



THUMB REGION

DOING WHAT'S BEST.

The monthly newsletter for employees and friends of McLaren Thumb Region

September 2018 · Vol. 1, Issue 2

# VOICE

## WELCOME DR. JULIE ZACHWIEJA AND NICHOLAS TOBIANSKI

Please join us in welcoming Dr. Julie Zachwieja and Nicholas Tobianski to our MTR medical team. Both Nick and Julie have recently joined our team and are getting acclimated to their new roles here at MTR.

Dr. Zachwieja is a General Surgeon and will be working in our Surgical Associates Office. Dr. Julie, as she is often called, is a life-long resident of Michigan which is where she attained her education. Julie obtained her Bachelors of Science degree in Molecular and Cellular Biology

from the University of Michigan. Julie also received her medical school training from Michigan State University and has become a Doctor of Osteopathic Medicine. Dr. Julie plans on providing a variety of surgical services here at our hospital. She is experienced in minimally invasive and laparoscopic surgeries, hernia surgeries, thyroid surgeries, endoscopy procedures and breast surgeries, but is here to serve the needs of her patients. Dr. Julie is very happy to be on board and meeting the surgical needs of our community.

Nicholas Tobianski comes to us as a Physician Assistant and will be working at our After Hours Clinic. Nick attended Central Michigan University where he received a Bachelor's degree in Sports Medicine and attended the University of Virginia where he obtained his Master's degree in Sports Medicine. After spending the next few years working with high school, college and professional sports teams, Nick decided he wanted



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[mclaren.org/thumbregion](http://mclaren.org/thumbregion)

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# HUMAN RESOURCE NEWS

## Lincoln Financial Group is New Provider for Benefits

With the transition to McLaren Thumb Region, we will be moving some benefits to a new provider; Lincoln Financial Group. Benefits included in the move will be life insurance, accidental death and dismemberment insurance and long term disability insurance. Please note there are no changes to your benefits.

## Meritain Health Open Enrollment

It's that time of year again for open enrollment. Open enrollment is a time when employees can make changes to their current health plan. Employees may enroll or drop from the plan and add or remove qualified dependents. If you have changes that need to be made, please contact Kim Affer in Human Resources before October 1, 2018. Kim can be reached at ext. 4341.

## FAQ's Since Becoming McLaren Thumb Region

Along with change comes questions. Since the merger with McLaren, there have been a few questions that have been asked rather frequently. Below are the frequently asked questions along with the answers.

### WILL I HAVE A JOB?

There are no apparent reasons that the current staffing levels at McLaren Thumb Region will change. Additionally, staffing decisions are made at the local level by each McLaren subsidiary and, for the most part, tend to be governed by

patient volumes.

### WILL MY HEALTH BENEFITS CHANGE? IS McLAREN'S PLAN SIMILAR TO McLAREN THUMB REGION'S PLAN? WHAT WILL OUR OPTIONS BE?

There will be no immediate changes. The goal will be to analyze what benefit plan options make the most potential sense for McLaren Thumb Region along with the appropriate time to make any modifications. McLaren offers a very market competitive benefit program that includes multiple health plan options including a Blue Cross plan. McLaren also offers several domestic PPO plan options that provide incentives to use McLaren facilities, services and physicians.

McLaren Thumb Region's HR department shop benefits annually for the best possible cost. We will be able to mirror all employee's life and long term disability plans with McLaren. Those benefits will be effective August 1, 2018.

### WILL I KEEP MY PTO HOURS?

McLaren has a Paid Time Off (PTO) program that combines holidays, vacation and sick time into one time off bank. McLaren will work with McLaren Thumb Region to migrate to the PTO program. Collective bargaining agreements will govern union employees.

### WILL WE HAVE NEW HIRE DATES OR WILL OUR SENIORITY DATES REMAIN AS THEY ARE NOW?

You will retain your current seniority date.

### WILL OUR UNION CONTRACTS BE HONORED OR RENEGOTIATED?

Union contracts will be honored. It is McLaren's goal to maintain constructive labor relationships with our unions.

### HOW WILL THIS AFFECT OUR CURRENT HR POLICIES, WORK RULES, ETC.?

McLaren has a number of system-wide HR policies. These policies will be on-line for all employees to review in the near future. The majority of HR related policies and work rules are determined at the subsidiary level.



## CHARLENE MARKS RETIRES AFTER 39 1/2 YEARS

Friday, August 10, 2018 was a bitter-sweet day for MTR employees who celebrated with Charlene Marks as she entered and exited the doors of the hospital for the last time as a hospital employee. Charlene retired with 39 1/2 years of service to the organization and has been a staple here at the hospital.

Charlene had a very impactful and successful career beginning as a switchboard operator. She was



later promoted to an outpatient clerk, a Medicare billing clerk and a Human Resources Secretary. Charlene was eventually promoted to administrative assistant to the COO and later the CEO. Charlene was an integral part of the success of this organization through the years and her dedication to staff, facility,

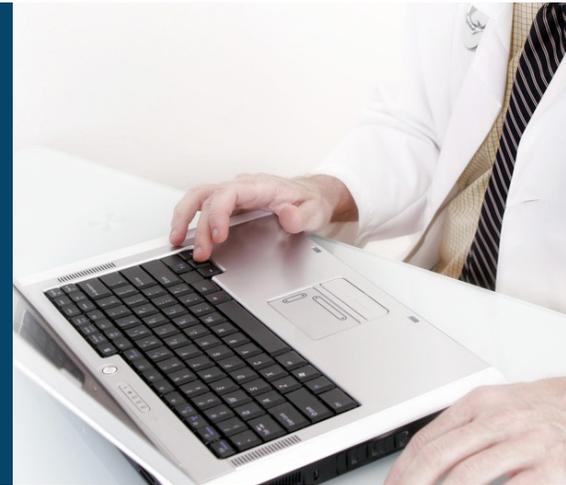
community, and most important patients of this community has not gone unnoticed. Charlene is part of the fabric of the organization and her presence will be greatly missed. Charlene will always be family.

*Best of luck, Charlene, as you enter the next chapter!*

## EMAIL REMINDER

We are now using the hospital employee email as our main communication tool. Each employee has been given an email address and is asked to check email often; preferably at least once during a shift. **Our CPSI system is no**

**longer being used as a source for employee communication.** If you are experiencing problems with your email or have any questions or concerns, please talk to your supervisor or department director.



## COMMUNITY INVOLVEMENT



### UPCOMING EVENTS

There are many opportunities in which to participate in an event. This can be accomplished by either volunteering your time and services or by attending. The following are local events in which MTR will be sponsoring or participating. Please consider spreading the word and

taking part in this upcoming event:

#### McLaren Thumb Region Fundraising Golf Scramble

September 12 with registration at 9:00 am and a shotgun start at 10:00 am at Verona Hills Golf Course. If you are interested in volunteering your time or want to put

together a team for the event, give Rachel a call at ext. 4342.



## 150TH ANNUAL HURON COUNTY COMMUNITY FAIR

McLaren Thumb Region was proud to participate with this year's Huron County Community Fair again. Staff members from MTR held a free first aid station for fairgoers in addition to giving out helium balloons to the kids and free bottles of water.

MTR also supported the Junior Livestock Association by bidding on a number of animals and ultimately buying two pigs. It was great to see the friendly MTR faces at the fair and a big thank you to everyone who participated!



## CASUAL DAY FOR A CAUSE

For those of you not familiar with our Casual Day Fridays, employees have the option to wear jeans if they donate a minimum of \$1. All of the donations collected for Casual Days are then in turn donated to a local or national charity. Donations are collected by Gerri Schenk in the Administrative Assistant Office on the 3rd floor.

September's donations will benefit the McLaren Thumb Region Foundation. All funds raised through the McLaren Thumb Region Foundation go directly to improvements to equipment, technology and services to better serve the patients of McLaren Thumb Region.



THUMB REGION FOUNDATION

## MDOT ADOPT A HIGHWAY

We are in need of a team of volunteers to participate in McLaren Thumb Region's commitment to the Michigan Department of Transportation's Adopt a Highway Program. We love helping keep our roadways clean and beautiful! Our next (and last for the year) day to clean up our section of road will take place on Thursday, September 27th from 4:30pm - 5:30pm. Our stretch of road is along M-25 just north of Sleeper State Park (near Caseville) and runs for a 3 mile stretch of road to the north. We divide our team up and clean sections of the roadway. It's a nice way to get in a walk, help keep our roadway clean and it only takes about an hour per team!

We would also welcome parent-supervised children of employees to join us and we would be happy to sign for high school and NHS community service hours. Thank you for considering your participation in this important project.

Please contact Rachel (ext. 4332) or Yvonne (ext. 4342) for more information or to sign up.

# EDUCATION OPPORTUNITIES

Each day is an opportunity to learn. As professionals, we sharpen our skills and learn new things often. There are many opportunities on campus or in our community to continue learning. Below are upcoming learning opportunities. If you have any questions, contact Yvonne at ext. 4346.

## BLS Skills Class/Testing

September 5, October 3 and  
November 7  
8:00 am to 10:00 am  
Distance Learning Center

Class consists of a skills review, video and skills testing. Prior to class you have to complete online coursework and print off a certificate that certifies you completed the online work.

## ACLS Classes

September 13 & 14  
November 1 & 2

Full provider courses comprise of both days; Thursday 8:00 am to 5:00 pm and Friday 8:00 am to 12:00 pm. All classes are held in the Distance Learning Center.

## PALS

October 5 and December 7 from  
8:00 am to 5:00 pm in the Distance Learning Center.



## Free Webinar

The Lake Superior Quality Innovation Network is hosting an educational webinar on September 12 from 12:00 pm to 1:00 pm.

The webinar is entitled Reducing the Stigma: What People Struggling With Addiction Want Clinicians to Know and is presented by Judge Linda Davis. Judge Davis sits on the 41B District Court in Macomb County and was appointed by Governor Snyder as the Chairperson of the Prescription Drug and Opioid Abuse Commission. She also founded Families Against Narcotics, Hope Not Handcuffs, and Operation Rx Macomb County. It is through this experience, that Judge Davis will share the understanding of epidemic from the perspective of the patient, including the challenges and barriers to seeking treatment.

This webinar has been approved for one CME for physicians and one CE for nursing. Social work continuing education is pending. For more information and to register for this event, visit the following link:  
<https://www.lsqin.org/event/reducing-the-stigma/>.

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to become a Physician Assistant. He went to University of Detroit Mercy and became a PA. After becoming a PA, Nick entered the Air Force and was in active duty for three years. Throughout his career, Nick has practiced in Family Medicine, Urgent Care and Surgery. Nick hopes to incorporate his sports medicine training and experience into his clinic work and also hopes to extend his work to include working with local school districts and athletes.

Both Nick and Dr. Julie have moved to the thumb area from Sterling Heights. They were recently married, are settling in well and hope to purchase a home in the very near future. Nick and Julie enjoy being outdoors and love attending local sporting events. In her spare time, Dr. Julie enjoys participating in adult tap dancing classes and occasionally picks up her musical instrument she learned to play in her high school band. Nick enjoys playing soccer, hockey and fencing, but

also loves watching many other sports games. He and Julie are excited to be here and look forward to meeting the many friendly faces they see each day throughout our facility. They are also looking forward to becoming involved within our community and are excited to attend local sporting events and activities in the area. If you happen to see Nick or Julie, be sure to welcome them aboard and congratulate them on their recent nuptials.

## CHRISTMAS IS COMING!

It's hard to imagine but its time to start thinking about McLaren Thumb Region's participation in the Bad Axe Christmas Parade! The annual Bad Axe Christmas parade will be held on **Saturday, November 24th at 6 pm.**

We will once again have a float in the parade and we will need helpers to both build the float and walk with the float in the parade.

Be on the lookout for upcoming announcements for planning meetings. Please consider participating! The 2018 theme will again be a Dr. Seuss "Christmas in

Whoville". We would also welcome any ideas you may have for float design. Please see Rachel or Yvonne in Marketing /Community Outreach for more information.



### McLaren Thumb Region Medical Foundation Presents: The 26th Annual Linda Rowland Memorial Golf Scramble

Wednesday, September 12, 2018

Verona Hills Golf & Country Club, Bad Axe

9:00 am - Registration & Refreshments

10:00 am - Shotgun Start

Dinner Reception & Awards

Questions? Call (989) 269-1507



THUMB REGION FOUNDATION



## OPIOID EPIDEMIC

**Opioids are being prescribed to individuals of all ages; surprisingly even young children. The following article by Dennis Thompson discusses opioid use in young children and how use may be affecting the opioid epidemic.**

Opioids Given Too Easily to Children: Study

By: Dennis Thompson *HealthDay*

MONDAY, July 16, 2018 (HealthDay News) -- Many children are prescribed powerful opioid painkillers they don't really need, putting them and those around them at risk, a new study shows.

More than one in 10 kids enrolled in Tennessee's Medicaid program received an opioid prescription each year between 1999 and 2014, even though they did not have a severe condition requiring powerful painkillers, the researchers found.

"Opioids are commonly prescribed," said lead researcher Dr. Cecilia Chung, an assistant professor with the Vanderbilt University Medical Center. "In a given year, 15 percent of children received an opioid prescription."

These prescriptions sometimes led to illness or death. One in every 2,611 opioid prescriptions landed the child in the hospital, and in three cases the child died, the study authors reported.

For the study, Chung and her colleagues reviewed the medical records of Tennessee kids aged 2 to 17 enrolled in Medicaid between 1999 and 2014.

More than 1.3 million prescriptions for opioids were handed out to these children during that time frame, the findings showed. Half were for adolescents aged 12 to 17, about 30 percent were for children aged 6 to 11, and 20 percent were for kids aged 2 to 5 years.

Dental procedures accounted for three in every 10 opioid prescriptions, according to the report.

"A huge chunk of the opioids out there come from dentists," said Dr. Elliot Krane, a professor of anesthesiology and a pain management specialist at Stanford University.

"A dentist will remove a child's wisdom teeth and then give them a week's worth of Vicodin," Krane said. "Opioids are not even the best medicine for oral pain, and after a wisdom tooth extraction you need analgesics for a couple or three days, but not necessarily for a whole week."

Kids received opioids to deal with pain from trauma in 18 percent of cases, and pain from minor infections in 16.5 percent of cases, the investigators found.

More than two-thirds of emergency department visits and hospital admissions linked to opioid use were caused by therapeutic use of the prescriptions, rather than abuse, the researchers said.

Krane said he's concerned that this study, and America's overall reaction to the opioid epidemic, will result in opioids not being used to appropriately treat pain.

Given the number of kids who landed

in the emergency department, this is "not a huge public health risk for children," said Krane, who wrote an editorial accompanying the study.

But this many unnecessary prescriptions opens up the possibility of diversion -- others lifting the opioids and using them illicitly, Krane added.

"The problem is what happens to those leftover opioids," Krane said. "Your teenager may be perfectly reliable but then their friends come over, they go to the bathroom, they riffle through the medicine chest, they see some oxycodone and the pills wind up in their pocket."

More research needs to be done on how much painkiller is needed for different procedures, and whether an opioid is the appropriate medicine in each instance, he suggested.

"We need to know how much something is going to hurt, and limit prescriptions to a reasonable amount," Krane said.

The findings, which also showed that there has been a drop in opioid prescriptions in outpatient settings, were published online July 16 in the journal *Pediatrics*.

More information:

*The American Academy of Pediatrics has more information about opioid misuse.*

**SOURCES:** Cecilia Chung, M.D., assistant professor, Vanderbilt University Medical Center, Nashville, Tenn.; Elliot Krane, M.D., professor, anesthesiology



**Candace Podestivio**  
Administrative Assistant/Medical  
Staff Office

# #McLarenProud

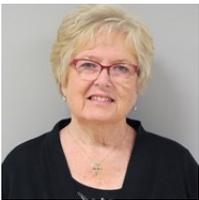
*"I'm McLaren Proud because here at McLaren Thumb Region we have the best staff around-they are like no other! We all work together to make a difference for our patients and our community."*

**Tell us why you are #McLarenProud and enter to win a \$50 Amazon Gift Card!**

Simply state your reason for why you are proud to be an employee of McLaren Thumb Region, along with your name and title and how to contact you. Email your entries to [rvoss@huronmedicalcenter.org](mailto:rvoss@huronmedicalcenter.org) or drop them off at the Marketing Department by noon on September 10, 2018. All participants will be entered into a random drawing and one lucky winner will win a \$50 Amazon Gift Card! The winner will be announced at 4 pm on September 10th. We may also choose your #McLarenProud entry to feature in future newsletters and/or Facebook posts.

## NEW FACES AT McLAREN THUMB REGION

With a new month comes new faces at MTR. Please join us in welcoming the following new staff members to our team. If you see one of them stop them, say hello and welcome them aboard!



**Sally Brade**  
Van Driver



**James Carson**  
X-Ray Technician



**Holly Hillebrand**  
Registered Nurse



**Tara Siemen**  
Registered Nurse



**Nicholas Tobianski**  
Physician Assistant



**Barbara Walleman**  
Pharmacy Technician



**Paige Withey**  
Unity Secretary



**Julie Zachwieja**  
General Surgeon

## EMPLOYEE BIRTHDAYS

The following employees have birthdays during the month of **September**: Meagan Bischer, Steven Bouverette, Terri Cadieux, Shannon Cano, Dr. Carr, Chelsie Engel, Tiffany Gruehn, Karen Gust, Judy Hessling, Jodi Hildreth, Nick Himmel, Cheryl Hogan, Barbara Knight, Denise Lackowski, Danielle Learman, Mary Jo Lovejoy, Alexandria McBride, Kelli Messing, Amy Molinaro, Dinah Rasmussen, Kevin Richardson, Taffaney Ross, Sheila Schafer, Sara Schmidt,

Nicole Selby, Danielle Stanton, Paul Starcher, Pamela Sweeney, Jason Talaski, Elaina Van Buren, Jennifer Weber, Jodi Wright and Lisa Yaroch.

Hope your special day brings each of you all that your heart desires! Here's wishing you a day full of pleasant surprises. If you happen to see any of these folks, be sure to wish them a happy birthday!

Please note, if you prefer not to have your birthday listed, please contact Kim A. at ext. 4336.

Remember if you are celebrating a birthday or a length of service work anniversary during the month of September, you will be invited to celebrate over light hors d' oeuvres and cake with our CEO, Michael Johnston. Getting together with Michael is a special time to celebrate you and/or thank you for your service to our organization. Invitations will come via employee email, and employees are asked to RSVP a week prior to the event. Attendance is voluntary.