



# 21st ANNUAL NORTH ALABAMA WORKERS' COMPENSATION CONFERENCE

*Wednesday, October 26, 2016*

*Marriott Shoals Conference Center*

*Florence, Alabama*



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**21ST ANNUAL NORTH ALABAMA WORKERS'  
COMPENSATION CONFERENCE**  
**WEDNESDAY, OCTOBER 26, 2016**  
**MARRIOTT SHOALS CONFERENCE CENTER**

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# 21st Annual North Alabama WORKERS' COMPENSATION CONFERENCE

Wednesday, October 26, 2016 • Marriott Shoals Conference Center, Florence, AL

**Course No. 16FAHR10402 • Cost \$149 Per Person** \*There is a \$2.00 registration fee per order

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

Join us this year for our 21st 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

<b>7:30 – 8:15 am</b>	<b>Check-in &amp; pick up materials. Enjoy a continental breakfast.</b>
<b>8:15 - 8:30 am</b>	<b>Welcome &amp; Introductions</b> Ms. Meghan Fike, UNA Continuing Education Mr. Ryan Brake, Esq., Carr Allison, P.C.
<b>8:30 – 9:30 am</b>	<b>TBA</b> Dr. Gary Huckaby
<b>9:30 – 10:15 am</b>	<b>State of Workers' Compensation In Alabama/ Department of Labor Update</b> Mr. Donald Harrison, Esq., Assistant General Counsel Alabama Department of Labor
<b>10:15 - 10:30 am</b>	<b>Break &amp; Visit Exhibits</b>
<b>10:30 – 11:30 am</b>	<b>Using Pharmacogenomics In Worker's Compensation</b> Ms. Tana LeMay, RN, The Case Management Group
<b>11:30 am – 12:30 pm</b>	<b>Lunch</b>
<b>12:30 – 1:15 pm</b>	<b>Postprandial Thoughts On WC Court Dates</b> Judge Gil Self, Lauderdale County Circuit Judge (Place 3)
<b>1:15 – 2:00 pm</b>	<b>The Top Five Reasons Claims Don't Settle At Mediation</b> Ms. Patricia Fraley, Esq., Ombudsman, Alabama Department of Labor
<b>2:00 – 3:00 pm</b>	<b>Denervation Procedures In The WC Setting</b> Dr. Stephen Howell & Dr. Aaron Howell, North Alabama Bone & Joint Clinic
<b>3:00 – 3:15 pm</b>	<b>Break &amp; Visit Exhibits</b>
<b>3:15 – 4:15 pm</b>	<b>WC Legal Update</b> Mr. Ryan Brake, Esq., Carr Allison, P.C.
<b>4:15 pm</b>	<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  
SHRM • SHRM-CP® / SHRM SCP®  
HRCI • PHR® / SPHR®

***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.

**PATRICIA FRALEY** is an Ombudsman with the Workers' Compensation Division of the Alabama Department of Labor. Patricia received her J.D. from the University of Alabama in 1982. She served as an Assistant Attorney General from 1982 to 1984. In 1984 she moved to Birmingham, Alabama and began a long career in private practice specializing in Claimant's Workers' Compensation, Black Lung and labor law. Patricia has been listed in Best Lawyers in America since 1995 and has an AV rating with Martindale Hubbell. She was instrumental in helping draft the legislation that created the Ombudsman program in 1992. Patricia was also a founding member and officer of the Workers' Compensation Section of the Alabama Bar Association.

**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. AARON HOWELL** is Board-Certified in Physical Medicine and Rehabilitation. He received his undergraduate degree from Concord University in Athens, West Virginia and his medical degree from West Virginia School of Osteopathic Medicine in Lewisburg, West Virginia. He is a member of the following organizations: American Osteopathic Association, American Medical Association, American Academy of Physical Medicine and Rehabilitation, Spinal Intervention Society and AL Osteopathic Medical Association. He completed his Medical Internship at Montgomery Regional Hospital/Edward via Virginia College of Osteopathic Medicine, in Blacksburg, Virginia and his Physical Medicine and Rehabilitation Residency at Vidant Medical Center, East Carolina University, in Greenville, North Carolina.

**DR. STEPHEN HOWELL** is a Board Certified Physiatrist, 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.

**GARY C. HUCKABY, JR. PH.D.**, is a nationally recognized author, consultant and professional speaker. He received his Ph.D. in Industrial/Organizational Psychology from the University of Mississippi, his Bachelor of Science degree from the University of Alabama in 1986. In the past twenty years he has built an impressive resume' including, teaching at both the elementary and collegiate level, owning a construction company, hosting a daily talk radio show, and taking an interim role as Vice President of an international manufacturing company. As a founding partner and President of Huckaby Consulting Group, Inc., formally known as Benchmark Behavioral Management, Inc. he has been the recipient of the "National Durrance Award" given to the most outstanding academic advisor, the "Delta Leadership Award", the Small Business Administration "Excellence in Consulting" Award—Mississippi, 1995, Junior Achievement "Instructor of the Year"—2001 for the State of Alabama and the "Commanders Leadership Award" from Redstone Arsenal 2007. Dr. Huckaby provides keynote speeches, leadership training and HR related consulting to companies all across the country. He maintains a busy schedule consulting and speaking to a wide variety of corporations ranging from small family owned businesses to Fortune 500 companies throughout the United States and abroad, conducting over 150 workshops and seminars a year on topics such as Leadership, Supervisory Skills, Team Building, Violence in the Workplace, Motivation, Harassment, Conflict Resolution, Communication Skills, Stress Management, Organizational Change, Humor in the Workplace and many others. He has published several articles in both professional journals and trade magazines and is currently consulting with Ken Blanchard, co-author of "The One Minute Manager" and Sheldon Boles co-author of "Gung-Ho" on a book about interactive styles. His hobbies include golf, hunting, and fishing, antique auctions, welding, scuba diving, carpentry and flying. Gary and his wife Stacey have two daughters and reside in Huntsville, Alabama.

**TANA LeMAY** is currently an owner of and working as a case manager for The Case Management Group, LLC. Tana has worked as an Occupational Nurse for 21 years. She earned her Bachelors of Science in Nursing from The University of Southern Mississippi. Tana has worked as a plant Nurse at Murray Envelope and Barklay, serving over 400 employees. Tana served as the Director of Occupational Health for Madison County Medial Center and created and developed an Occupation Health Department for this Healthcare System. Tana has also served as the State Supervisor for Case Managers for Concentra Managed Care in Birmingham. While in Madison County she served as a member of Madison County Employer Development Association and frequently spoke on current healthcare topics related to Occupational Health. She assisted in leading a Medicare Sponsored Trial for 18 months that focused on developing the methodologies and capabilities of integrating personalized medicine into the clinical process through the use of pharmacogenomics. This data proved successful in helping physicians provide their patients with the most optimal treatment possible.

**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



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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.

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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.

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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-education](http://www.una.edu/continuing-education).



### 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:

**21ST ANNUAL WORKERS' COMPENSATION CONFERENCE**

(Course #16FAHR10402) • \$149 (\*There is a \$2.00 registration fee per order)

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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.