



# 20th ANNUAL NORTH ALABAMA WORKERS' COMPENSATION CONFERENCE

*Wednesday, October 28, 2015*

*Marriott Shoals Conference Center*

*Florence, Alabama*

*Continuing Education*

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University of North Alabama  
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UNA Box 5036  
Florence, AL 35632-0001



**20TH ANNUAL NORTH ALABAMA WORKERS' COMPENSATION CONFERENCE**  
**WEDNESDAY, OCTOBER 28, 2015**  
**MARRIOTT SHOALS CONFERENCE CENTER**

Non-Profit  
Organization  
U.S. Postage  
PAID  
Florence, Alabama  
Permit No. 371

# 20th Annual North Alabama WORKERS' COMPENSATION CONFERENCE

Wednesday, October 28, 2015 • Marriott Shoals Conference Center, Florence, AL

**Course No. 15FAHR10401 • Cost \$139 Per Person**

(fee includes continental breakfast, lunch, course materials, and a certificate of attendance)

Join us this year for our 20th Annual Workers' Compensation Conference...where you will get up-to-date information on workers' compensation issues. Workers' compensation professionals will be here to answer your questions and to provide you with the training you need to make your job easier.

## AGENDA

|                  |  |
|------------------|--|
| 7:30 – 8:15 am   | <b>Check-in &amp; pick up materials. Enjoy a continental breakfast.</b>  |
| 8:15 - 8:30 am   | <b>Welcome &amp; Introductions</b><br>Ms. Meghan Fike, UNA Continuing Education<br>Dr. Sandra Sockwell, SHRM-SCP, SPHR   |
| 8:30 – 9:30 am   | <b>WC From The Bench</b><br>Judge Gil Self, Circuit Court Judge  |
| 9:30 – 10:15 am  | <b>State of Workers' Compensation In Alabama/ Department of Labor Update</b><br>Mr. Donald Harrison, Esq., Assistant General Counsel<br>State of Alabama Department of Labor |
| 10:15 - 10:30 am | <b>Break &amp; Visit Exhibits</b>  |
| 10:30 – 12:00 pm | <b>Navigating The Waters Of The OSHA And Workers' Compensation Overlap</b><br>Ms. Katy Beth Carr, Esq., & Mr. Bricker Daughtry, Carr Allison, P.C.                           |
| 12:00 - 1:00 pm  | <b>Lunch</b>   |
| 1:00 – 2:00 pm   | <b>Neuropsychological and Psychological<br/>Issues In Catastrophically Injured Individuals</b><br>Dr. Carol Walker, PhD, ABPP-CN, CLCP, Neurolife, LLC                       |
| 2:00 – 3:00 pm   | <b>Physical Medicine &amp; Rehabilitation Perspectives On<br/>The Injured Worker</b><br>Dr. Stephen Howell, North Alabama Bone & Joint Clinic                                |
| 3:00 – 3:15 pm   | <b>Break &amp; Visit Exhibits</b>  |
| 3:15 - 4:15 pm   | <b>WC Legal Update</b><br>Mr. Ryan Brake, Esq., Carr Allison, P.C.   |
| 4:15 pm          | <b>Conference Wrap-up &amp; Presentation of Certificates</b>   |

***The Following Hours  
Have Been Submitted  
for Approval:***

**Nurse  
Social Worker  
Nursing Home Administrator  
Assisted Living Administrator  
Occupational Therapist  
CLE Credit  
CPE Credit**

***Exhibitor Space Is Available!***  
***Please contact Meghan Fike at 256-765-4289 or mmfike@una.edu  
for an exhibitor registration form.***

# MEET YOUR WORKERS' COMPENSATION SPEAKERS

**RYAN G. BRAKE** is a shareholder with Carr Allison and practices in the firm's Florence, Alabama office. Mr. Brake has handled workers' compensation matters on behalf of self-insured employers across Alabama. Mr. Brake practices in the areas of general liability and workers' compensation. He has defended numerous premises liability and auto accident cases in courts across Alabama. He also has handled workers' compensation claims on behalf of self insured employers as well as employers insured by companies such as Zurich, CNA, Liberty Mutual and The Zenith. Mr. Brake is a member of the Alabama Bar Association (workers' compensation section). He is a regular speaker on workers' compensation issues to human resources and safety professionals and has spoken for Lorman, Sterling Education Services, University of North Alabama Continuing Education, Auburn University Center for Governmental Services, the Alabama Defense Lawyers Association, the Alabama Workers' Compensation Organization and the Alabama Self Insurers Association. He was selected as an Alabama Rising Star from 2011 to 2013. Mr. Brake received his B.S., magna cum laude, from the University of North Alabama in 1995 and received his J.D. from the University of Alabama in 1998.

**KATY BETH CARR** is an Associate in the Florence, Alabama office of Carr Allison. Her practice focuses on civil defense litigation. While working in several practice areas within the firm, Ms. Carr concentrates on the defense of employers throughout Alabama and Tennessee in workers' compensation cases and employment litigation. Ms. Carr is admitted to practice in all state courts in Alabama and Tennessee as well as the Northern District of Alabama and the Middle and Eastern District Courts of Tennessee. In addition to her legal work, Ms. Carr is involved in the Alabama Defense Lawyers Association, DRI, and locally with the Lauderdale County Bar Association. Ms. Carr is a board member of the Florence-Lauderdale County Port Authority and the Junior League of the Shoals. Ms. Carr earned her B.S. degree from Birmingham-Southern College, receiving a distinction in Leadership Studies. She earned her J.D. degree from Cumberland School of Law, Samford University.

**BRICKER S. DAUGHTRY**, is a shareholder resident in Carr Allison's Birmingham office. He earned his B.S. degree in Cellular Biology from the University of Georgia, his M.Ed. degree from the University of Georgia, and his J.D. degree from Cumberland School of Law at Samford University. While attending law school, Mr. Daughtry served as an Associate Editor of the American Journal of Trial Advocacy Law Review. He was also selected by the school's faculty to participate in the Judge Abraham Caruthers Teaching Fellowship. Mr. Daughtry's employment practice focuses on Title VII discrimination, Section 1981, FMLA, FLSA, OSHA, NLRB, union issues, retaliatory discharge, and workers' compensation cases. He is admitted to practice before the Northern, Middle and Southern District Courts of Alabama as well as all the Alabama and Georgia State Courts. In addition, he is a member of the American Bar Association, the Alabama State Bar, the Birmingham Bar Association, and the Defense Research Institute.

**DON HARRISON** is Assistant General Counsel with the Alabama Department of Labor. Don represents and advises the various divisions of the Department, including the Workers' Compensation, Unemployment, and Mining and Reclamation Divisions. Don received his B.S. degree from Auburn University and his J.D. degree from the University of Alabama. Following law school, Don served as a law clerk for the Tenth Judicial Circuit of Alabama in Birmingham. Before joining the Department in April of 2011, Don was in private practice for nine years, most recently with Lehr Middlebrooks & Vreeland, P.C., where his practice focused on workers' compensation, retaliatory discharge, OSHA, and related matters. During his years in private

practice, Don represented clients from a wide spectrum of industries including construction, retail, utility, healthcare, mining, manufacturing, and government sector.

**DR. STEPHEN HOWELL** is a Board Certified Psychiatrist, and is a partner at North Alabama Bone and Joint Clinic in Florence, Alabama. Dr. Howell's outpatient practice consists of the evaluation and treatment of musculoskeletal problems including back and neck (spine) pain and injuries including degenerative discs, arthritis, stenosis, radiculopathies, and general strains/sprains. He performs electrodiagnostics/EMGs in the office for further evaluation of nerve injury. The clinic is part of an orthopedic group serving all of the northwest Alabama area. The other physicians in his group are all board certified and/or fellowship trained orthopedists. Dr. Howell performs workers compensation evaluations and impairment evaluations in the office as well. He also uses special spinal injections and peripheral injections to treat pain and spasticity.

**DR. CAROL WALKER, PhD, ABPP-CN, CLCP**, is a board-certified Neuropsychologist in full-time private practice with offices in Birmingham and Huntsville, Alabama. She is also a Certified Life Care Planner and a Medicare Set-Aside Consultant Certified. Dr. Walker earned her PhD in Medical Psychology from the University of Alabama in Birmingham, and completed her internship at the University of Georgia's Medical College of Georgia in Augusta. She received Board Certification in Clinical Neuropsychology from the American Board of Professional Psychology, recognized by the American Psychological Association. She received her certification in Life Care Planning and Medicare Set-Aside Consultant Certified from the Commission on Health Care Certification. Dr. Walker also serves on the Board of The Foundation for Life Care Planning Research and has enjoyed serving on various charitable community boards in Alabama. She has given numerous invited lectures to a variety of audiences in professional communities not only in Alabama, but at many National Conventions. She is also a lecturer for the University of Florida's online Life Care Planning curriculum, offering specialized expertise to Life Care Planners in the University of Florida's online training program, proceeds of which Dr. Walker donates to the Foundation for Life Care Planning Research.

**CIRCUIT JUDGE GIL SELF**, presides over criminal and civil cases in Lauderdale County, as well as presiding over all jury trials. During Judge Self's 21 years in private practice, he tried and /or settled over 1000 workman compensation cases and tried before a jury over 40 civil cases.

**DR. SANDRA SOCKWELL, SHRM-SCP, SPHR** retired from the City of Florence after being the Personnel Director for almost 20 years. After a two-month retirement, she went to work with D & D Case Management, Inc., as Director of Business Development. She served in an HR capacity in a major healthcare facility, and is a frequent trainer for UNA and others on HR, supervisory, and management topics. Sandra is the past president of both the Alabama Self-Insurers Association and the Alabama Association of Public Personnel Administrators, and board member of the Shoals Chapter-SHRM®. She earned BS and MS degrees from UNA and her MA and Ph.D. from The University of Alabama. Sandra has taught in UNA's SHRM® Learning System series since its inception.

## WHO SHOULD ATTEND?

HR Specialists • Administrative Assistants • HR Generalists • Executive Assistants • Office Managers • HR Administrators  
Small Business Owners • Staffing Specialists • Managers • Law Enforcement • Attorneys  
Anyone who manages or supervises people • Physical Therapists • Occupational Nurses  
Others who deal with Workers' Compensation issues



# UNA HUMAN RESOURCE MANAGEMENT CERTIFICATE

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## UNA Human Resource Management Certificate – ONLINE OPTION

This valuable new certificate recognizes that you have completed a professional program in human resource management. When you have completed the required curriculum, you will receive a UNA certificate stating that you have successfully completed the program.

For more information about each online course please visit [www.flexclassroom.com/una](http://www.flexclassroom.com/una)

### • REQUIRED COURSES •

Fair, Square, and Legal: A Manager's Guide to Safe Hiring, Managing, and Firing Practices  
Fundamentals Of Human Resource Management

### • ELECTIVE COURSES •

Please visit [www.flexclassroom.com/una](http://www.flexclassroom.com/una) to choose your elective hours. Elective hours must total 6 CEUs.

## UNA Human Resource Management Certificate TRADITIONAL OPTION

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### • REQUIRED COURSE •

The SHRM Learning System® for SHRM-CP®/SHRM-SCP® Certification Preparation – 35 Hours (offered each Spring semester)

### • ELECTIVE COURSES •

Electives must total 25 hours. Courses are offered during the day and evening hours. Electives are offered in the spring, summer, and fall. Brochures are mailed when information is available. Electives must be a UNA sponsored event.

For more information, contact Meghan Fike at 256-765-4289 or [mmfike@una.edu](mailto:mmfike@una.edu)

# DIRECTIONS AND HOTEL ACCOMODATIONS

## Hotels In The Area

### Marriott Shoals Hotel & Spa

10 Hightower Place  
Florence, AL 35630  
256-246-3600

### Hampton Inn - Downtown

505 South Court St.  
Florence, AL 35630  
256-767-8282

### Residence Inn by Marriott

1000 Sweetwater Ave  
Florence, AL 35630  
Phone: 256-764-9966

### Comfort Suites

140 Matthew Paul Court  
Florence, AL 35630  
256-246-2300

### Hampton Inn - Midtown

2281 Florence Blvd • Florence, AL 35630  
256-764-8888

## DIRECTIONS TO MARRIOTT SHOALS CONFERENCE CENTER:

Take U.S. Hwy 72 west as you come into Florence. Take a left on Alabama #133 (Cox Creek Parkway). Proceed on Cox Creek Parkway for approximately 1 ½ miles. Turn right on Veterans Drive and then turn left onto Hightower Place.

**Address: 10 Hightower Place, Florence, AL 35630**

**Phone: 256-246-3600**



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# FAST & EASY REGISTRATION



## ONLINE

To register online, visit our website at [www.una.edu/continuing-studies](http://www.una.edu/continuing-studies).



## BY PHONE

Our registration office is open from 8 a.m. to 4:30 p.m. Monday through Friday. We accept Discover, MasterCard and Visa. We also accept company purchase orders. Call (256)765-4862 or 1(800)-825-5862, ext. 4862.



## IN PERSON

During our office hours, come by our office located at UNA East Campus, 1640 Tune Ave., Florence



## VIA FAX

Simply fax the attached registration form any time, day or night to (256) 765-4872. All fax registrations require a credit card number unless the course is being invoiced to your company.



## MAIL

Complete the attached registration form and mail with your check or credit card information (don't mail cash) to Continuing Education & Outreach, UNA Box 5036, University of North Alabama, Florence, Alabama 35632-0001.

**Cancellations:** If you must cancel, notify us three days in advance for a full refund. Later cancellations may receive credit toward future workshops if requested by the date of the seminar. Participant substitution may be made at any time.

**Course Cancellations:** Non-credit courses are subject to cancellation if there is insufficient enrollment. Continuing Education & Outreach apologizes for any inconvenience this may cause you. In the event a course is cancelled, a registrant has the option of applying the fees paid to another course or receiving a complete refund.

## Registration Form

If registering more than one person, please list additional names and information on an attached sheet or duplicate this form.

PLEASE REGISTER ME FOR THE FOLLOWING SEMINARS:

**20TH ANNUAL WORKERS' COMPENSATION CONFERENCE**

(Course #15FAHR10401) • \$139

Name \_\_\_\_\_

Job Title \_\_\_\_\_

Company/Organization \_\_\_\_\_

Mailing Address ☐ Home ☐ Work \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: (Day) \_\_\_\_\_ (Evening) \_\_\_\_\_

Fax \_\_\_\_\_ Email \_\_\_\_\_

Payment Method:

☐ Check Enclosed (payable to UNA) Please include course name on lower left side of check.

☐ Please invoice company above. If different address than mailing, please provide:

☐ Purchase Order

☐ Money Order

☐ Visa

☐ MasterCard

☐ Discover

Credit Card # \_\_\_\_\_ Expiration Date \_\_\_\_\_

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

Authorized Signature \_\_\_\_\_

Please make as many copies of this form as you need.