



The Disability Analyst

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GERMANY	5	SAUDI ARABIA	1
IRELAND	1	SINGAPORE	4
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▲ UPGRADING ▲

Those practitioners currently board certified by ABDA as Disability Analyst and Fellow who have now completed at least nine years of professional experience in rehabilitation or healthcare may be eligible to apply for Senior Diplomate status. If you wish to receive information on how to apply, please fax (615) 327-9235 or e-mail: americanbd@aol.com an expression of interest to Ms. Lela Boggs. For current ABDA members in good standing, no examination will be required at this time.

■ E-MAIL ADDRESS ■

So far we have received e-mail addresses for most of the membership. The sooner we receive the remaining e-mail addresses, the more efficient we will be in alerting members to information they need to have before the publication of forthcoming issues of the newsletter and other information. E-mail addresses may be sent to our e-mail address at americanbd@aol.com or faxed to us at 615-327-9235.



CALL FOR PAPERS AND POSTERS

Members interested in serving as faculty presenters for the next biannual conference in Naples, Florida **October 14-15, 2017** (see Calendar on back page for details), please submit a 1-2 page abstract or outline by mail or fax (615) 327-9235. Decisions are generally made within two weeks. Please indicate if any audiovisual equipment may be needed and the amount of time requested (i.e., 30'- 45' is optimal). **Those who have presented at two or more ABDA or ABMPP national conferences in any five-year period are eligible for appointment to the American College of Disability Analysts (ACDA).** Presenters are urged to submit programs that invite audience participation. Case studies, applied research, polemical/ideological talks, ethics, innovative techniques, evaluation strategies, forensic experiences, group dynamics customized software, economic issues, private practice insights, earnings loss projections, life care plans, hedonic assessments, labor market surveys and other topics of interest to members are encouraged. Please submit to ABDA Program Committee, 4525 Harding Road, Second Floor, Nashville, TN 37205, by fax: (615) 327-9235 or by e-mail: americanbd@aol.com.

→ URGENT! ←

If you received this issue of The Disability Analyst newsletter in hard copy, it is because we do not yet have your e-mail address. As our organization strives to become increasingly green, we have sent out the great majority of this volume via e-mail. In the future we hope to closely approach 100% of our mailings using e-mails. **Your help is greatly needed.** If you have not yet provided your e-mail to the Central Office, please do so at your earliest convenience by contacting us at americanbd@aol.com or by fax 615-327-9235. Recent issues of our newsletter and other valuable information and research links can always be accessed at no cost by members at our website: www.americandisability.org.

★ EMERITUS STATUS ★

We are pleased to announce that qualified members with 20 years or more of professional experience as a Senior Disability Analyst and Diplomate and who have been board certified for no less than eight years are eligible to apply to upgrade their credential to Emeritus status. This designation may be used on all correspondence, business cards, letterhead, etc. as appropriate. If interested, please forward a request in writing, current vita and \$238 US processing fee issued to ABDA. Please send items to ABDA Credentialing and Certification Committee, Belle Meade Office Park, 4525 Harding Road, Nashville, TN 37205.

CHANGE OF ADDRESS

Please keep the ABDA Central Office advised of any change in your postal address so there will be no interruption in your receiving items from the Central Office. All special correspondence will be by e-mail unless you notify us otherwise. Feel free to fax (615) 327-9235 or e-mail: americanbd@aol.com that information.

★ CONTINUING ★ EDUCATION CREDIT

As a membership driven organization, we accept continuing education credits/continuing medical education credits from all appropriate sources. There is no need to duplicate time spent in continuing education events for your other requirements. Simply remit copies of those certificates or credits along with your annual renewal material.



* * * **2016 ABDA Board Certification Renewal Notice** * * *

Optional Gold seal can be obtained by sending in a self-addressed stamped envelope.

Please respond immediately to help us avoid the unnecessary time and expense of reminder mailings.

Your listing (alphabetical and geographical) in the ABDA DirectoryNo Cost
Newsletter, The Disability AnalystNo Cost

Renewal Fee (**one year**) \$100 (U.S. Funds)
(\$115 after January 10, 2016)

Renewal Fee (**three years**) \$275 (U.S. Funds)
(\$290 after January 10, 2016)

Renewal Fee (**five years**) \$425 (U.S. Funds)
(\$450 after January 10, 2016)

Lifetime Fee \$980 (U.S. Funds)
(Lifetime members receive 25% discount to all ABDA and ABMPP events)

Please issue payment to ABDA by no later than **January 10, 2016** to avoid a \$15 late charge. The national examination is required of persons seeking board certification for the first time and is required of those who allow their certification to lapse. **By maintaining your current status you are exempt from the written examination.**

Please remit your 2016 renewal fee and information below. This is the only notice you will receive. Remittance by Visa or MasterCard is acceptable. **Please type or legibly print information below** as you wish it to appear in the next Directory. If renewing with a credit card (Visa and M/C only), please provide necessary information. **Post Office Box addresses are not acceptable.**

Check box if information has changed.

Name: _____

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*E-mail: (required) _____ *(Extremely important for future timely communication.)*

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Check One: 1 year 3 years 5 years Lifetime

List continuing education experiences (from workshops, conferences, etc.) and/or self-study you have completed since January 1, 2015 (minimum 8 hours to fulfill annual requirement).

Optional: Have you performed 8 hours pro bono work (charitable professional efforts not compensated) during the past year? Yes No

Return to ABDA Central Office, Second Floor, 4525 Harding Road, Nashville TN 37205
website: www.americandisability.org

★ DISABILITY HEADLINES ★



According to the Wall Street Journal (2015), one of the **nation's largest Social Security Disability firms** is preparing for Chapter 11 bankruptcy (i.e. Binder and Binder). This filing isn't expected to affect the majority of the firms nearly 1,000 employees, many of whom are not lawyers or its 57,000 active cases, according to the firm. The WSJ explained that over the past several years a combination of an aging workforce, high unemployment and lack of oversight fueled the rapid growth of the Social Security Disability Insurance Program.

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New research funded by the National Institutes of Health in robotics might help with stroke, rehabilitation, guide wheelchairs and assist children with **Autism Spectrum Disorder**. Some of the funded innovations include wearable exoskeletons to induce recovery of function of limb movement; a computer vision based active learning co-robot wheelchair; music-based interactive robotic orchestration for these children.

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Two new high school equivalency tests are trying to take market share away from the GED. The Test Assessing Secondary Completion or TASC is in nine states already for about \$54 compared to the GED based price of \$80. Another competitor is the HiSET for \$50. Both offer paper and pencil versions while the GED does not. The GED dominates the market currently with about 246,000 test takers annually compared to 43,000 for TASC and 50,000 HiSET but those disparities are expected to shrink. A new version of the GED has been offered but is under criticism for being more difficult and yielding a significantly lower pass rate (60% versus 75%).

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According to the Wall Street Journal, a new **type of savings vehicle for the first time offers the disabled and their families the benefits of tax - free growth**. Called 528-ABLE plans, the state-sponsored accounts, authorized by Congress in late 2014 resemble 529 college plans. Persons with disabilities may save as much as \$100,000 and still qualify for benefits including Medicaid and Supplemental Security Income (SSI), a federal program for disabled persons with low incomes. Previously, to qualify for SSI a person could have no more than \$2,000 in assets. Annual contributions are currently kept at \$14,000.

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According to Standard and Poor (S&P), in the USA with 104.8 million full-time workers, **median annual 2013 wages rose just 1.4% to \$40,872**.

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The National Center for Education Statistics reports that only 16% of college students in 2012 received degrees in science, technology, engineering or math or **STEM disciplines**, but they are earning much more than their classmates. STEM grads averaged \$65,000 a year in 2012 compared with \$49,500 for graduates of other degrees.

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About 5.3 million Americans work for outposts of **foreign firms** in the USA. On average, they make close to \$78,000 a year or 30% more than the US average overall. (Source: Bureau of Labor Statistics.)

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Kenneth Fineberg, who directed the payouts for 911 and other catastrophic events, provided some examples of death, catastrophic injury and lesser injury compensation

as follows:

Death Compensation

2.2 million dollars for a 17 year old student with no wages and no dependents

4 million dollars for a 25 year old earning \$46,000 a year, married, 2 children

5.1 million dollars for a 40 year old earning \$75,000 a year, married no children

Catastrophic Injury

7.8 million dollars for a 10 year old paraplegic who will need care for many years

Lesser Injuries

One night in a hospital, up to \$20,000

34 days hospitalization for extensive treatment of broken bones, head injuries up to \$500,000

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According to Merrill Lynch, the **top reasons why working retirees say** they continue to work are:

62% to stay mentally active

46% to stay physically active

42% maintain social connections

36% sense of identity and self-worth

31% to make money

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Among workers 60 and older, more women (71%) in this age group are likely to say they will put off **retiring** than men (49%). In fact, 18% of women this age say they will never be able to retire versus 7% of men. (Source: Harris Poll for CareerBuilder)

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The Bureau of Labor Statistics reports that the **share of workers 65 and older by status** are as follows: in 2000 about 51% were part-time with 49% full-time; in 2009 43% were part-time, 57% were full time and in 2013 only 41% were part-time but 59% were full-time.

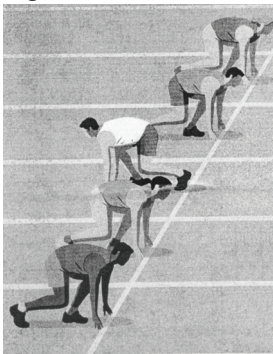
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The Global Benefit Attitudes Survey 2014, found that **more workers plan to delay retirement** comparing 2009 to 2013 - 31% plan to retire before age 65; compared to 25% in 2009; at age 65 17% in 2009 compared to 23% in 2013; after 65 - 41% in 2009 but 50% in 2013; for those 66 to 69 - 22% planned to retire in 2009 compared to 19% in 2013 and in 2009 - 14% over 70 planned to retire at 70 or beyond, while in 2013 - 24% planned to do so. In 2009, 5% said they never plan to retire while in 2013, 7% said the same.

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Serious injuries involving exercise equipment - treadmills in particular - are among the most common that emergency rooms see, according to the US Consumer Product Safety Commission. Almost 460,000 people were sent to the hospital in 2012 for injuries related to exercise equipment. The majority - nearly 428,000 were treated and released. About 32,000 were hospitalized or were dead on arrival!

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The Social Security Trustees Report in 2012 reported **the growth in people on Social Security Disability Insurance** as follows: 1990 - 4.2 million, 2000 - 6.7 million, 2012 - 11 million.

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The Pew Research Center using 2012 % census data found that men, who make up 16 of **at home parents**, say they aren't working because: ill or disabled -34% can't find a job; 22% caring for family; 20% in school; retired or other 21%.

(continued on page 5)

DISABILITY HEADLINES (continued)

According to Bloomberg, there are **alternative measures of labor market health** that need to be considered including quits rate (workers quitting voluntarily as a share of total employment) which is currently at a rate of about 1.8%; hires rate (workers hired as a share of total employment) currently at 3.3% as well as layoffs and discharges currently at 1.1%.



adolescents with disabilities have unhappy unfulfilled lives. (Source: [The Lancet 2015](#))

The use of a foot drop stimulator during a task – specific movement for four weeks can retrain the neuromuscular system, ultimately aiding in **rehabilitation intervention from stroke**. (Source: [NeuroRehabilitation 2015](#))

Among **older women**, dying or developing mobility disability and major chronic disease before 85 years of age was associated with overall and abdominal obesity. Findings showed underweight and obese women were more likely to die before 85 years of age compared with healthy weight women. Researchers also found higher risks of incident disease and mobility disability among overweight and obese women, whereas higher risk of earlier death, incident disease and mobility disability was associated with waist circumference greater than 88 cm. (Source: [Journal of American Medical Association Internal Medicine 2014 Vol. 174, pp 98-106](#))

Researchers at Ohio State University have developed a mathematical model that allows them to predict the **landing of a person's next step** with more than 80% accuracy based on the position of the person's body during the current step. Subjects were monitored walking on a treadmill at various speeds. If the pelvis moved a millimeter differently one way or the other in a particular step, it created a tiny imbalance, which participants unconsciously compensated for by placing the next step in an appropriate position.

The National Association for Business Economics found eight of ten businesses expect **wage growth adjusted for inflation** to remain subdued in the next three years, rising between zero and 3%. Private industry workers' wages shrank 0.7% from 2011 to 2013, after inflation. More than 40% of the companies surveyed predict payrolls will grow in the coming months which is up 37% from six months ago. A quarter of companies report shortages of skilled labor. The economy grew 2.6% in 2013 and 2% in 2012 but is expected to grow at an annual rate of closer to 3% in the next 12 months.

According to CareerBuilder, **the top five occupation sectors expected to add the most jobs** by 2017 are as follows: education, training, library: 361,578 (6%); business, financial; 326,830 (7%); management: 297,683 (5%); computer, math: 251,528 (9%); and healthcare practitioners; 217,498 (10%).

Hard to heal **chronic wounds** may benefit from the application of an electrical stimulus that promotes the growth of blood vessels and increases blood supply to the wound, according to a report from the University of Cincinnati. With a stimulus frequency as high as 7.5 billion ghz and as low as 60 hz for one hour per day for seven days. The rate of wound healing was enhanced.

Visual impairments that fall short of blindness and also blindness have become less common in the USA, Canada, Western Europe, Australia and Japan. This two decade decline may be largely attributable to the spread of cataract surgery. Rates of blindness in some of these regions have dropped as much as 50% and moderate to severe visual impairment fell 38% from 1990 to 2010 in 50 countries. The global rate of blindness is 0.5% but only .1% in the USA. The global rate of moderate to severe visual impairment in the 50 countries is 2.9% but only .6% in the USA and Canada. Women were more affected than men by both disorders. A growing cause for concern is the rise of diabetes and associated eye diseases. Researchers say more than 100 million people are expected to develop diabetic retinopathy or damage to the blood vessels in the retina. (Source: [British Medical Journal, 2015](#))



Researchers in the Netherlands found that **mechanically removing a clot** in addition to using a standard clot – busting medicine, lowered the probability the stroke sufferer would end up seriously disabled. Though several such devices have come on the market since 2004, [The New England Journal of Medicine](#) investigators did not find a benefit yet.

The American Academy of Orthopedic Surgeons reported that more than seven million Americans, **walk, work and play on artificial knees or hips** and would otherwise be disabled. Data are from 2014. Knee surgery seems to be more weight driven than hip surgery. Hip and knee replacements failed to work about 2% of the time in the initial two years after the surgery. Well over 90 percent have replaced joints which are still functioning 10-15 years after surgery.

Chronic disease is a leading cause of death in the USA, accounting for seven out of ten deaths. About 45% of the population, 133 million Americans live with a chronic condition. By the year 2020, it is expected that number will rise to 157 million Americans. (Source: [Centers for Disease Control](#))

Sedentary behavior could directly result in disability for individuals aged 60 years or older, regardless of moderate to vigorous physical activity. Chances of disability increased by 46% for each additional hour spent sedentary each day. This study is the first to show sedentary behavior as its own risk factor, and suggested that it is as strong a risk for disability as lack of moderate exercise. (Source: [Journal of Physical Activity and Health 2014](#)).

The Society for Human Resource Management found the **consequences of unplanned work absences** are as follows: adds to work load – 69%; increases stress – 61%; disrupts works of others – 59%; hurts morale – 48%; reduces quality of work 40%.

The **lifetime cost of care** for someone with a serious spinal cord injury can range from \$1 million to \$5 million dollars, depending on injury, severity and the age of the person at the time of injury. (Source: [National Spinal Cord Injury Statistical Center](#))

Adolescents with cerebral palsy rated their overall quality of life as comparable to that of able bodied peers. Only their quality of friend and peer relationships of 10 different areas of life was on average lower than adolescents in the general population, challenging the widespread perception that

The greatest **challenges when starting a new job**, according to a worker survey by Accountemps are: new processes/procedures – 44%, getting to know a new boss and co-workers – 20%; new technology/tools – 17%; fitting into the corporate culture – 12%; other – 7%.

DISABILITY HEADLINES (continued)

The Bureau of Labor Statistics found that 44.7 million Americans are **over 65 years old**, a time of life in which income growth typically declines.

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The US Census Bureau reports that **median US household income** adjusted for inflation has trended as follows: \$54,892 in 2006; \$55,627 in 2007; \$53,644 in 2008; \$53,285 in 2009; \$51,893 in 2010; \$51,100 in 2011 and \$51,017 in 2012.

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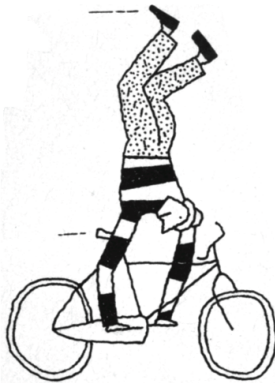
According to the US Labor Department the majority of states have maintained the **minimum wage** of \$7.25, with a few more moving it between \$8 and \$9. The following states are planning to escalate the minimum wage to \$9 or higher in the near future: California, Connecticut, Hawaii, Maryland, Michigan, Minnesota, New York and Vermont.

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The American Stroke Association reports that **stents** similar to the ones used to open clogged heart arteries also can be used to clear a blood clot in the brain, generally lowering the risk a patient will end up disabled.

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Transtibial amputees require alternate movement strategies for sit-to-stand tasks. A recent study in Prosthetics Orthotics International (2014), indicated transtibial amputees were unable to perform the same sit-to-stand movement strategies as non-amputated individuals and had to develop new strategies to compensate. The amputees demonstrated greater weight-bearing asymmetry, higher



sway velocity and lower rising index during the sit-to-stand transfer movement.

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US residents with one or more **“severe” disabilities in 2012** by age group in millions were: under 18: 3%; 18-64: 20%; 65 and older 15%. Severe disability indicates the individual needs assistance to perform basic activities. (Source: Census Bureau).

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The healthcare industry is staffed by some of the lowest as well as highest paid professionals in any business. The average staff nurse is paid about \$61, 000 a year and an emergency medical technician earns just about minimum wage for yearly income of \$27,000. Many medics work two or three jobs to make ends meet. Here are some other

national average annual salaries from 2013 which do not include bonuses or incentives which can be greater than base salaries.

CEO of Health/disability insurance firm	\$584,000
Hospital CEO	\$386,000
Hospital Administrator	\$237,000
General physician	\$185,000
Family practice physician	\$165,000
Physical therapist	\$ 78,000
Audiologist	\$ 73,000

(Source: Compdata Surveys)

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The Department of Education reports that **college costs** are soaring. The average annual tuition, fees, room and board for full-time undergraduate students at four-year institutions has jumped from \$2,031 in 1973 to \$23,872 in 2013.

EMERITUS STATUS MEMBERS

We are pleased to announce that the following members qualified for Emeritus Status since the inception of the program as determined by the ABDA Credentials and Certification Committee. Minimal requirements for eligibility require no less than 8 years of ABDA board certification and no fewer than 20 years of professional experience with mentally and or physically disabled patients/clients or comparable career achievement.



- Rachael Dana Adair (AL)
- Kenneth Anchor (TN)
- Jeffrey T. Barth (VA)
- George Boghean (Canada)
- Elaine L. Bukowski (NJ)
- Richard Byrd (AR)
- David Cross (IN)
- Herbert J. Cross (WA)*
- John C. Drew (CO)
- Albert Ellis (NY)*
- Gary L. Fischler (MN)

- Lawrence S. Forman (FL)
- Marsha Harrison (FL)
- Sandy Hoar (MD)
- Alexander Horwitz (NY)
- Martha T. Judge (IL)
- Mary K. Lamb (KY)
- Vance Landis-Carey (CA)
- Ann Leonard-Zabel (MA)
- Frank Lizzi (PA)
- Cathy McVay (FL)
- Gloria M. Malone (AZ)

- Sylvia M. Oberti (CA)
- Les Phillips (TN)*
- Nicole Phillips-Smith (MI)
- David A. Rinehart (CA)
- James Sasmor (AZ)*
- Ross J. Skirda (Canada)
- H. Jane Storrie (Canada)
- Hans Strupp (TN)*
- Mark Woodward (KY)

*Deceased



PASSAGES AND MILESTONES

ABDA is compiling a paper regarding persons who have benefited in some way from having a mental and/or physical disability or whose lives were enriched as a result of a disability (other than economically). Please forward your own pertinent items with names removed to ABDA Central Office.

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We are pleased to announce that the **next bi-annual conference** will be held once again in Naples, Florida, October 14-15, 2017 at a wonderful resort that is both on the magnificent Gulf Coast beach and has its own beautifully landscaped 18 hole golf course on property. Early registration is strongly recommended. Book your hotel early and request the "American Board" room rate (\$175). See back page for both conference and hotel details. Persons interested in being a presenter should send a brief proposal to (the ABDA Program Committee at fax 615-327-9235, e-mail:americanabd@aol.com or by mail. (Decisions are made within 15 days.)

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Central Office is extremely grateful to all members who have provided their **e-mail address**. If you have not done so, please be sure to do so as soon as possible. We communicate regularly with members who have e-mail addresses and we do not want anyone to miss keeping abreast of important new developments and announcements.

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Attention Lifetime Members: Each week Central Office receives inquiries regarding the current status of various members for purposes of hospital privileges, licensure, listing on panels, expert witness credentials for courts at every level among other purposes. Some of our Lifetime Members have not been in contact with Central Office in more than 12 months. If you are one of those members, please provide an update of your CV, along with e-mail address and listing of continuing education activities so we can effectively update your file. By doing so, we will be able to respond to each of those requests in a timely and helpful manner. Thank you for your cooperation in this important matter.

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ABDA has been fortunate for a great many years to have an extraordinary member who has enriched the continuing professional learning of so many of our members at our conferences and elsewhere. **Jerrold Simon** is long overdue for special recognition. In his honor, all future career ABDA Distinguished Career Educator Awards will be named **The ABDA, Dr. Jerrold L. Simon, Career Achievement Award** or simply "**The Simons.**" Dr. Simon has made a multitude of vital contributions to our organization typically behind the scenes in such a way that does not draw attention to himself and certainly those of us who have gotten to know him well recognize that he is not seeking attention. He has touched the lives of hundreds of us in a highly constructive manner,

oftentimes improving the quality of our own professional practice and quality of patient care that we provide. This ongoing award is certainly well deserved by any measure.

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We are extremely grateful to the entire stellar roster of faculty presenters for the 2015 Biannual Conference in Naples, Florida in Oct. 2015: **Ellyn Arwood, (OR), Jennifer and Dennis Chong, (Canada), Sandy Hoar, (MD), Cathy Ingebrigtsen, (FL) Tim Lynch, (TN), Ann Marie Leonard-Zabel, (MA), Rick Pounds, (KY), and Ahmed Rady, (Egypt).**

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Interesting factoid: Several members discovered that one of the ABDA books entitled: Disability Analysis in Practice (1999) was available on Amazon.com for a surprising cost of \$149 in June 2015. Of course, this book is no longer being printed but it only cost members a fraction of the amount Amazon is currently charging when it was available. This price aberration was quite an unexpected finding. Additionally, The Disability Analysis Handbook, was being offered online recently for various prices both new and used though used copies were inexpensively listed too.

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If you have a wheelchair to donate there are organizations which will provide help. Some also will provide a power chair at a discount. Some of these organizations also refurbish wheelchairs: www.wheelchairhelp.org. This program, located in Elkhart, Indiana gives out wheelchair loaners for free in addition to recycling wheelchairs. www.wheelchairrecycling.org. The Madison, Wisconsin based group recycles canes, walkers and crutches in addition to wheelchairs.

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The ABDA Blue Ribbon Panel 2002 asserted that the U.S. Department of Labor's Dictionary of Occupational Titles (DOT) in its current form is a seriously flawed, antiquated and incomplete document and should no longer be used as a sole or primary source in any litigation including the multitude of disability cases which come before various governmental agencies including SSA-ODAR, US Railroad Retirement Board, Worker's Compensation, et. al. The knowledge, training and experience of board certified Disability Analysts can offset many of the deficiencies of the DOT.

A reconstituted ABDA Blue Ribbon Panel in 2015 has arrived at the same conclusions but underscoring how much more serious and widespread the problem with the DOT has become. A substantial and growing number of job titles have been created since the final DOT revisions in 1992 and are typically excluded from consideration by Disability Analysts who serve as vocational experts/consultants or job consultants, leaving the judicial system and the public ill served.

NEW ABDA LIFETIME MEMBERS

The following individuals deserve special recognition. By becoming lifetime members, during the past 24 months, the organization benefits in many ways by being able to plan new projects enabling ABDA to grow in a planful manner. If interested in joining this list of **Lifetime Members**, exempt from all future renewal fees, and entitled to 25% discount at all ABDA training events and meetings, please write, fax or call our Central Office at Belle Meade Office Park, 4525 Harding Road, Nashville, Tennessee 37205. Fax number (615) 327-9235. If your name was inadvertently omitted, please notify Central Office immediately. List is through October 2015.

Mahlies, Khaled	Bedford, OH
Duchon, Rachel A.	Hamburg, NY
Choe, Unpok	Kailua Kona, HI
Cary, Damon D.	Philadelphia, PA
Johanning, Eckardt	Albany, NY
Coya, Gloria	Ponce, PR
Martinez, Manuel A.	Mayaguez, PR
Bartolomei-Aguilera, Beatriz	Guaynabo, PR
Espaillal, Jose F.	Newport, News, VA
Vora, Shailesh C.	Eldorado, AR
Balasubramanian, Anand	Houston, TX
Chaudhry, Uzma A.	Southfield, MI
Bari, Abdul	Cairo, GA
Lee, Kenneth L.	Milwaukee, WI
Navarro, Ricardo A.	San Juan, PR
Bojkovic, Michael N.	Seminole, FL



Perry, Michael W.	Odessa, FL
Jevaji, Padmarao	Owings Mills, MD
Kumar, Anandeeep	Des Moines, IA
Pagan, Doris M. Iturrino	Mayaguez, PR
Bansal, Ankush K.	Boynton Beach, FL
MacGuire, Anne M.	Casper, WY
Merritt, John L.	Tampa, FL
Bannor, Philip	Chattanooga, TN
Nayyar, Sunil	Westerville, OH
Marty, Benito I.	Langhorne, PA
Antony, Kovilparambil X.	Geneva, FL
Ladak, Shenif	Raleigh, NC
Huguet, Rosa M.	Miami, FL
Saleeb, Joseph Shenouda	Bayonne, NJ
Rojas, Selma Martinez	San Juan, PR

Expected Benefits for the Affordable Care Act for Americans

Improving Quality and Lowering Health Care Costs

- Free preventive care
- Prescription discounts for seniors
- Protection against health care fraud
- Small business tax credits

New Consumer Protections

- Pre-existing conditions
- Consumer Assistance

Access to Health Care

- Health Insurance marketplace

Benefits for Women

- Provides insurance options
- Covers preventive services
- Lower costs

Young Adult Coverage

- Coverage available to children up to age 26 years

Strengthening Medicare

- Yearly wellness visit
- Many free preventive services for some seniors with Medicare

Holding Insurance Companies Accountable

- Insurers must justify any premium increase of 10% or more before the rate takes effect.

Work-Focused Rehab Controlled Interventions Have Same Effect on Neck Pain, Disability

Work focused rehabilitation intervention was found to have the same effect on patients' pain and disability scores when compared with controlled interventions, according to researchers.

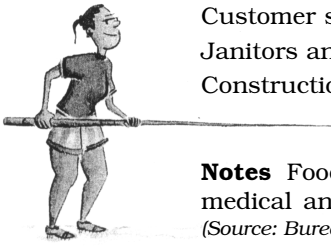
Four hundred thirteen employed patients with back or neck pain who were referred to secondary care and sick-listed between 4 weeks and 12 months were included in the study. The patients were randomly assigned to either a work-focused rehabilitation intervention cohort or a controlled intervention cohort. Follow-up was performed at 4 months and 12 months after inclusion and Oswestry disability index/neck disability index and pain numeric rating scale were compared between the two groups from baseline to the 12-month follow-up.

The researchers found both pain and disability scores decreased similarly between the two cohorts. A decrease in fear-avoidance beliefs (FABQ) work score at 4 months led to a quicker return to work within 12 months. Additionally, a decrease in FABQ physical activity score at 4 months was associated with decreased disability scores at 12 months. The researchers concluded work-focused rehab intervention had the same effect on neck and back pain as controlled interventions, and that FABQ work scores at 4 months were an important factor in predicting patients' return to work. (Source: NIMH)

MORE LOW-WAGE JOBS

Five of the 10 occupations projected to grow the most by 2022 currently pay median hourly wages of less than \$12.

Occupation	Total employment, 2014	Median hourly wage, 2014
Personal care aides	1,247,000	\$9.83
Registered nurses	2,687,310	\$32.04
Retail salespersons	4,562,160	\$10.29
Home health aides	799,080	\$10.28
Food prep and serving workers	3,131,390	\$8.85
Nursing assistants	1,427,750	\$12.07
Secretaries, administrative assistants	2,207,220	\$15.98
Customer service representatives	2,511,130	\$15.00
Janitors and cleaners	2,137,730	\$10.98
Construction laborers	852,870	\$14.95



Notes Food Prep workers includes fast food; secretaries does not include legal, medical and executive; cleaners do not include maids and housekeeping cleaners.
(Source: Bureau of Labor Statistics 2014)



The Metal Artificial Leg

After a 1913 airplane crash cost him a leg, early British aviator, **Marcel Desoutter** realized he could never fly again with a heavy, cumbersome wooden prosthesis. He teamed up with his brother to invent a light weight metal leg. World War I began in August 1914 and created a great need for prosthesis that resulted in rapid growth and expansion for the Desoutter Enterprise. Their leg weighed only two pounds. The replacement of the wooden leg was a significant break through for amputees. 🌿

Ex-Cons Get a Break: "Ban the Box"

Koch Industries, one of the nation's largest private companies, has removed questions about prior criminal convictions from its job applications, becoming the latest corporation to join a burgeoning movement trying to make it easier for ex-offenders to find work. Koch Industries which employs 60,000 workers in the US has more than half its US jobs in manufacturing. The company's CEO said "do we want to be judged for the rest of our life for something that happened on our worst day?" The "ban the box" movement urges employers to wait until prospective employees are being interviewed or have tentative job offers before asking about their criminal histories. Proponents said it will give ex-felons and others with criminal records a better shot at employment if they are not rejected at the very start of the hiring process. Approximately 70 million American adults have an arrest record or conviction that show up in a routine employment background check. To date, 16 states have adopted "fair chance" hiring policies. Target and Wal-Mart are among them. Federal anti-discrimination laws prohibit automatically banning the hiring of anyone with a criminal record.

Dementia vs. Mild Cognitive Interference

People with mild dementia almost always decline over time whereas someone with Mild Cognitive Impairment (MCI) do not. How are these conditions diagnosed? Mostly by a careful history obtained from the concerned family member or close friend. Despite the advancements in imaging techniques, a good clinical interview and objective cognitive tests are the gold standard for diagnosing MCI and mild dementias.

If these assessments suggest decline, further medical evaluations to determine if the problems are a result of a medical disorder such as stroke, thyroid disorder, or diabetes are indicated. What indicates that someone might be at risk for progressive decline? Mostly the early signs will show as functional changes. Look at ability such as paying bills, balancing the check book, getting taxes ready, managing affairs, organizing papers, being able to shop alone, preparing meals, tracking current events/interests, following movies/TV shows, taking medications, finding one's way around. If any of these skills are declining, an assessment should be performed. (Source: National Institute of Mental Health.)

Fastest Growing Skilled Occupations

The **top high skill occupations** expected to add the most new jobs by 2017 are as follows:

Occupation	New jobs by 2017	% change from 2013
post secondary teachers	115,321	8%
general and operations manager	103,652	5%
elementary school teachers	86,643	7%
accountants and auditors	70,064	6%
software developers (applications)	64,281	11%
computer system/analysts	54,061	11%
marketing specialists and research analysts	53,614	13%
management analysts	48,361	9%
middle schoolteachers	39,330	7%
software developers (system)	38,472	9%

(Source: Bureau of Labor Statistics)

MEETING CALENDAR

Register now for next meeting, Naples, Florida
 October 14-15, 2017

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Future meeting sites under consideration: Maine, NY, Puerto Rico, Brussels, Canada

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 October 14-15, 2017
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