

MCA Journal



MCA Celebrates Successful Spring Forum



Around 180 of Maryland's leading chiropractic professionals gathered for education and networking as part of the MCA's 2011 Spring CE Forum that took place March 5-6 at the BWI Marriott Hotel in Baltimore. The lineup of guest speakers was well received and all of the required CE credit for state license renewal was available.

The Membership Luncheon on Saturday was quite lively with reports from the chairs of the Legislative/Legal, Insurance, Good and Wellness, and Education committees, among others. **President Sokoloff** reported on the state of the association and urged non-members to support Chiropractic in Maryland and sign up to become MCA members.

Two chiropractors who were honored at the 2010 Fall Convention, but were unable to attend, were presented their awards this spring. **Jay Greenstein, DC, CCSP** of Sport and Spine Rehab/Sport and Spine Athletics in Fort Washington (pictured above, right), was named 2010 Chiropractor of the Year. He was awarded this honor for his continued leadership of the Insurance Committee and his representation of the MCA at numerous national conferences and meetings. **R. Reeve Askew, DC** of Easton (pictured above, left), was presented with the Frank Roberts Memorial Award for his years of tireless dedication to the MCA as well as his service on the Executive Committee of the American Chiropractic Association as well as many other non-profit boards.

Attendees of the Spring Forum had this to say: "The MCA is a great value in organizing the efforts and needs of the profession in Maryland;" "Together we are strong, separately we are destroyed. Membership is vital for financial support and the health of the MCA. Being connected brings strength in numbers." (See the MCA website for more.)

The MCA would like to thank the exhibitors at the 2011 Spring Forum for their participation and support and all the varied services they provide to the MCA membership: H.F. Hill & Associates, Inc., Maryland Health Care Commission, Foot Levelers, Inc., Heartland Home Foods, Anabolic Laboratories, Plymouth Bell Labs, Nutri West Mid-Atlantic, Healthy for Life, Anchor Capital Management, and Sammons Preston.

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President's Update

Alan K. Sokoloff, DC

The Lock Out Continues... Settle or Fight

In the NFL, the "lockout" has many fans on the outside looking in at an argument they do not understand. It seems hard to understand how a win/win situation between players and owners has come this far with no apparent end in sight (who knows, by the time this newsletter comes out, it may be settled). Each side has good points and they are relying on their representatives to get this thing wrapped-up so everyone can go back to work. Each team has a player representative and the players have their executive board, along with legal council, to help with the fight. The owners are represented in a similar manor. As this event drags on, there appears to be more individuals on both sides getting involved. There has got to be a solution, or both sides lose. In the end, the ones getting hurt from the outside, and the ones who are the source of revenue, are the fans.

Battles just like this go on every day between insurance companies (the owners) and doctors of chiropractic, with our patients (as well as us) being stuck on the short side of settlements. The chiropractors in Maryland have recently become more involved in looking out for their interest (and those of their patients) by utilizing the current system in place to let their voices be heard. Our insurance committee and legal counsel have taken an increased number of calls about what to do with denials with no foundation, or rejections due in part to the handling of claims on the other end. Doctors are taking this information and filing more appeals, using the appeal process to help get their well deserved fee for service. More and more bills are not being settled for less than what is deserved, but being fought to get what is owed. When that does not happen, it is the patients (our fans) who will lose. Benefits/reimbursements will continue to be cut, co-pays will rise and our patients will have less affordable access to the care they need and deserve.

The MCA has done well with its grass roots efforts to help educate the doctors on what is happening around them; they may also be directly affecting them. Our "season" is year round, which is why we continue to meet and attempt to service the needs of our members 12 months a year. But now we are getting help. More new members continue to join, building our strength in numbers, creating a louder and stronger voice. In the course of treating a patient, and a bill is generated, do not settle when your claim is reduce or denied arbitrarily. Fight to get an explanation. Get your patients involved when necessary; and let those who owe you know that there will be no "Lock Out" here.

Mark your calendars for the fall convention in Annapolis, Oct. 28-30, 2011 (see below for details). Another chance to let your voice be heard, share ideas with your colleagues and enjoy getting your necessary CE hours. See you then...

Yours in Health,

Alan K. Sokoloff, DC, D.A.C.B.S.P.

****Save the date for the 2011 MCA Fall Convention and Continuing Education Forum taking place Oct. 28-30, 2011 at the Sheraton Annapolis Hotel. Featured speakers include Dr. Dan Murphy, DABCO and Dr. Steven Weiniger who will present Integrating Chiropractic and Posture Rehab Exercise. More details will be posted at www.marylandchiro.com.***

Did You Know?...

As a member benefit the MCA has posted the Informed Consent Instructions, Informed Consent customizable forms and the Cassidy Stroke Study all on the members area of the website for you to download!

Getting them is easy:

- Go to www.marylandchiro.com.
- On the right hand side of the menu bar click on *Members* and then *Members Homepage*.
- You should see a section titled "Informed Consent Forms." Below are the three documents available for you to download.
- Click on the document you need to download it!

MCA Spring District Meetings

The district meetings will focus on insurance-related issues. In addition, Dr. Jay Greenstein will be discussing the current status of the MCA project to create an Independent Physician Network for all Maryland Chiropractors. Dr. Greenstein will also be available to answer any questions regarding AMI.

Western District: May 26, 7:30 p.m. - Hagerstown

Nick's Airport Inn, 14548 Pennsylvania Ave., Hagerstown, Md. 21742
RSVP to: Dr. Andrew Williamson, drandrewwilliamson@gmail.com

DC Metro District: June 9, 7 p.m. - Kensington

Details to follow
RSVP to: Dr. Nicole Ganz, nicole.ganz1@gmail.com

Central District: June 14, 7:30 p.m. - Ellicott City

Morrison Chiropractic, P.A. Office, 2850 North Ridge Rd., Suite 107, Ellicott City, Md. 21043
RSVP to: Dr. Brian Morrison, drbpmdc@gmail.com, 410-465-0555

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For Pain: Hippocrates, Food and White Willow Bark

By David R. Seaman, DC, MS, DABCN

While in chiropractic college, most of us learned that Hippocrates is considered the father of modern medicine and is responsible for the Hippocratic Oath. Among the natural treatments recommended by Hippocrates was willow bark. Hippocrates recommended chewing willow bark to patients suffering from fever, inflammation, and pain. He also prescribed a brew of willow leaves to ease the excruciating pains of childbirth (1). It turns out that Hippocrates was not original in his use of willow bark. Records suggest that as far back as 6,000 years ago, white willow was used in Mesopotamia. Subsequently, multiple ancient civilizations recorded the use of white willow to cure pain and inflammation (1).

Discovering the active compound

It was not until the 1800s that chemists identified the active ingredient in white willow (*Salix alba*) bark and called it salicin. Thereafter, it was further chemically modified into salicylic acid and then to acetyl salicylic acid (aspirin). The Bayer Company registered the name Aspirin in 1899 (1), and is currently running television ads explaining that it is not just good for the heart, but also for back pain.

Willow bark versus aspirin and other anti-inflammatory agents

When the effectiveness of willow bark has been compared to COX-2 inhibitors and standard NSAIDs; it turns out that willow bark is as effective, less expensive, and without the compromising gastrointestinal side effects. This led Bogduk (2), who is very critical toward the use of unfounded treatments for back pain, to make the following statement: "Studies of natural therapies have provided a challenging alternative to conventional drugs for the management of acute low back pain, at least in the context of exacerbation. Controlled trials have shown that willow (*Salix*) bark extracts are more effective than placebo, and no less effective than a COX-2 inhibitor or NSAID; yet they are considerably less expensive."

Willow bark supplementation

Studies with willow bark have identified that 240 mg of salicin is the most effective dose. When 240 mg of salicin was compared to Vioxx, pain reduction was identical in each group; however, there were fewer side effects in those taking white willow (3). In another study, it was determined that the adverse effects of white willow were the same as placebo (4). In order to get 240 mg of salicin, one needs to take approximately 1,000 mg of white willow bark extract. This led researchers to question the nature of the other 760 mg found in the supplement. It turns out that after absorption, 240 mg of salicin leads to approximately 100 mg of salicylic acid that gets into circulation, which is about the same as a baby aspirin. This amount is known to produce cardiovascular benefits but does not provide analgesic benefits (5). Researchers suggest that the anti-inflammatory and analgesic effects of willow bark are generated by salicin and a compliment of polyphenols (flavonoids and proanthocyanidins) found in the other 750 mg of willow bark extract (5-7).

What about food?

It turns out that vegetables and fruit are anti-inflammatory from many perspectives; they are alkaline, low in omega-6 fatty acids, and rich in

MCA Insurance Report

By Louis Crivelli, II, DC, MCA Insurance Committee Chairman

• Dr. Greenstein has scheduled all of his district meetings at which he will discuss formation of the IPN (Independent Physician's Network). Please do whatever you have to do to attend these very important meetings. This is a matter of utmost importance that can protect us in the future from companies looking to administer chiropractic care for Aetna, Blue Cross, etc...

• We have been getting ongoing complaints regarding ASHN. Please keep it up. The more noise we can make about these issues, the better our result will be when we sit down and meet with these companies.

• I have heard from several docs that have had success writing appeals and getting better reimbursement. Again, please keep it up! If you need any assistance or guidance regarding the appeals process, please let me or Tim McKenna know about it. Also, I would ask you to go on the MCA listserv and SHARE your accomplishments with us all. Knowledge is power and the only way we have any power over these companies is together.

• If anyone is experiencing denials from Aetna for Ultrasound on the basis that it is "diagnostic," please let us know about it. This is an ongoing issue that we'd like to stay on top of.

• Also, I'd like to remind you that if MAIF is denying therapeutic exercise based on the fact that "the patient can do it at home," please add language to your documentation that states that the patient cannot perform these exercises at home. Adding such language will give you the best opportunity to get that code paid. If it is still denied, APPEAL IT!

• Thanks to everyone on the Insurance Committee that volunteers their time to make sure that we have the best possible practice environment here in Maryland. Thanks as well to all the field docs that have sent information to me or to the MCA. Without your sharing, we would all be less powerful.

antioxidant bioflavonoids. Not so well known is that vegetable and fruit intake at a level consumed by vegetarians provides a level of dietary salicylates that appears to be equivalent to 75 mg of aspirin (8,9). Food is clearly medicine and white willow can add an anti-inflammatory boost to patients in need. Also consider supplementing with vitamin D, magnesium, and fish oil.

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U C-PAC

Need

Neil Cohen, DC
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I'd like to thank all of you who support our PAC. The Political Action Committee and legislative committee has been following the activities of the 90-day legislative session that just ended. The PAC is here to protect our rights to practice and get paid for the work that we do. They fight to secure our future in Maryland. You may have noticed that your name no longer appears on the list of supporters. This list reflects contributions from the last 12-month period only. So please, make a contribution and get back on the list and help protect our profession and your practice. Those generous doctors listed below give CPAC and through it the MCA the ability to implement our legislative agenda. We should all thank those at the top tiers whose generosity is an example to us all. Thanks! Let's follow their example.

As we head into the post-session fundraising period, we need interested DCs to attend event and represent us. By attending fundraisers for the legislators and other policy makers we become familiar to them. The PAC is non-partisan, so your participation is welcome regardless of your party preference. If you are interested in attending some of these events, please let me know. As always I give thanks to **Alexander & Cleaver** and **Molly Baldwin** of the MCA for their invaluable assistance.

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*Contributors of \$1,000 or more per year are noted at the President level. This list includes all donations between April 11, 2010 - April 11, 2011.

Three Keys to a Perfect “Work” Day

By Robert Frieman, DC

You know how sometimes you have an amazingly fabulous day at the office and everything seems to go perfectly - and other days nothing in your practice seems to work the way you want it to? Even for the best of us, sometimes nothing goes the way it should. You can blame the staff, the patients, the weather, or the price of gas.

But what I’ve found over my years as a chiropractic consultant is that 90% of the time, the real reason behind your occasional bad days at the office is you. It’s not that you’re a bad doctor or a poor administrator or a less than magnetic “people person.” In most cases, it may be simply because you’re not doing three things that are key ingredients of any perfect day at the office:

Key #1: DELEGATE

Every really successful doctor I’ve ever met - or helped to become that way - has learned the cardinal rule of a smooth-running practice: “Let the doctor’s hands do doctors’ work.” What that means is that during patient hours, you must delegate everything that isn’t the healing work YOU are trained for to an appropriate staff member. I knew a doctor who felt that only he could develop the x-rays in his office. He was afraid the staff wouldn’t do it properly. No big deal - just a personal hang-up of his, right? Well, over the course of a year, that simple hang-up was costing him many hours that could’ve have been spent healing patients and growing his practice. In fact, the dollar value of those wasted hours would likely have paid another staffer’s salary. If you really stop and think about your own office, I’ll bet you’d find numerous things that you’re spending time on that any well-trained staffer could be doing for you - while you concentrate on your patients.

This concept applies not only to you, but also to members of your staff. For instance, is your front-desk chiropractic assistant (CA) doing everything he or she can for your practice? The front-desk CA is a crucial position in any chiropractic office. A good one is not only the Director of First Impressions in the patient area, but also the “flow control valve” for most office duties - as well as your boss during office hours. A great front desk chiropractic assistant understands that keeping your hands doing what they’re trained to do is the key to optimum efficiency. If you don’t have a lead CA that you trust with this kind of authority, get one. Doing so will lead to much greater efficiency and capacity in your office.

Key #2: CONGREGATE

In our office, we call it “The huddle.” This is a practice I learned from the Ritz Carlton organization. I have since learned that many of the most successful household-name companies use the same practice to improve their level of function. In our office, our daily meetings have two parts. Mind you, these quick daily powwows do not take place of the full staff meetings that we typically hold once every week. These “huddles” are to bring the team together and get everyone in sync for our upcoming shift. It is an amazingly effective tool for enhancing office efficiency.

The first part is a 2-5 minute meet before work hours begin for the day. First off, we address anyone’s personal issues that may affect

the day’s staffing, schedule or workflow. Then we get down to the business of collectively figuring out what our day is going to look like. We go over how many regular patients we have scheduled, how many re-examinations (and at what times), how many new patients, etc. Each staffer is given an opportunity to say what they know about the patients we will be seeing today. We also try to anticipate times of decreased workload during the day so that we can squeeze in things like reading x-rays, returning phone calls, having a snack, and the like. Usually, this process is driven by our office anchor, the front-desk CA. We then finish with what we call ‘the inspirational minute.’ This is usually a short story, blog entry, quote, verse, anecdote or poem that staff persons have chosen to bring to the team. It serves as a final binding moment that opens our minds to stepping up and seeing patients as a team.

After we have closed our doors for the day and performed all of our wrap-up duties, we have part two of our daily meeting: A brief discussion about the shift we’ve just worked through. We discuss any rough spots or problems - and also talk about what worked really well. We also compliment anyone who really made ‘it’ happen today for a particular patient, or for the office in general. We also quickly review the statistics for the day. Things like number of patients actually seen vs. number that were scheduled, and other pertinent numbers. We do this for regular patient visits and any other specials (new patients, report of findings, re-exams, etc). Then we thank each other and go home, to return renewed again tomorrow.

Key #3: CONCENTRATE

This last component of a successful “practice day” is not unique to doctors or Fortune 500 companies. Quite simply, it’s to focus. Concentrate on what YOU need to do in the next several hours. Actors call this “getting in character.” Athletes call it “getting in the zone.” Golfers (yes, they’re athletes, too) call it “visualizing the shot.” See it in your mind - how you want to approach each patient, what you want to learn from them about their condition, what you want them to learn from you about their wellness.

Basically, you’re just putting all your own personal thought-clutter out of your head so that you can focus single-mindedly on being the most effective tool of healing you can be for those who are entrusting you with their health today. Focus on each of them as if they were your closest friends, most respected mentors, even your own flesh and blood relatives.

Then treat each of them the way you would want to be treated if you were in pain, and in need of healing and TLC. Constantly ask yourself, “What else can I do to help this person?” Remember, they’re the ones in need. They’ve taken time out of their busy days in hopes that you can help them. You owe them your best. And taking a moment before your workday begins to center yourself and concentrate on that one singular goal can really help you to be the doctor they want and need.

I promise: If you properly implement these three keys in your practice, your time at the office will work better for all concerned - without seeming like “work” at all.

About the author

Dr. Robert Frieman has been practicing in Maryland since 1990. He has continuously been and remains a member of the MCA. He has been involved in personal and professional growth as well as practice management for nearly two decades. Dr. Frieman can be reached at 410-456-4455.



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MCA Legislative Report

By Donald Hirsh, DC, MCA Legislative Committee Chair and Ashlie Bagwell of Alexander & Cleaver

The 2011 session of the Maryland General Assembly officially ended on April 11. The MCA legislative team monitored more than 50 bills representing general health care legislation as well as legislation that impacts chiropractors in Maryland specifically. Below you will find updates from our lobbyists at Alexander & Cleaver on the major bills that will be affecting our profession.

SB182/HB166 - Maryland Health Benefit Exchange Act of 2011

One year ago, the Governor created the Health Care Reform Coordinating Council. This Council was charged with implementing federal health care reform in Maryland. Their work resulted in a number of bills this year, namely legislation to set up the infrastructure of what ultimately will be Maryland's Health Benefit Exchange. This legislation allows for a quasi-governmental structure that will be governed by a Board of Trustees and managed by an Executive Director. Language contained at the end of the legislation lays out a number of issues and questions that will be considered and studied in the upcoming months. This work will ultimately result in legislation during the 2012 session that further defines the exchange and how it will work for Maryland's citizens.

SB579/HB81 - Health Insurance-Limits on Copayments

This year, the MCA introduced a piece of proactive legislation patterned after a law that passed in Missouri a number of years ago. It would have prohibited insurance companies from imposing co-pays that are higher than 50 percent of the allowable amount. While we made significant progress in terms of educating legislators on this important issue, our legislation ultimately received an unfavorable vote by the Senate Finance Committee. Passing important health care-related legislation is difficult and often times requires an incredible amount of focus and work over a number of sessions. We will continue our advocacy efforts on this issue to prepare for the 2012 session. Many legislators were able to immediately grasp the issue that we are trying to address. We need to maintain their support as well as obtain the support of others.

SB258/HB188 -State Board of Physical Therapy Examiners-Licensure & Regulation

Once again, legislation was introduced by the Maryland Board of Physical Therapy Examiners to update administrative functions of the Board as well as change the way in which physical therapists can use x-rays. While we supported the administrative changes in the bill, as in years past, we had issues with the x-ray-related changes. We simply felt that physical therapists do not have the education necessary to warrant those changes. For this reason, we urged the legislature to resist those specific changes to the statute. Unfortunately, they felt that changes in the way physical therapists practice justified such a change and therefore voted to support and ultimately pass the bill. We continue to have concerns about this drastic change and will develop a plan of action in order to continue working on this issue during the interim.

SB560/HB1100 - Health Occupations-State Board of Naturopathic Medicine

This caused some concern due to how broad the scope of practice was for naturopathic physicians. While we believe that it makes sense for naturopathic doctors to be licensed in Maryland, this issue needs more study. During the interim, Med Chi will convene a workgroup to discuss this idea and we plan on participating in this work.

Register Now for Two New Myofascial Trigger Point Dry Needling Training Seminars

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ICA Report

By Eric Huntington, DC, ICA Maryland Delegate

Routine Radiographic Studies Are the Standard of Practice in Chiropractic



While radiography is a scientifically proven and useful modality to evaluate human spinal anatomy, biomechanics, subluxations (misalignments), pathology and safety of rendering care in chiropractic practice, there has been an attempt by some third party payers, i.e. insurance companies and insurance claims reviewers to deny reimbursement of

radiographic studies to patients and practitioners for economic cost-savings on their part.

This trend has the profound potential to reduce the timeliness, quality and clinical effectiveness of care and even place patients at risk by denying or delaying these proven services.

In response to this situation, the International Chiropractors Association (ICA) has prepared a brief but formal position statement based on clinical evidences and scientific references including the ICA Best Practices and Practice Guidelines document, whose purpose it is to enhance the quality of care for countless millions of patients. The radiography section of this document emphasizes that:

- Routine Plain Radiography is the Standard of Practice in chiropractic and has been for nearly 100 years. Chiropractors utilize plain film radiography to detect and measure subluxations.

The guidelines provide extensive scientific references, indications on radiation safety and quality control, as well as clinical indicators for imaging children younger than 10 years old.

Go to <http://members.chiropractic.org/asset/docs/RoutineRadiographicStudiesAretheStandardofPracticeinChiropractic.pdf> to download the full news release.

For the most up to date information on ICA news and events please visit the website at www.chiropractic.org.

ACA Report

By Audie Klingler, DC, ACA Maryland Delegate

ACA Challenges UnitedHealthcare's Unfair Practices by Joining Class Action Lawsuit

The American Chiropractic Association's (ACA) Board of Governors has voted to join an existing class action lawsuit against UnitedHealthcare (United) initiated by the Ohio State Chiropractic Association, the Congress of Chiropractic State Associations and others. ACA's involvement will expand the litigation to include problems with United's claims review, tiering and payment policies.

Filed on Jan. 24, 2011, the litigation represents a nationwide class of health care providers who were subjected to United's improper recoupment of payments for services provided to United subscribers. In instances where providers could not offer immediate repayment, United forcibly recouped the payments by withholding reimbursements from subsequent unrelated United claims--an alleged violation of the Employee Retirement Income Security Act of 1974 (ERISA), the federal law governing private employee benefit plans.

Go to www.acatoday.org/press_css.cfm?CID=4386 to read the full news release.

Doctors of Chiropractic Commend Injury Prevention Awareness

Arlington, Va. - The American Chiropractic Association (ACA) reminds everyone that doctors of chiropractic can help play an important role in the prevention and treatment of many common injuries. This reminder comes as communities across the country observed National Public Health Week 2011 (NPHW). The theme of this year's observance - "Safety is NO Accident" - focuses on preventing injury at home, work or play.

In general, doctors of chiropractic promote the value of prevention as a key component of health and wellness. They routinely provide recommendations to patients on topics such as proper lifting techniques, improving balance through exercise, workstation ergonomics and using mobile technology safely—all of which can prevent injury. This week, ACA is highlighting its library of patient information and videos offering tips on how to prevent injuries at home, work and play.

Go to www.acatoday.org/press_css.cfm?CID=4367 to read the full news release.

For the most up to date information on ACA news and events please visit the website at www.acatoday.org/.

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Classifieds

To place a classified ad in the MCA Journal, please contact Molly Baldwin at mollybaldwin@assnhqtrs.com or call 410-625-1155.

DC Looking to Be Hired Part time - I am looking for an associate position or office coverage. DC/PT license PT. Several years experience in wellness and PI offices, available immediately. Contact Dr. Jai at 410-419-1440 or 443-919-5733. (5/11)

Chiropractic Assistant Wanted - Busy chiropractic office in Hagerstown, MD needs a chiropractic assistant to join our team. E-mail resume to drpaci@pacichiropractic.com. (5/11)

Chiropractic Assistant Wanted - Full or part time in the Parkville/Carney area of Balto. County. Must have at least one year of experience. Benefits include salary, health ins. & retirement plan. Contact by e-mail: drgdc@verizon.net. (6/11)

Associate Wanted - Chiropractic Office in MD and VA needs a caring Chiro (licensed, experienced, insured in MD and VA including NCMIC insured) Salary based on experience. Sent vitae to dc_malouf@hotmail.com. (7/11)

Associate Wanted - DC with PT privileges for busy Rockville practice. Salary, bonus and full benefits. Potential for ownership. Must be outgoing and willing to learn. E-mail resume to bestchiromd@yahoo.com. Learn about our practice at www.heal-naturally.com. (7/11)

Associate Chiropractor Wanted - DC/PT privileges for a busy practice in Owings Mills. Must be a good communicator, success oriented and skilled practitioner. We provide a great work environment, partnership possibilities, top pay, malpractice and full benefits. Email resume to marcy@HQChiro.com or fax to 410-356-9987. (5/11)

Associates/Partners Wanted - Very large well run, organized Baltimore practice. Doctor not required to do marketing. Great pay, malpractice, and CE credits. Partnership opportunities in satellite offices. Two year commitment required. Contact Dr. Huntington 443-524-6600 or drerichuntington@aol.com. (12/11)

Associate Wanted - Unique opportunity for dynamic D.C. to join a Burtonsville, Maryland practice and work toward PARTNERSHIP. Must be a self-starter with long-term vision for growth. docblock21@hotmail.com. (6/11)

Associate Wanted - FT or PT available in Carney/White Marsh area. Must have Maryland license with PT privileges, strong rehab. & communication skills. Prefer at least one year experience. Salary, bonus, malpractice & health insurance, & retirement plan. Contact by e-mail: drgdc@verizon.net. (6/11)

Associate Wanted - DC/PT privileges wanted for Timonium, MD Family practice. Salary Plus Benefits (malpractice, cont. education, health ins). Please e-mail resume to drballenger@verizon.net or fax to 410-252-6809 Attn: Dr. Ballenger. (5/11)

Associate Wanted - Chiropractor w/ PT privileges needed in Baltimore. Relaxed office atmosphere. Full or part time available with negotiable hours. Must be proficient in diversified and flexion distraction. Call 443-983-1987. (5/11)

Associate Wanted - DC with PT privileges wanted three days a week for growing practice in Prince Georges County. Must be outgoing and hard working. Please call (301) 651-7384 or fax resume to (301) 702-3307 for more details. (7/11)

Associate Wanted - Alexander Chiropractic Center is looking for a full-time associate with P.T. privileges to work in our beautiful Solomons Island, MD location. Very professional and fast paced office. We offer great benefits. Please fax resume to 301-866-0044. (12/11)

Chiropractic Employment Agency/Vacation Coverage - America's chiropractic employment agency is MMA. Providing quality, experienced, doctors. Daily & monthly reasonable rates. If you are a doctor who needs relief or an associate in your clinic, or you want to be an associate or coverage doctor, call 1-800-501-6111, www.mmachiropractors.com. (9/11)

Independent Contractor Wanted - Start a practice in an established office in Bel Air, MD. Make money right away. 50/50 split. Marketing opportunities available. Call Dr. Moore for more details 410-638-8006. (5/11)

Share Office Space - In Baltimore's Village of Cross Keys. Long time established patient centered practice. Well equipped, beautiful office. Call Dr. Nina Showan 410-435-0406. (7/11)

Share Office Space - Available April 1. Light, well maintained suite with high ceilings. Townhouse complex Executive Blvd., Rockville. Upstairs back office good for chiropractor. \$600, including utilities. Photos available. Contact Molly Hauck, (301) 881-4884, ext. 3 or mollyhauck@gmail.com. (5/11)

Space Available for Sublease - Washington, DC clinic Looking for independent contractor to sublease space, 50/50 split or traditional sublet opportunities. Decompression, laser, and PT. For more information please call Dr. Banou 202-277-4055 or [mdbContext@gmail.com](mailto:mdbanou@gmail.com). (5/11)

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Classifieds

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Office Space for Rent - Office space for rent with full equipment including x-ray machine in Ellicott City, Maryland, office is in convenient location. Call 301-468-3434 for more information. (7/11)

Chiropractic Office Coverage - "Leave your patients in the Best of Hands!" Supvr/ PT/ Laser. Insured, Practicing since 1986, Multi-Techniques. Gr8 Refs. Will travel. Discounts for MCA members. Now reserving dates for Spring/Summer. Call Dr. Joe Nunnari: 240-731-0264 or drjoe.dc@verizon.net. (6/11)

Chiropractic Office Coverage - Licensed, experienced, and insured DC with PT privileges. Please contact at 410-901-2903 or dredachiro@bcctv.net. (12/11)

Chiropractic Office Coverage - Licensed Supervising DC with PT privileges. 17 years experience in Maryland, NCMIC insured. Multiple references and techniques. Kurt W. Hassel DC, C.C.S.P. 443-939-PAIN (7246), drkurt2@yahoo.com. (5/11)

Chiropractic Office Coverage - Full days and weekends, short notice okay. Reasonable rates, great references. PT privileges. 15 years exp. Call or email Dr. K at (301) 979-9345 or DrK345@gmail.com. (6/11)

Practice for Sale - NE of Baltimore, Md. Excellent *Buy-In* Opportunity! HIGH NET PROFIT diversified practice, projected collections \$610+K for 2010. 22 np/month and 168 pv/week. 4400 s/f clinic. Call Professional Practice Advisors, Inc. 800-863-9373. www.practiceadvisors.com. (7/11)

For Sale - X-ray machine, XMA 325, 14 X 36 inch grid wall holder, AFP Mini-MED processor, film bin and safelight, \$4,000. E-mail - jgdaniell@verizon.net or call Dr. Jim Daniel - 410-749-6672. (7/11)

For Sale - Complete like new High frequency x-ray and auto-processor both rarely used, all necessary equipment included-\$10,000. Call Dr. Collins 410-414-3345. (5/11)

Join the MCA Listserv for Members

This is a reminder for you to take advantage of a member benefit; the MCA Listserv. The Listserv is a convenient membership tool to find advice from your peers concerning business operations, insurance, equipment, record keeping, etc. Have you ever wanted to refer a patient who is moving to another part of the state? Using the listserv you can send out a request for referral and find a like-minded doctor to continue treating your patient. The listserv is also a great resource if you have a problematic clinical case and want to ask questions or have suggestions about different treatment options. The MCA has a diverse and knowledgeable membership that you can access for clinical, research, business and political issues.

The Listserv is open to all members of the MCA. The link below will direct you to the sign-up site and also provides the rules for using the Listserv. The list is password protected and has dedicated servers so that your email address is safe from spammers and viral problems. **Al Sherry, DC** and **Tim McKenna** carefully monitor the Listserv to make sure communications are on the up-and-up, and civil.

If you haven't already signed on to the Listserv go to ww3.chirolists.com/cgi-bin/mailman/listinfo/mca-chirolist which will let you subscribe, and will give you further information. There is no password required for this page.

Join the Listserv today!

The MCA is on Facebook... Have You Liked Our Page?

Are you on Facebook? Then your profile is not complete until you join the MCA Facebook page!

As one of the most popular ways of finding and networking with other chiropractic professionals that share the same interests as you, the MCA Facebook page will allow you to meet and chat with other professionals along with keeping up on the latest MCA news.

The MCA page is now set up and waiting for you! "Liking" our page is simple:

- Go to www.facebook.com/pages/Maryland-Chiropractic-Association-MCA/123750701013620.
- Once the MCA page opens, at the top click "like."

The MCA encourages you to post information, photos, videos and links that you think would be relevant and enriching to your fellow professionals. While this page is open to the public and the MCA encourages people to participate on it, we ask that you please remain professional in your posts.

Have any questions? Contact **Molly Baldwin** at MCA headquarters at mollybaldwin@assnhqtrs.com or 410-625-1155.

