045

Authorizes chiropractors serving as attending physicians to make findings regarding impairment for purpose of evaluating injured worker's disability.

HB 2195

Requires vocational service provider organizations to register with the Department of Consumer and Business Services.

HB 2197

A "housekeeping" bill which eliminates certain statutory conflicts and redundancies.

There have been several bills introduced which involve medical marijuana and the workplace. The contrast in these bills is quite interesting, from HB 2497 & HB 3052, which expand the ability of the employer to prohibit the use of medical marijuana in the workplace, to HB 2503, which prohibits employment discrimination if it is based on the person's status as a marijuana registry cardholder. In addition, there is HB 2881, which would require a medical review officer for employment-related marijuana drug testing, and HB 3274, which would require the State to establish and operate a marijuana production facility, and distribute it to pharmacies for dispensing to medical marijuana cardholders and designated primary caregivers. All of these bills have had recent hearings, although it remains to be seen the extent to which they will move forward.

Hopefully, we will have more to share on the status of all WC legislation by the time the next issue of your Healthy Business Journal is scheduled to be published. You can check on the status of any bill at the Legislature's website: www.leg.state.or.us