

JMCA Journal

May 2004
Volume XIII / Number 3



MCA Summer CE to Feature Dr. Tedd Koren

The Maryland Chiropractic Association is happy to announce that Dr. Tedd Koren, the most widely read doctor of chiropractic today, will headline the Association's Summer CE Program on June 26-27. Saturday June 26 will feature CPR Renewal with registration beginning at 12:30 p.m. and the course getting underway at 1 p.m.

On Sunday, June 27 registration begins at 8 a.m. Dr. Tedd Koren begins his presentation at 8:30 a.m. with a lunch included at 12:30 p.m. The day's program adjourns at 5:30 p.m.

Koren's popular, educational, entertaining, and inspirational presentation has been receiving rave reviews and breaking attendance records at chiropractic conventions, conferences, seminars and colleges. He will discuss the physical, emotional and chemical health as it relates to chiropractic, the vaccination controversy and the Koren Technique of Adjusting.

Author of the best-selling patient education book, *Chiropractic: Bringing Out the Best in You!*, Koren is also a contributor to the following chiropractic publications: *The American Chiropractor*, *The Chiropractic Journal*, *Dynamic Chiropractic*, *Chiropractic Showcase*, *Canadian Chiropractor*, *Today's Chiropractic*, *Chiropractic Pediatrics*, *InPractice*, and *The*



(Continued page 11)

ACA Update

By Bill Lauretti, DC

ACA Maryland Delegate

Important Change for Medical Billing: Complete Block 32 for All Claims

Effective for claims received on and after April 1, 2004, ALL Medicare Part B claims must contain the name, street address, and zip code where the service was rendered in block 32 of the CMS 1500 claim form. Failure to report this information in block 32 will result in the claim being returned as unprocessable and you will not be afforded appeal rights.

Please note: Even if you are reporting a service performed in your office, you must include this information in block 32. Please

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MCA Welcomes New Members

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Dr. Michael S. Calhoun
Chesapeake Physical Medicine
Prince Frederick, Md.

Dr. Matthew Hamer
Crofton, Md.

Dr. Marcia A. Boyce Levi
Greenbelt, Md.

Dr. Lydell Devonne Nunn
Towson, Md.

CHIROPRACTIC ASSISTANT MEMBERS

Kelly Blackburn
Middle River, Md.

Krystal Lynn Burroughs
Harford Co. Chiropractic
Aberdeen, Md.

Amy Rae Hartland
Horne Chiropractic Center
Pasadena, Md.

Azalia Pettway
Baltimore, Md.

Margaret Blann
Home Chiropractic Center
Pasadena, Md.

Sherrie Carr
Advanced Healthcare Mgmt.
Bel Air, Md.

Shawn Loffoon
Advanced Healthcare Mgmt.
Bel Air, Md.

Sandra Nancy Remines
Monkton, Md.

Katherine Brodigan
Holding Chiropractic Clinic
Bowie, Md.

Jessica Hall
Holding Chiropractic Clinic
Bowie, Md.

Jean Marie Martin
Horne Chiropractic Center
Pasadena, Md.

Michele Elizabeth Schmitt
Horne Chiropractic Center
Pasadena, Md.

Daphne Brookshire
Halethorpe, Md.

Kathleen Whelan O'Neill
Severna Park, Md.

Rochell Monica White
Harford Co. Chiropractic
Aberdeen, Md.

Maryland Chiropractic Association

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President's Update

Paul Henry, DC

Looking Forward to Seeing YOU in Rocky Gap

By the time you read this, the MCA Summer CE (June 26-27) will only be a month away. Featuring CPR Renewal and a day of courses by the renowned Dr. Tedd Koren, this will be a great opportunity to pick up some CE's as well as for professional advancement.

COME TO ROCKY GAP FOR THE CREDITS...FOR THE LATEST INFO ON THE PROFESSION...FOR THE FELLOWSHIP...FOR THE FUN!!!

Mark your calendars now for the 2004 MCA Convention. If it seems like we just had one it's because we did, back in October in Ocean City. We had a great time there and picked up some valuable information. Just as important as the continuing education though was the chance to have a voice in the direction of the Association, connect with your fellow D.C.'s, and to find out about what is happening in the profession, and how you are going to be affected. The same thing goes for the recent March CE Forum. We had some really good speakers and covered lots of useful information on topics you could put to use on Monday morning.

The reason for the convention being moved up to August 13-15 this year is a good one. We are trying our best to get our docs to come join us, rather than staying home and working for another day or two. We think that Rocky Gap is where you, and your family, need to be that weekend...up in the mountains...on a beautiful lake...on a great golf course...enjoying life...with some of the best chiropractors on the planet!

I know it is an old axiom, but no one on their death bed ever said, "Gee, I sure wish I'd spent more time in the office and less time having fun." Your practice WILL STILL BE THERE when you get back! Trust me. Even you new, hungry and cash flow starved doctors need to be with us, and you grizzled old veterans ought to be there too. First off, you'll learn some great information to make you a better doctor. Second, you and the family can have an "expensed" mini-vacation before the kids head back to school, and third, you'll learn how to be a better business person. Face it, practice is a business, and you need to know how to make it work. If you are not hanging out with the successful doctors, picking their brains and going home with new ideas shame on you. All you have to do is show up.

The MCA has a wealth of people at your fingertips, happy to help you on so many levels. Why reinvent the wheel, or spend a fortune on practice management groups when you can get an MBA in chiropractic business by just hanging out with our members. Coaching and practice seminars serve a valuable purpose, but I find that I learn just as much by talking and listening to my friends at the MCA events. Plus, I find out where the profession is headed, and what I need to be doing to stay ahead of the learning curve. Just as importantly, I use that time to avoid getting burned out. Taking care of sick people is tough! But I bet you the only complaining you'll hear at Rocky Gap will be from those who stayed up too late, ate too much great food, or sliced every drive into the tall grass and found every water hazard (That will be me.)

Among the many things that are planned, will be the election of officers and board members for the coming year. This is when YOU get to decide who should lead the Association. We will be getting an update from AMI on the status of the upcoming chiropractic network, and unveiling some new and valuable member benefits. We also now have a group of spouses in the rejuvenated MCA Auxiliary who are planning some fantastic activities, trips and fun for our families to ensure we all have a great time outside the classroom (*see page 12*).

So, get your calendar set for the MCA Convention at Rocky Gap. You won't regret it.

'Til next time,
Paul Henry, DC

Make Plans for Some Family Fun at the 2004 MCA Annual Convention!

Start making your plans now for MCA's 2004 Annual Convention as it returns to Rocky Gap Lodge and Golf Resort. It will make it a great family vacation with the activities MCA has planned for family and friends (see page 12) and all of the beauty and recreation provided by Rocky Gap's first-rate facilities.

So what are you waiting for?

Start planning your Aug. 13-15 trip to Rocky Gap NOW!



It's Not Too Early To Make Your Room Reservations!

Special room rates of only \$129/night plus tax (single/double) have been negotiated for those attending the convention. Room reservations should be made directly with the hotel by calling the registration desk at 1-800-724-0828. Be sure to advise the hotel that you are with the MCA convention, and make sure to make your reservations by the July 23, 2004 cut off date.

SCHEDULE OF EVENTS

Thursday, August 12

2:00 p.m. Tee Time for Pre-Convention Golf

Friday, August 13

8:30 a.m. *"Boot Camp for New DC's"*

12:00 p.m. - Registration

2:00 p.m.

2:00 p.m. *"HIPAA Update – Universal Provider Information"*

"Jurisprudence"

(3 Hrs. Risk Management)

5:00 p.m. Reception with Sponsors

7:00 p.m. Family Cookout and Karaoke by the Lake

Saturday, August 14

7:30 a.m. Members Only Breakfast & Annual Meeting

7:30 a.m. Nonmembers & Family Continental

Breakfast

8:45 a.m. Tour of "Falling Waters"
Tour this famous Frank Lloyd Wright architectural masterpiece. Includes transportation and lunch. (friends & family activity)

9:30 a.m. *"Physical Diagnosis"*
Randy Ferrance, MD, DC
Sponsored by NCMIC

12:30 p.m. Lunch with Sponsors

2:00 p.m. *"Low Back / Leg Strength Symposium"*
Mitch Mally, DC
Sponsored by Anabolic Labs

5:30 p.m. Reception with Sponsors

7:00 p.m. Awards and Installation Dinner

Sunday, August 15

8:00 a.m. Continental Breakfast

8:30 a.m. *"Use of Craniosacral in the Chiropractic Office"*
Tony Carusone, DC
Sponsored by the Upledger Institute

Eye on Annapolis

2004 Legislative Recap

Joel Kruh, MCA Legislative Liaison

The 2004 Maryland General Assembly session was a busy year for MCA with proposed legislation regarding managed care, medical malpractice, massage therapy licensure, athletic trainer licensure, major attempts at workers compensation reform, alterations to the Physical Therapy Practice Act and changes to small group health benefit plans. As a result of all the efforts of MCA President Paul Henry, MCA's Legislative Committee, Committee Chair Howard Lewis, and numerous individual MCA members, the association had a successful legislative session. The following issues of significant interest to MCA were presented to the State Legislature with the following results:

Workers Compensation Reform

Numerous bills were introduced regarding managed health care for victims of work-related injuries. The most onerous bill introduced at the request of the Maryland Chamber of Commerce would have required workers compensation claimants to select health care providers from a list of three providers selected by the WCC Insurance Company. MCA was strongly opposed to this proposal and vigorously lobbied to defeat such a significant limitation to workers' rights. The bill was soundly defeated in the Senate Finance Committee as well as all other attempts to manage workers health care. On another WCC note, a variety of bills were introduced to change the decision in *Harris v. The Board of Education Howard County*. As you recall, *Harris (2004)* changed the definition of accidental injury to allow workers injured in the course of employment to pursue claims which were not unusual circumstances - slip, fall, twists. Legislation was introduced in both houses to define accidental injuries and requiring an "unusual activity" or pre *Harris* status. All such legislation was defeated with the caveat that the legislature would further review the issue based on WCC rate increases. Stay tuned for additional developments.

Massage Therapy Independent Licensure

The Maryland Massage Therapy Association and the Massage Therapy Advisory Committee requested legislation to create an independent Massage Therapy Board and take away massage therapy from the State Board of Chiropractic Examiners. MCA and the Board of Examiners opposed the legislation on the grounds that oversight of the practice of massage therapy was required by a Health Occupation Board with comprehensive diagnostic skills in physical medicine in order to guide and rule on licensing, scope of practice and disciplinary matters. The bill was defeated in the House of Delegates. Delegate James Hubbard requested that MCA and the Board of Members consider changing the status of massage therapists from certification to licensure and adding a massage therapist to the Board of Examiners. Both issues will be reviewed in the 2004 interim.

Maryland Athletic Trainers Licensure

The Maryland Athletic Trainers Association introduced legislation to license athletic trainers in Maryland under the State Board of

Physicians. The original bill totally excluded chiropractors from participation in athletic trainers services. MCA was represented by Dr. Alan Sokoloff at the hearing before the House Health & Government Operations Committee and supported the bill with amendments authorizing chiropractors in their practice to refer, jointly treat and consult with athletic trainers. The subcommittee on Health Occupations approved MCA's amendments. However, the bill was defeated and referred for summer study.

Health Insurance

Small Group Market - Limited Health Benefit Plan

The Maryland General Assembly passed a Limited Health Benefit Plan to be offered to small employers (1-50). This plan will offer small employers a scaled down version of the small group comprehensive standard benefit plan. Based on an actuarial analysis of the comprehensive plan, MCA questions whether chiropractic will be included in this scaled down model. Additionally, the bill also authorizes the Health Care Commission shall establish benefits under the comprehensive plan and the limited plan based on effectiveness in improving the health status of individuals, their impact on maintaining and improving health and on reducing the unnecessary consumption of health care services and their impact on the affordability of health care coverage. The bill goes on to say that the Commission may exclude from the standard plan or the limited plan a health care service presently covered (including chiropractic services). On or before July 1, 2005, the Maryland Insurance Administration shall adopt regulations to cover the limited benefit plan. MCA anticipates that the new comprehensive standard health benefit plan and the limited benefit will take shape by Fall 2004. MCA Legislation and Insurance Committee will be developing strategies on these plans over the Spring/Summer of 2004.

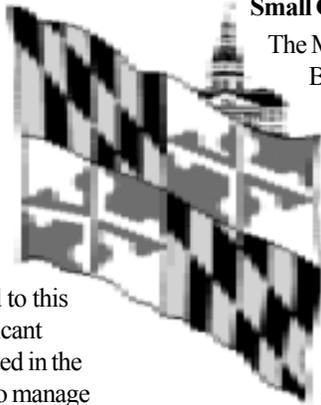
Health Occupation Boards

Misdemeanor Offenses - Delegation of Authority, Fines and Penalties

This bill would have required a licensee found in violation of their respective disciplinary code to pay the total cost of the hearing before their respective Board. MCA opposed this proposal citing potential costs to chiropractors in the \$1,000 - \$10,000 range. The bill was defeated in committee.

Medical Malpractice Reform

A series of bills were introduced to limit non-economic damages for medical injuries and to establish a required mediation process in malpractice cases. Each proposal received much attention in both houses. However, in the final analysis, the bills were referred for summer study, or if an agreement can be reached by the Governor and both houses, then a special interim session. MCA believes the malpractice issue will be revisited in 2005.



(Continued page 12)



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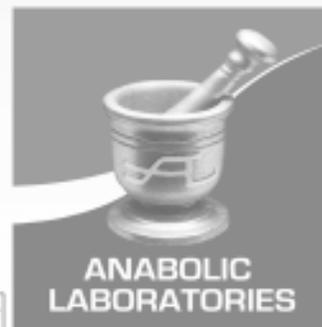
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James LeVan, D.C.
C-PAC Treasurer

Greetings fellow campers! Isn't it great that winter is finally over? I have not yet gotten out on the golf course but hopefully by the time you read this I will have a few rounds under my belt. This leads me so smoothly into a plug for the MCA Convention in August (13-15) at Rocky Gap. Many of us have been there before but it just isn't a place you can get tired of. The golf is fantastic, the food is sinfully good, the golf is terrific, there are lots of fun things for the family like swimming, boating, bike riding, fishing, hiking, golfing and of course there's a top-notch golf course. I think there will be some classes, too. So I hope you will join me and the rest of your colleagues for a super get-together at Rocky Gap.

I would like to congratulate Drs. Kay O'Hara and Duane Sadula on their recent appointment to the Board of Examiners. I know they will do a great job protecting the public and maintaining the high standards of chiropractic practice we have in Maryland. As a result of his appointment, Dr. Sadula will no longer be able to serve as chairman of C-PAC as that would represent a conflict of interest. I would like to thank him for being such an active and involved chairman for so many years. It has truly been a pleasure to work with him in C-PAC and on the MCA board of directors. That said, I didn't waste any time finding his replacement. I'm happy to announce that the new chairman of C-PAC as of April 1 (irony intended) is my good friend Dr. Charles Descalzi. A few of you may actually know Charlie, but he keeps an even lower profile than I do so don't be surprised if the name doesn't ring a bell. I plan to embarrass the heck out of him at Rocky Gap by introducing him at the banquet. By the way, if you have any questions or complaints about C-PAC, just give Charlie a call.

In closing I would like to mention that the work your money does in Annapolis is reflected in the very successful session we had this year. MCA has a great lobbyist and a group of docs who work very hard to safeguard our profession in Annapolis, but C-PAC provides the lubrication that helps their work be so effective. As usual the following list reflects the donations received in the last 12 months. My thanks to everyone on it.

President ***(\$1,000 or more per year)***

Maryland Chiropractic Association
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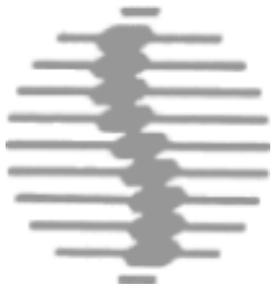
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Dr. Carol Roberts

Please send your contribution to Dr. James LeVan, 10605 Concord St., Ste. 206, Kensington, MD 20895.



ICA Report

Eric Huntington, DC
ICA Representative for Maryland

Over 600 Chiropractors Gather in D.C. for ICA's Coalition Legislative Day

Largest Legislative Event in History

The date was April 29, 2004, and it now stands as the largest gathering of chiropractors to ever bring the message of chiropractic to Capitol Hill. Over six hundred chiropractors and many chiropractic students descended upon Washington D.C. for the inaugural Coalition Legislative Day. Through the combined efforts of the International Chiropractors Association, the World Chiropractic Alliance and the Federation of Straight Chiropractors and Organizations, the chiropractic profession took a great step forward in its effort to advance the profession through legislative action.

Now, more than ever, cooperative effort amongst all chiropractic organizations is necessary to protect our profession, and to expand our profession's influence. These three organizations (ICA, WCA, FSCO) have now demonstrated to us that small differences can be put aside so that the entire profession can flourish and prosper.

The Coalition Legislative Day included keynote speakers such as Senator Edward Kennedy, Representatives Donald Manzullo, Bob Filner and Edward Shrock and many more. A major focus of Legislative effort was HR 3476, the new TRICARE initiative. This event was an outstanding success as almost every member of the House and Senate were contacted by members of the Coalition.

Donald Hirsh Named Chiropractor of the Year

It was standing room only during the awards presentation at the ICA Auxiliary Luncheon. In front of hundreds of chiropractors, chiropractic supporters and most importantly, his family, **Dr. Donald Hirsh** was celebrated as the International Chiropractors Association's Chiropractor of the Year. Throughout his career, Dr. Hirsh has been known for his dedication and service to the chiropractic profession, in Maryland and throughout the world.

Over the past several years, Dr. Hirsh has contributed to chiropractic in a way that only a few individuals ever have. Dr. Hirsh was one of three ICA leaders charged by the FBI and Department of Defense to direct the chiropractic relief effort at the Pentagon crash site following the 9/11 tragedy. His efforts through the ICA and DECE

(Doctors for Excellence in Chiropractic Education) will have a profound and positive effect on our profession for decades. Investigations launched by the DECE and supported by the ICA, provided the basis on which the federal court acted to grant Life a permanent injunction against CCE. What DECE uncovered and presented in

court was characterized by the judge himself as all but a conspiracy by the CCE for the elimination of Life University, the largest chiropractic college in the world. Legal inquires into the activities and motives of the CCE led to a reinstatement of accreditation for Life College and has exposed the CCE's program to drastically alter the chiropractic profession through a slow and secret manipulation of chiropractic education and licensure. The details of the findings regarding the CCE and its activities will be reported in upcoming issues.

Congratulations to Dr. Hirsh and his family on this wonderful accomplishment and honor. Maryland chiropractors can be proud to have Dr. Hirsh as vice president of the MCA. His dedication to protecting and serving our profession is exemplary. Dr. Hirsh was also re-elected to the ICA Board of Directors for a second two-year term.



MCA 1st Vice President Dr. Donald Hirsh (left) was recently recognized as ICA's Chiropractor of the Year.

What Is the ICA, Anyway?

This past weekend was my first trip to Washington, D.C. on behalf of the ICA as Maryland's Representative Assemblyman. Although I have participated in ICA events in the past, this was my first opportunity to sit in a boardroom with ICA representatives from around the world. It was my first look at all the ICA leaders together. Who is representing chiropractic? Who is shaping our profession? Who are our leaders? These questions were quickly answered for me. And some of the answers were a bit of a surprise, a pleasant surprise.

Maybe the most obvious clue that I am a rookie at this game was the fact that I arrived over an hour early for the first Representative meeting on Friday morning. Oh well, plenty of time for a hotel breakfast. I was the first person to find a seat in the auditorium where the ICA Assemblyman were to meet. I watched as some of the most

(Continued page 10)

ACA Update

(Continued from page 1)

disregard the CMS 1500 claim form instructions for this block, which tell you to report the name and address of facility where services were rendered only if other than home or office.

For more information, visit:

www.cms.hhs.gov/manuals/pm_trans/r6cp1.pdf

DVA Secretary Okays Chiropractic Care for Veterans: Safety Net Legislation Introduced

ACA's efforts to ensure that the Department of Veterans Affairs (DVA) hires DCs as full-time employees and expands access to chiropractic care within the DVA health system took a giant leap forward on March 30, when an official set of policy decisions regarding access to chiropractic care were released by DVA Secretary Anthony Principi. The issuance of Principi's new policy decisions on veterans' access to chiropractic care were a direct result of lobbying efforts spearheaded by the ACA and the Association of Chiropractic Colleges (ACC) to ensure the passage of legislation mandating the creation of a permanent chiropractic benefit within the DVA and granting the DVA specific statutory authority to hire DCs as full-time employees.

Key elements of the Secretary's blueprint for chiropractic include:

- DVA's endorsement of the integration of full-scope chiropractic care (under applicable state law) into all missions of the DVA health care system, including patient care, education, research and response to disasters and national emergencies, and DVA facilities across the country.

- DVA's endorsement of a successful and patient-friendly model - essentially based on the operations of Bethesda National Naval Medical Center - of full integration of doctors of chiropractic as partners in health care teams.

- Inclusion of chiropractic care into the VA's funding of research into treatment of service-connected conditions.

- Inclusion of chiropractic colleges and students in training programs at VA facilities.

- Establishment of a goal to ensure continuity of chiropractic care for newly discharged veterans who have been receiving chiropractic care through the Defense Department health care system.

ACA-SPONSORED LEGISLATION INTRODUCED

While the Secretary's policy decisions are historic and framed in a positive way for the chiropractic profession, ACA will remain on guard to ensure that the vast DVA bureaucracy — which has often proved hostile toward the interests of the chiropractic profession — does not attempt to undermine the implementation of Secretary Principi's policy decisions. To be sure, in some quarters within the DVA, attempts will be made to “backslide” on fully integrating chiropractic care into DVA's largely decentralized delivery system. To guard against that, the ACA will seek the enactment of additional legislative requirements to help ensure that DVA's bureaucracy or a future DVA secretary not friendly toward chiropractic care would attempt to reverse Secretary Principi's positive steps forward.

Toward that end, the ACA has already secured the introduction of HR 4051, sponsored by long-time ACA champion Representative Bob Filner (D-CA), requiring direct access to chiropractors within the DVA. In a statement published in the March 31 issue of the Congressional Record, Congressman Filner specifically mentions ACA's efforts on this bill. It states in part, “I have worked closely with the patients, our veterans, who know the benefits of chiropractic care. I was also pleased to work with the American Chiropractic

Association (ACA), the nation's voice of doctors of chiropractic and their patients...”. ACA is also working to build support for other legislative provisions that would require the phased-in placement of DCs at all DVA treatment facilities by a specific date. The precise deadline to be specified is not yet determined and would be the subject of future negotiation with potential supporters on Capitol Hill. Some members of Congress will probably prefer to wait and see how quickly the DVA rolls out Secretary's Principi's policy decisions before determining the details of a future legislative mandate.

DOD UPDATE AND FACT SHEET ON PARTICIPATING

There are now 42 military health facilities across America offering much-needed chiropractic care to America's soldiers, sailors, airmen and marines. Aside from ensuring that our troops have the chiropractic care they need and deserve, the military chiropractic care benefit Congress authorized has and will continue to create important new opportunities for DCs to provide care through the military's health care system. If you would like to learn more about job opportunities for DCs through military health care or to view a listing of the facilities where chiropractic care is now available to military personnel, please visit a new resource specifically for ACA members on the ACA website: www.acatoday.com/government/dod/military_bases.shtml.

Much of the progress made in military health care — the Defense Department has just added 5 facilities to their chiropractic care program — has come not just because the ACA-backed legislation establishing a chiropractic care benefit for America's military was passed in 2000, but because in the years since, pro-chiropractic members of Congress like Senator Jim Talent (R-



U.S. Representative
Legislative
Conference
and ACA Ma



Representative Steny Hoyer (D Maryland) receives an ACA Award at the 2004 National Chiropractic Legislative Conference from ACA President Dr. Donald Krippendorf (left) and Maryland Delegate Dr. Bill Lauretti (right).

MO) and Congressman Ed Schrock (R-VA) have kept the pressure on the military medical bureaucracy. The ACA's friends in Congress haven't hesitated to send new orders to the Pentagon when it seemed like the bureaucracy was stalling. In fact, working closely with the ACA and the ACC throughout 2003, Senator Talent and Congressman Schrock, joined by Congressmen Duncan Hunter (R-CA) and John McHugh (R-NY) and Senator Ben Nelson (D-NE), helped secure passage of legislation (Public Law 108-136) directing the Pentagon to move more quickly and more effectively to make chiropractic care available to our troops. The pro-chiropractic provisions of Public Law 108-136 moved up the target date for full implementation of the chiropractic care benefit by a full year to October 1, 2005, authorized \$6 million in additional funding and put the Pentagon brass on notice that Congress wants to see the Defense Department's Chiropractic Oversight Advisory Committee re-activated.

In 2004, the ACA and the ACC have been leading the effort to pass HR 3476, legislation introduced by Congressmen Schrock and Lane Evans (D-IL) to make chiropractic care available

committee (PAC) to the amount we raised for the National Chiropractic Legal Action Fund, NCLC 2004 really was the best ever. Over 498 students and doctors attended. This figure was topped only once before — in 1994 during the height of the Clinton Health Care reform package, when the attention of the entire health care community was on the Clinton plan to reform the health care system.

A number of prominent members of the Senate and the House spoke to our attendees on Thursday morning (a list is provided in the next column). But perhaps the biggest highlight of all was the appearance by House Speaker Dennis Hastert. One of our earlier speakers, Congressman Xavier Becerra, a democrat from the 31st District of California, put Hastert's visit into perspective, saying, "I understand you have the Speaker coming to the conference...that means you're BIG."

Speaker Hastert really seemed to enjoy presenting to our attendees. He noted that in his former life he was a schoolteacher and a football coach at a very small high school in Illinois. Fielding a football team from such a small school was always difficult, but when there was an injury, he

brought his players to the local doctor of chiropractic. When the local school board found out about it, they raised some concerns. But Hastert responded by telling the school board that they get the job done! He went on to talk about his experiences with our doctors when he was a member of the Illinois legislature including his relationship with Dr. John Davidson, a state legislator who kept an office in the state building to treat other legislators. Hastert made a point also of complimenting Dr. Bill Morgan, who treats members of Congress and the Supreme Court at the U.S. Capitol. Finally, Hastert talked a little bit about what went on behind closed doors during the conference committee discussion regarding the demonstration project. It was clear from his depiction that we had more friends than we realized during those discussions.

NCLC 2004 Ranks as Best Ever!

From the number of ACA members in attendance to the caliber of administration and congressional leaders who spoke at the event (and what they said), to the amount of money we raised for the political action

brought his players to the local doctor of chiropractic. When the local school board found out about it, they raised some concerns. But Hastert responded by telling the school board that they get the job done! He went on to talk about his experiences with our doctors when he was a member of the Illinois legislature including his relationship with Dr. John Davidson, a state legislator who kept an office in the state building to treat other legislators. Hastert made a point also of complimenting Dr. Bill Morgan, who treats members of Congress and the Supreme Court at the U.S. Capitol. Finally, Hastert talked a little bit about what went on behind closed doors during the conference committee discussion regarding the demonstration project. It was clear from his depiction that we had more friends than we realized during those discussions.

Here is a list of others who spoke that same morning. The majority of them serve on policy committees that are important to us:

Senator Jim Talent (R-MO): Armed Services Committee

Senator Norm Coleman (R-MN): Small Business and Entrepreneurship Committee

Senator Jim Bunning (R-KY): Veterans' Affairs Committee

Senator Arlen Specter (R-PA): Chairman, Veterans' Affairs Committee

Senator Tom Harkin (D-IA): Health, Education, Labor, and Pensions Committee

Ms. Patti DeLoatch [accepted award on behalf of **Senator Orrin Hatch (R-UT):** Finance Committee

Representative Phil English (R-PA): Ways and Means Committee

Representative Xavier Becerra (D-CA): Ways and Means Committee

Representative David Weldon, MD (R-FL): Appropriations Committee

Representative Jim McCrery (R-LA): Ways and Means Committee

Representative Earl Pomeroy (D-ND): Ways and Means Committee

(Continued page 15)

ICA Update

(Continued from page 7)

recognizable and influential people in our profession filled the room. By the time everyone was seated, I was sitting between Dr. Donald Harrison (RA for Wyoming) and Dr. Daniel Murphy (Vice Pres. ICA). Two thoughts crossed my mind simultaneously. The first was, "I must, just by association, look like some chiropractic researcher that these guys know." And the second was, "Holy XXXX, if there is anyone who knows the science of chiropractic, it's these two guys, and they are here, not only members of the ICA, but high-ranking contributors to the organization." At a time when the buzz phrase "Evidence Based" echos around the halls of chiropractic colleges, insurance organizations, government organizations, and health consumers, the ICA is paramount in leading the way in presenting chiropractic as a well-researched approach to health care.

In fact, ICA leadership, all elected in an open democratic process, represents chiropractic college presidents past and present, researchers (including the leading chiropractic pediatric investigators and advocates), legislative and legal experts, chiropractic's best philosophers and thousands of practicing field doctors and students, including members in 43 nations around the globe.

Today's ICA is a diverse organization, with its ongoing purpose to protect and advance the chiropractic profession for the benefit of all chiropractors and chiropractic patients.

Guard it Well

Perhaps the most interesting discussions at the 2004 ICA Representative Assembly meeting, were also, unfortunately the most disturbing. Recent actions by the CCE against Life University, the drastic changes to many chiropractic college curriculums, the renaming of multiple chiropractic colleges to specifically leave out the word "chiropractic", the proposed PACE initiative by the Federation

of Chiropractic Licensing Boards, the unfortunate, unnecessary and massively divisive breaking of ranks on the direct access issue by the Department of Veterans Affairs Chiropractic Advisory Committee, regardless of the details which saddled the profession with a policy that will deny veterans direct access in the VA health care system, all represent unfortunate examples of how a few individuals have been allowed to control the direction and practice of chiropractic without the consent of the majority of our profession.

This does not have to be an ICA versus ACA issue! If the majority membership of every organization makes sure that its leaders set policy congruent with that majority, then I believe we will find that our objectives will be remarkably similar. And maybe sometime soon, the membership of all organizations will demand that their leaders join the collective problem solving efforts of groups like the Chiropractic Coalition to further chiropractic legislation through joint efforts. As members of any chiropractic organization, whether it be state or national, it is our responsibility to insure that our leaders are making decisions and taking action that is in the best interest of Chiropractic. *We need to censure those few individuals who threaten to affect our great profession in a negative way.* The Maryland Chiropractic Association has set a great example of how a single effort can be made to promote what is best for chiropractic, chiropractors and our patients. I will do my best to ensure that the policies and actions taken by the ICA represent what is best for mainstream chiropractic. And that the ICA continues to fight against any movement supported by an aberrant minority such as the movement towards "Chiropractic Medicine," or any other drastic shift away from traditional chiropractic principles of health and healing.

I also ask that you, too, watch the organizations that you support, to ensure that they are creating a future for chiropractic congruent with your vision. The best way to do this is not to listen to what they say, but to look at what they do. Look, don't listen. Look, don't listen. The product of their actions will tell you where they stand. Their confused rhetoric will only leave you guessing. Together, we can ensure that there is a bright future for chiropractic.

2004 ChiroCode Book Available Online!

The 2004 Chirocode Deskbook - 12th Annual Edition has revisions and updates throughout the book! Please visit the MCA member area at MarylandChiro.com to order the new edition featuring:

- * Essential Claim Guidelines for billing regular insurance, Medicare, Managed Care, Personal Injury, Workers Comp, MSAs self pay, etc. Maximize your reimbursement!
- * Essential ICD-9-CM diagnosis codes for Chiropractic are listed in three simplified formats (Anatomic, Numeric, and Alphabetic) for quick and easy code finding.
- * Essential CPT procedure codes for Chiropractic for E/M, Lab, X-Ray, Musculoskeletal, and Physical Medicine sections. Includes National Correct Coding Initiative (CCI) bundling edits.
- * Essential RVU's (Relative Value Units) and the exclusive ChiroCode Institute Simplified Dollar Conversion Factors by geographic areas. Software on CD calculates fees instantly!
- * Essential Compliance alerts, standards and documentation guidelines. Directories of state and national associations and boards, and more. Includes simplified HIPAA guidelines and help!

MCA Members Only: Enjoy The Benefits

The MCA is the leading voice for chiropractors in Maryland. Every practicing doctor should be a member. Here are a few of the special benefits you receive as a member:

- * Two \$50 vouchers good for your attendance to MCA-sponsored CE
- * Listing in MCA Directory
- * Listing in Online "Find a Chiropractor Directory"
- * Listing in Chiropractic Directory to be distributed to Trial Lawyers
- * Subscription to *MCA Journal*
- * Reduced tuition to MCA CE
- * Representation in Annapolis and before the Board of Examiners
- * Medicare/Medicaid information resource

And we're developing more. No chiropractor can afford not to have the MCA at work in Maryland.

Stamp Out Unpaid Bills with MCA Member Benefit

As a benefit to our members the Maryland Chiropractic Association suggests I.C. System for Debt Collection Service. Their collection service is:

Effective

Your accounts will be handled by collectors who specialize in the type of debt encountered by our members. They make frequent and firm contacts with debtors by mail and telephone. If debtors don't pay, they list them with national credit reporting bureaus.

Local

I.C. System brings services to your place of business regardless of location. Neighboring businesses, as well as your fellow members, rely on them for debt collection.

Nationwide

Our endorsed service provider is licensed and bonded in all states requiring the licensure and bonding of collection agencies. They are endorsed by over 700 business and professional associations, including ours.

Easy to use

As a client, you are able to submit past-due accounts by mail, fax, online, e-mail, tape or disk.

Reputable

I.C. System fully complies with the Federal Fair Debt Collection Practices Act and all applicable state laws.

Professional

Collectors are professionally trained in ethical and psychologically sound collection techniques.

Safe

A Hold Harmless Indemnity agreement protects you from any legal consequences that might result from collection efforts.

Competitive Rates

Rates are competitive and provide exceptional value, covering many features not available through other agencies.

Responsive

If you have a question about your accounts, they have an excellent Client Service Department available toll-free.

Informative

You will receive regular statements on the debts you have in for service.

Comprehensive

A full-service collection agency with several optional features.

Reliable Results

I.C. System has the ability to turn receivables into cash. That's why our members turn to them time and again as their collection partner.

To receive more information on our endorsed debt collection services call I.C. System at

800-279-3511

Summer CE

(Continued from page 1)

Digest of Chiropractic Economics.

The early bird registration date for this event is June 11, 2004. Full registration for both days by June 11 is \$175 for MCA members and \$250 for others. Full registration after this date is \$200 for MCA members and \$275 for others.

Tuition for Sunday's CE featuring Dr. Koren is \$135 for MCA members before June 11 and \$160 after this date. Sunday Only registration for non-members is \$210 before June 11 and \$235 after this date.

Further information, including online registration, is available online at www.MarylandChiro.com/2004summerce.htm.

Saturday, June 26

12:30 p.m. - Registration

1:00 p.m. - CPR Renewal

Sunday, June 27

8:00 a.m. - Registration

8:30 a.m. - Tedd Koren, DC

12:30 p.m. - Lunch (included)

1:30 p.m. - Class resumes

5:00 p.m. - Class adjourns

TUITION

Full Tuition

	on/before 6/11	after 6/11
MCA Members	\$175	\$200
Others	\$250	\$275

Sunday Only

MCA Members	\$135	\$160
Others	\$210	\$235

Are Patients
Reaching You
through
MarylandChiro.com?



The Find a Chiropractor Directory is one of the most visited areas of the MCA Web site. Please visit this directory at www.marylandchiro.com/consumer/findadoc.html to confirm your practice is listed correctly. Please send corrections or changes to Eric Grammer via fax, 410-752-8295 or email, ericgrammer@assnhqtrs.com.

Eye on Annapolis

(Continued from page 4)

Motor Vehicle Liability Insurance

PIP Coverage Waiver

This bill passed the '04 Session and specified that a waiver of PIP benefits made by the insured shall be effective until the waiver is withdrawn in writing. For further information and strategy on this issue, please contact Joel R. Kruh at (410) 685-6626.

Psychologists

Practice Psychology - Microstimulation

This will authorize psychologists to use microstimulation techniques and instruments that do not pierce or cut the skin to manage pain. Opposed by MCA this bill was withdrawn by its sponsor. This issue may be revisited next year on the use of TENS unit by psychologists.

Civil Actions

Defenses - Sales of Health Related Products

This bill stated that a person that sells, distributes or otherwise disposes of any drug, medicine, cosmetic food, food additive or medical device may not in any action (products liability) assert as a defense that the person did not deal directly with the Plaintiff. MCA opposed. Defeated in Senate.

GREAT REASONS

To Bring Your Family or Friends to the MCA Convention at Rocky Gap

- **FALLINGWATER TOUR***
- Frank Lloyd Wright's famous home - Architectural marvel - Superb grounds
- **MEET & GREET***
- Chance to connect with other MCA Families
- **MESSAGE BOARD CENTRAL***
- Leave messages for kids, spouse, or other MCA guests
- **COOKOUT AND KARAOKE**
- **KID'S NIGHT OUT**
- Ages 7 and up
- **BANQUET**
- **WATER ACTIVITIES ON THE LAKE**
- Fishing, Boating
- **INDOOR/OUTDOOR SWIMMING**
- **GOLF, HIKING, BIKING**
- **HISTORIC CUMBERLAND**
- C&O Canal Park, Canal Place, Washington's Headquarters, Fort Cumberland, Bell Tower Bldg, Thrashers Carriage Museum, Allegany County History House, Frostburg Museum, Cresap House, Mt. Savage Historical Park, Lonaconing Iron Furnace & Park, Penn Alps & Spruce Forest Artisan Village, Mt. Savage Castle (details - www.rockygapresort.com/activities/local.cfm)
- **WESTERN MARYLAND SCENIC RAILROAD**
- **THE BABYSITTING CONNECTION***

*MCASO SPONSORED (MCA Significant Others-aka MCA Auxilliary)

*Babysitting service at Rocky Gap is not a function of the MCA and is solely between the parent/guardian and the babysitter.

Thanks To MCA's Great Supporters

The MCA has a Supporting Membership category for suppliers of goods and services. We encourage all members to consider them when buying products or services.

2004 Supporting Members

Biotics Research Corp.

John Rosenbaum

Chiropractic Mattress Educ.

Mark Mandell

Doctors for Nutrition, Inc.

John H. Maher

Impact Coaching

Larry A. Berlin, D.C.

Kane X-Ray

Daniel P. Kane

Knaub & Associates

Ray L. Knaub, Jr.

M&G Medical Billing

Michael S. Belshay, Sr.

Maryland Data Services

Brian Van Pelt

Moore & Associates

Jim Adkins

NCMIC Insurance

Doyle Swope

NY Chiropractic College

Michael P. Lynch

Nutri-West Mid Atlantic

Nadine Carrick

Plymouth Bell Laboratories

Rhoda Dowie

MCA Supporting Member

benefits include the following:

- 10% discount on Exhibit fees for MCA Fall Convention (normally \$450) and first right to register.
- Receive and be listed in MCA's informative bimonthly newsletter.
- Listing in the MCA's Annual Membership Directory - as well as receipt of a copy of this excellent reference resource.
- 20% discount on advertising in both the directory and the newsletter.
- Exclusive right to sponsor Sunday CE programs, tabletop exhibit included.
- Exclusive right to sponsor Chirofax broadcast to members - \$85 per issue.

NCMIC
Ad
HERE

Chiropractic News & Notes

Revised Chiropractic Guidelines Released

ARIZONA — The Council on Chiropractic Practice (CCP), which published its first guidelines six years ago, has updated and revised its “Clinical Guideline Number 1: Vertebral Subluxation in Chiropractic Practice.” According to Dr. Matthew McCoy, editor of the *Journal of Vertebral Subluxation Research* and an advisor to this magazine, new literature and research required the revisions. According to a news release, the new guidelines include sections on such topics as peer review,

record keeping, patient privacy, maternity care, heart rate variability, open adjusting rooms and radiographic digitizing.

The CCP guidelines will again be reviewed in 2008. The guidelines are available for free on the web at www.ccp-guidelines.org.

CCA Planning Several International Mission Trips

FORT COLLINS, COLO. — The Christian Chiropractic Association has several mission trips planned for 2004, many of which will be reaching around the globe for chiropractors interested in volunteering a weekend or a

few weeks. For more information, contact the CCA at (800) 999-1970.

American Indians In Montana-Crow Tribe — Aug. 19-28
Belize — Open Dates
Bolivia — Open Dates
Brazil — Open Dates
Bulgaria — September
Colombia — Ongoing
Haiti — Ongoing
Hungary — Spring, Summer or Fall
Jamaica — Nov. 13-20 & Nov. 27-Dec. 4
Mexico — Ongoing
Poland — Spring, Summer or Fall
Russia (Siberia) — April

Governor Ehrlich Appoints Drs. Kay O'Hara and Duane Sadula to Board of Chiropractic Examiners

Dr. Kay O'Hara of Eastern Chiropractic in Baltimore and Dr. Duane Sadula of Comprehensive Care Chiropractic in Gaithersburg were recently appointed to the Maryland Board of Chiropractic Examiners by Governor Robert Ehrlich, Jr. O'Hara and Sadula are pictured to the right after their Senate confirmation to the Board in Annapolis.

Previous to the appointment both O'Hara and Sadula had been serving on MCA's Executive Committee as secretary and treasurer, respectively. The MCA is currently in the process of filling these vacancies.



A Reminder on CA Compliance

There are currently 7 disciplinary cases pending regarding chiropractors using unauthorized/unregistered personnel as chiropractic assistants. Some of these are fully blatant cases and will result in a prospective summary suspension (i.e. closing of practice) of the chiropractor's license. All doctors are again reminded of the strict compliance requirements.

- * You must be a Supervising Chiropractor (apply to Board for Certification) to hire and employ a Chiropractic Asst or trainee;
- * The trainee must be reported to the Board at the START of employment and employment and training must be tracked on applicable forms.
- * The trainee has one year to complete the clinical training and take/pass the Board Examination and receive his/her registration as a CA.
- * All applicable forms are available at www.mdchiro.org.

The Board is considering altering the CA Program in the

near future. This will require regulatory changes. Proposed changes include eliminating the required clinical training and have all applicants receive, complete all didactic classroom training first, then take and pass the examination and receive his/her registration. At that point, only fully registered personnel could serve as CAs.

Investigatory Powers Take Precedence Over HIPAA

A recent inquiry was made to the Board of Examiners where a patient tells a doctor about malpractice by a previous doctor. Can the new doctor file a complaint without violating privacy of the patient, assuming the patient does not wish to report the incident. The answer is “YES.” The HIPAA regulations exempt this situation and allow the doctor to report the complaint to the Board.

Along the same lines, a subpoena issued for patient records takes precedence over HIPAA privacy regulations. In such cases, the doctor MUST comply with the subpoena and release the records as subpoenaed.

Board of Examiners Update

ACA Report

(Continued from page 9)

Representative Steny Hoyer (D-MD):
Democratic Whip, Appropriations Committee

Representative Collin Peterson (D-MN)

Other presenters included: Sara McVicker, RN, clinical program manager for the Department of Veterans Affairs, and Michael O'Rourke, assistant director, veterans health policy, National Veterans Service. A video summary of the various speakers is now available on ACA's Web site.

What a Year SACA Has Had, and More to Come

If anyone is concerned about the future of the profession, rest easy because the students I saw at NCLC tells me our future is in good hands. Over 275 students, led by Student ACA (SACA) National Chair Andrew Cohen, converged on Capitol Hill and absolutely wowed the members of Congress. The students logged more than 400 total office visits...and what an impression they left with Congress.

After the lawsuit presentation by George McAndrews, a number of students came forward to contribute over \$30,000 to the National Chiropractic Legal Action Fund (NCLAF). They also set a goal that by the ACA House Of Delegates meeting in September, the SACA leadership would sign up 1,000 students to contribute \$5 or more a month. I think they're going to do it.

All the more impressive is that the students funded their trip and stay in Washington, D.C., through fundraisers and contributions from doctors and state associations.

But that's still not all. At the beginning of the year, the students set a goal of signing up 50% of all chiropractic students in the country as ACA members. They've already reached 55%, with time to spare. Darn impressive group.

Significant Change With JACA Manuscripts Sought

JACA has undergone some significant changes in its peer review process since May of last year, when they began to run articles that had undergone blinded peer review for the Journal of the Neuromusculoskeletal System (JNMS). The JACA Editorial Board decided to try to publish one new blinded peer-reviewed article each month in the area of research or science in JACA once the JNMS articles had all been published.

JACA now has two tiers of peer review. Most of the articles that appear in the journal are reviewed by the JACA Editorial Board (which I have served on for over 5 years). The original materials that are published under Research & Science, however, first undergo blinded peer review. Blinded peer review refers, of course, to the fact that none of the reviewers know who the authors are. Blinded peer reviewers are taken from a pool of experts in a wide variety of areas so that JACA can call on doctors with specific knowledge of the author's subject. While regular peer review may take from a couple of weeks to perhaps a month or more to complete, blinded peer review generally takes two or three months because of formatting requirements and because manuscript content is held to standards that could only be provided by specialty reviewers.

Authors who write for the first tier of peer review may be asked to add information, find more references, or rewrite portions of a manuscript. Authors who write for blinded peer review are often expected to do considerable rewriting to meet the suggestions of peer reviewers and the standards of health care research papers.

JACA welcomes submissions for both peer review and blinded peer review. Author guidelines can be found on our Web site at <http://www.acatoday.org/publications/jaca/guidelines.shtml>

ACA to Spearhead Back Pain Condition Kit for U.S. Bone & Joint Decade

As a member of the steering committee directing the Bone and Joint Decade campaign in the United States (USBJD), the ACA has been asked to take the lead in producing a "condition kit" on the topic of back pain. The kit will be one of a series of packets that will answer questions and provide background information on common musculoskeletal disorders. The first series will include the five conditions that represent 80 percent of the burden of musculoskeletal disease - arthritis (OA & RA), back pain, childhood musculoskeletal conditions, osteoporosis, and major limb trauma. The kits, which will represent the broad interests of the Decade, will be available for use by different groups within the Decade for communications purposes, advocacy, on the Web site, as a briefing resource and for presentations. The kit will include a description of back pain, facts on the burden of disease, current therapies and diagnostic tools, recent and expected advances toward new and improved treatment options, references and resources.

Through its work with the USBJD, the ACA has joined with a multidisciplinary group of health care organizations nationwide to raise awareness of the importance of musculoskeletal health and improve the quality of life for people with bone and joint disorders. Worldwide, 38 national governments have endorsed the Decade, and more than 750 organizations, health ministries, health care groups and journals have signed the declaration of support. Participating organizations include the American Academy of Orthopedic Surgeons (AAOS), the American Osteopathic Association, the Arthritis Foundation and other health provider and disease prevention groups. President George W. Bush has also officially proclaimed the years 2002-2011 as the National Bone and Joint Decade.

Classifieds

To place a classified ad in the MCA Journal, please send it in writing, along with appropriate payment, to MCA, 720 Light St., Baltimore, MD 21230. The cost for a 25-word ad is \$15 for MCA members (2 issues for \$25) or \$25 per issue for non-members. The next issue is set for distribution on July 1, 2004. The deadline for classifieds is Tuesday, June 15.

Associate Wanted — Chiropractor with PT privileges needed for 2-3 afternoons per week in mostly PI practice in PG County. Warm, fun environment. Please call 301-651-7384 or fax to 301-765-0908. (5/04)

Associate Wanted — Baltimore: Dr. Johnson is looking for licensed or soon-to-be DC with PT privileges. All candidates must have good people skills, are not afraid to work and eager to learn. Possible partnership opportunities, limited positions available. (410) 744-1233 (7/05)

Associate Wanted — Earn while you learn. We have an immediate opportunity for you to learn ALL aspects of a high volume family practice. The choice is yours, learn and leave or stay as an owner in a multi-doctor office. Call Dr. Robert Frieman at 410-668-4000. (7/04)

Associate Wanted — Associate position available in the MD/NOVA region. This is a long-term position with partnership opportunity. Call Dr. Scott @ 301-752-0134. (5/04)

Associate Wanted - Associate position in Baltimore - Chiropractor with PT privileges wanted for busy Family Practice in Northwest Baltimore. Multi-DC practice, newly renovated facility, salary + bonus, group health plan. Two Year Commitment required. Opportunity for partnership or satellite practice buyout following the first two years. Please call 443-524-6604 or fax 443-524-6608. (7/04)

Associate Wanted - Huge growth potential in desirable Baltimore County. Must have PT privileges and be able to work independently. Excellent support to become successful. Contact Dr. Heil 410-529-5003. (5/04)

Associate Wanted - Associate Position/Partnership Available. Immediate opening in fantastic Maryland general/rehab practice. Must have PT license. Competitive compensation, benefits, possible buy-out. Fax resume to 410-465-9271. (5/04)

Associate Wanted - Thriving, energetic, wellness based practice in Rockville looking for chiropractor with PT privileges to join team. Salary + bonus. Practice ownership opportunity available. Fax resume to (240) 361-0719. (7/04)

Associate Wanted — 50% operating expenses for 1,500 square foot turn key, furnished, chiropractic office with 6 treatment rooms. Excellent location. 844 Ritchie Hwy #103, Severna Park, MD 410-544-2025. (5/04)

Associate Wanted — Chiropractor with P.T. privileges needed to work as associate or independent contractor in the Columbia area. A good working atmosphere with the latest computer technology and rehab care. INCENTIVE UP TO \$60,000 - \$120,000 FIRST YEAR. Please contact Michelle at 410-720-5555. (5/04)

Vacation Doctor Wanted - Vacation doctor needed to cover my office Monday-Thursday, August 2-5, 2004. Please call Dr. John Grant, Sr. at 410-548-1500. (5/04)

Vacation Doctor Wanted - Looking for a coverage doctor for MWF from 7/2/04-7/16/04. Must have MD license with PT privileges. Please call 301-638-4300 or 301-396-3374. (5/04)

Office Coverage Wanted - Chiropractor with PT privileges to work in the Hereford, MD area in July & August. Call 410-893-6312 or fax resume to 410-893-6318. (7/04)

Unique Opportunity (NOT an associate position) - Unique opportunity to grow a practice in a well established setting. This is NOT an associate position. Route 29 corridor, Silver Spring. Call Dr. Steve Horwitz 301-622-9000. (5/04)

Practice Sharing — AA Co. Low overhead encourages relocation or new Dr. start up. First month expenses under \$2,000. Female chiro leaving. Fax inquiries to (410) 674-8608. (7/04)

Partnership Opportunity — We are multi-location growing neuro-musculoskeletal practice. Competitive salary, bonus, benefits, and 401K provided. Candidates may email drjaygreenstein@sportandspinerehab.com or fax CV to 301-294-9100. (5/04)

Partnership Opportunity — Unique Business Opportunity in Ellicott City. You can be in business for yourself, but not by yourself. 50% Partner. No Investment Necessary. Call Jessica at 410-581-9966. (5/04)

Practice For Sale — Silver Spring - Diversified practice, various techniques. New x-ray, low overhead. Revenues \$201K. Financing available. Seller relocating. Asking \$100K Firm (AR negotiable). Paragon Group 1-800-582-1812 www.eparagongroup.com (5/04)

Associate Position Wanted — Experienced doctor w/PT privileges. Also Supervisory DC. Please leave voice message @ Voice Mail Box 410-879-5640. (5/04)

Office Coverage — Chiropractic coverage for all of Maryland. Dr. Leslie Gray III 17 years in private practice. References available. (410) 952-8536. (9/04)

Office Coverage — Need a break? If you're looking for an experienced, personable, licensed DC with PT privileges to cover your practice, look no further. Put your mind at ease and your office in the great hands of Dr. Rudick. Plenty of references available. Contact me at drrudick@comcast.net, 301-949-5390 or 301-385-2779. (7/04)

Office Coverage — Licensed, experienced DC with PT privileges available for vacation relief. 443-929-2001. (7/04)

Office Coverage — Licensed, experienced and insured DC with PT privileges. Please contact at 410-901-2903 or DrEdAChiro@bcctv.com. (5/04)

Office Coverage — Available for only \$300/day. Enjoy your vacation knowing your practice is in good hands. Call: Dr. Brian Seymore at 410-808-0248. (5/04)

Office Coverage / PT / FT Associate Position Wanted — NMD licensed with PT privileges available ASAP. Experienced in PI practices. Masters degree in Sports Health Science. References available. Contact Dr. Jai at 410-464-9045 or 410-419-1440 (cell). (5/04)

Equipment For Sale — Lloyd Flexion Distraction table. All electronic and hydraulic vertical lift with four drops including forward motion drop head piece, auto flex & height selection, fully adjustable \$4,500 (\$11,500 New). 301-464-5656. (5/04)

Did You Know?

MCA Classifieds are also available online in the Members Area at www.MarylandChiro.com/members/classifieds.html.