



## Medical-Legal Continuing Education for Attorneys and Claims Professionals

Phone 888 455-1600 Website [www.garlandpr.com](http://www.garlandpr.com)

Garland & Associates is a State Bar of California approved MCLE Provider

### **ORTHOPAEDIC LECTURES**

#### **Gary Brazina, MD**

##### **Deposing the Orthopaedic AME/QME**

*Learn the basics of an orthopedic medical legal report and how an attorney should review the report to prepare for a deposition of the AME/QME.*

##### **Shoulder Injuries and the AMA Guides**

*Learn how to rate shoulder injuries using the AMA Guides. Gain a better understanding of symptoms and appropriate treatment of the shoulder.*

##### **What's New in Knee Surgery & How it Relates to the AMA 5th Edition Guidelines**

*Discussion is focused on arthroscopic procedures for the knee and understanding the appropriate treatment for knee injuries. Impairment rating issues are also discussed using the AMA Guides.*

##### **Orthopaedic Physical Examination**

This course will focus on the physical examination process that a patient goes through during an orthopaedic exam. The doctor will define the orthopaedic terms of art to explain what each test means and will demonstrate the purpose of each test in the physical examination process and what it means in a medical legal report.

##### **Compartment Syndrome**

This informative talk will focus on a syndrome that can be found in cases where a patient has experienced major trauma. The cause of this syndrome and its effects on a patient is outlined with a complete detailed explanation of the reasons to authorize immediate emergency surgical treatment.

#### **Bruce Fishman, MD**

##### **Workers' Compensation Impairment Rating: AMA Guides to the Evaluation of Permanent Impairment 5<sup>th</sup> Edition, Almaraz Guzman and what Constitutes a Complex/Extraordinary Case for Rating**

*Learn when it is appropriate to utilize the Almaraz Guzman line of cases when the AMA Guides to the Evaluation of Permanent Impairment, 5<sup>th</sup> Ed. whole person impairment rating determination does not accurately reflect the complexity of the orthopedic injuries. Tables, figures, charts, and commentary from the guides will be used to help attorneys understand how an orthopedist should interpret the guides, and what criterion can be used to determine "complex and extraordinary cases" appropriate for Almaraz Guzman rating that is legally correct. The purpose of this talk is to assist attorneys with preparing for depositions.*

#### **Rick Pospisil, MD**

##### **KEYS TO USE OF SHOULDER ARTHROPLASTY**

*Discussion will focus on 1. Indications for Use; 2. Potential Choices; 3. Indications for a RSA; 4. Patient Selection; 5. Surgical Techniques; Potential Complications; 7. Contraindications; 8. Successful Outcomes Based on a. Patient Selection; b. Pre-Op Planning including proper films; c. Attention to Operative Details; d. Importance of Authorizing an Experienced Shoulder Surgeon; e. Proper Rehabilitation Agreed upon and Planned; f. Pre-Authorization with agreed upon parameters to allow continued supervised exercise necessary for rehabilitant; 9. Cost of doing it correctly vs. not doing it properly.*

##### **KNEE SUBCHRONDAL ARTHROPLASTY**

*Up until recently there were no successful treatments for patients with early arthritic changes on the weight bearing joints such as the hip, knee or ankle. The affected patient had to learn to accept the restrictions that the condition placed upon them. Most of these revolve around limiting walking, standing, crawling, crouching, going up stairs or ladders. Arthroscopic attempts to help remedy the constant amount of pain, stiffness and weakness are fairly unsuccessful. Performing total joint replacements on younger patients are very expensive as well as not successful in improving functionality as they are in elderly patients. This lecture will describe a relatively simple, short successful surgical technique that can provide an inexpensive solution to this pervasive, long standing problem. This new procedure is approved by the FDA, as well as Medicare, and as a result you too may assist in helping the injured worker improve while at the same time stave off the necessity of an expensive total joint replacement which has tremendous cost saving implications!*



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### **HAND LECTURES**

#### **George Balfour, MD**

##### **Upper Extremity Impairment Rating**

*This discussion explains hand and upper extremity injuries and resulting impairments, if any, using the AMA Guides 5th Edition.*

### **CHRONIC PAIN LECTURES**

#### **Pattanam Sрни, MD**

##### **Taking Pain Treatments Into A New Dimension: The Dimension Of Cure**

*Pain management never treats pain or improves function. Injured workers are often forced into taking pain medications, invasive procedures and undergo surgical treatments without improvement in function. However contrary to the common belief that chronic pain can never be treated to the point of cure, scientific evidence shows that the pain program followed at Advanced Interventional Pain Center can be curative, improve function and return the worker back to work.*

##### **Epidural Injections, An Outdated Modality of Pain Treatment**

*Learn about indications and contraindications for epidural injections. Explanation of how Epidurals are an outdated procedure and its new alternatives. Also, discussed, indications for Epidural injections: why it fails in 90% of the pain patients to provide long term pain relief.*

### **CARDIOVASCULAR AND INTERNAL MEDICINE LECTURES**

#### **Paul Grodan, MD**

##### **Heart and the Guides**

*The most common heart issues in Workers' Compensation of Coronary Heart Disease, Hypertension, and Cardio Myopathy, are presented with a discussion of how the AMA guides are used to rate whole person impairments.*

##### **Cardiovascular Assessment**

*In order for a cardiologist to diagnose cardiovascular disease, appropriate cardiovascular testing is required to match symptoms with pathology. Dr. Grodan provides detailed information on cardiovascular testing and the appropriate testing needed to substantiate a diagnosis of cardiovascular disease.*

#### **Richard Hyman, MD**

##### **Deconditioning and Problem Tables of the AMA Guidelines**

*This lecture defines "Deconditioning" and its relation to a workers' compensation claim. A review of the AMA Guides 5th edition and the problem tables from an internal medicine and cardiology perspective are also discussed.*

##### **A Guide to Understanding Workers' Compensation Issues in Heart Cases**

*A review of heart diseases and hypertension in workers' compensation claims is presented with a discussion of the AMA Guides 5th edition and Labor Code 3212 presumptions.*

##### **Diabetes in the Workplace and AMA Guides 5th Impairment Rating**

*The goal of this presentation will be understanding the medicine related to diabetes, treatment, cost of future medical care and ratable complications. Novel new cost saving solutions for diabetes and obesity will also be discussed.*



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### **GASTROENTEROLOGY AND INTERNAL MEDICINE LECTURES**

#### **Lazaro Alonso, MD**

##### **The Side Effects of Medication and Gastrointestinal Impairment in Workers' Compensation**

*This lecture provides critical information on the side effects of medication and the resulting impact on the gastrointestinal system and how the consistent use of medications can cause permanent impairment. This discussion includes how to rate with the AMA guides.*

##### **Job Stress and the Effects on Internal Organs**

*The focus of this discussion centers on how stress plays a role in causation or aggravation of permanent damage to internal organs. Cardiac disease, hypertension, gastrointestinal diseases such as GERD, IBS, ulcer disease, headaches, and some controversial topics such as diabetes and cancer are all topics that are debated daily in Workers' Compensation cases. These topics with the requirement of substantial medical evidence to prove or disprove a claim and accepted scientific principles based on current literature will be presented to gain a better understanding of how to litigate medical stress cases by associating the acute or chronic stress to causation/disease process. Sample cases will be used to explain the appropriate tables for rating permanent impairment. Apportionment will also be covered based on current case law where aggravation of a pre-existing disease may exist.*

#### **Stewart Lonky, MD**

##### **Treating the Complications of Treatment in Workers' Compensation**

*Learn how the internal medicine specialist treating Worker's Compensation patients frequently winds up addressing impairments and disabilities caused by the treatments for orthopedic or psychiatric injuries. The attendee will better understand upper and lower gastrointestinal complications of therapies for pain, or how diabetes, hypertension, and sleep disruption can result from specific treatments for pain, anxiety, or depression.*

### **PULMONARY DISEASES AND INTERNAL MEDICINE LECTURES**

#### **Eli Hendel, MD**

##### **The Use of Cardio Pulmonary Exercise Testing to Determine Disability in Workers' Compensation**

*This lecture outlines how to use Cardio Pulmonary Exercise Testing as substantial medical evidence in determining disability.*

##### **Understanding the Diagnosis of Sleep Apnea**

*Understanding a sleep claim from the point of view of a Pulmonary specialist. Gain an understanding of the objective medical evidence that is available and when it is necessary for use as a diagnostic tool.*

##### **Occupational Asthma**

*Focus is on claims alleging exposure to solvents, dust, molds, chemicals, etc, causing asthma. Appropriate diagnostic testing, and sources for scientific based evidence that is peer reviewed and acceptable by the medical community is outlined.*

##### **MRSA**

*This lecture will explain the cause of MRSA and whether permanent disability might occur, and if so, what kind of ratings to expect. The goal is for the listener to gain a better understanding of the objective medical evidence that is necessary to reach a diagnosis. Treatment plans for this medical disease will be discussed. MRSA is a presumption for fire and police.*

##### **Valley Fever in Workers' Compensation**

*Learn the cause of this disease/syndrome and how it is effectively treated. Also included, will be a discussion of the AMA Guides 5<sup>th</sup> Ed., and rating for any residual impairment that may occur.*



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### **PSYCHOLOGY AND NEUROPSYCHOLOGY LECTURES**

#### **Mark Levine, PhD**

##### **Psych Report Workshop: Dissecting & Evaluating Psych Reports and their Evidence Conclusions**

*An AME and QME medical legal report will be reviewed section by section to provide insight and instruction on the importance and meaning of each analytical tool used by a psych professional. Evidentiary conclusions will be discussed to define the basis of substantial medical evidence.*

##### **Subtle Consequences of Head Injury that are only Noticeable from Psychological Testing**

*This presentation will describe how a class of patients who present superficially as functionally capable of continuing their job, and who appear to others as articulate, well, and able to comprehend, can possess deficits that will ultimately undermine their effectiveness at work and in activities of daily living. These issues include self - awareness, subjective judgment, sustained attention, planning and organizational skills, as well as subtle memory problems. These problems directly affect true levels of ratable disability. This talk will demonstrate how specialized psychological testing can detect these subtle and hidden deficits, and document them in an empirically verifiable manner.*

##### **Distinguishing Pre-existing Stress from New Trauma through Psychological testing**

*A central challenge for psychiatric AME evaluations is distinguishing symptoms of stress, anxiety, and depression that have resulted from an injury or trauma, from the part of these symptoms that belong to a pre - existing condition. Medically trained psychiatrists render such conclusions, but often with little empirical data to substantiate their decision. This presentation will demonstrate how specialized psychological testing can distinguish between stressful psychological conditions resulting from an individual's current circumstances, from a pre - existing diagnosis of depression or other condition. The importance of having this additional empirical data to support or contradict a worker's claim will be discussed.*

##### **Identifying and Documenting Pre - Existing Psychiatric Disorders**

*This course will describe and illustrate how empirically based psychological tests can be used to investigate clients who present with conditions such as depression, anxiety and stress disorders, and identify when these disorders have been in existence prior to injuries or traumatic events. The presentation will focus on how an expanded repertoire of psychological assessment techniques can move us beyond a descriptive report of psychological distress, to shed light on the possible chronic nature of these conditions. Discussion will involve the relevance of these assessments to medical legal evidence.*

##### **How to Use a Neuropsychological Evaluation to Effectively Litigate a Workers' Compensation Claim and Minimize Costs and Lengthy Delays on a Psyche Case**

*This lecture will define a neuropsychological evaluation and then explain how the tests can be used to create substantial medical evidence, providing dual impairment for both neurological impairment as well as psychiatric impairment. Included will be an approach to minimizing costs and lengthy delays on a psyche case. A discussion of impairment rating will be included to define how impairment ratings are created from neuropsychological and psychological testing. Central to the focus of this discussion is how neurological impairment must be documented and rated separately and independently of psychiatric impairment. Pre-existing conditions and their effect on neurological and psychological apportionment, and impairment ratings following the rulings held in the Escobedo decision will also be discussed.*



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### **PSYCHOLOGY AND NEUROPSYCHOLOGY LECTURES**

#### **David Freeman, PhD**

##### **Malingering In Workers' Compensation**

*This presentation addresses how to assess and detect malingering and embellishment in psychiatric and neuropsychological Workers' Compensation cases. The attendees will learn the specific techniques and instruments used to detect embellishment of psychiatric, cognitive and somatic symptoms. Specific strategies are offered on how to deal with and manage cases that involve significant embellishment issues.*

##### **Understanding GAF**

*This presentation addresses the specific approach to rating the Global Assessment of Functioning Scale (GAF). The attendees will learn a detailed but practical approach and method to determining a GAF score. With that knowledge, they can determine whether the GAF score rendered on a specific case is accurate and correct. This presentation is critical to understanding how to rate the GAF scale in Workers' Compensation claims.*

##### **Deposing the Psych Expert**

*This presentation addresses very specific techniques and methods for deposing a Psych Expert who has prepared a Workers' Compensation report. A variety of key concepts are reviewed including whether credibility issues were adequately covered, the nature and extent of the diagnosis and the supporting evidence, the accuracy of Temporary Disability dates as they pertain to psych injuries, fundamental flaws in AOE/COE analysis, whether a GAF score or the 8 Work Factors has been properly rated, and whether substantial evidence has been offered for a psych apportionment determination. Appropriate treatment guidelines for psychiatry and psychology are also addressed.*

##### **Traumatic Brain Injury, Neuropsychology and Impairment Ratings**

*Dr. Freeman's discussion will focus on the following issues important in evaluating a head injury case:*

- 1. Diagnostic Considerations in Traumatic Brain Injury;*
- 2. Neurology and Neuropsychology: The importance of both roles;*
- 3. The Neuropsychological Assessment Process;*
- 4. Assessing Malingering in Traumatic Brain Injury cases;*
- 5. Neuropsychological Impairment Ratings, the AMA Guides and the GAF.*

### **PSYCHOLOGY AND PSYCHIATRY LECTURES**

#### **L. Scott Frazier, PhD**

##### **Psychological Testing in Light of the New Reforms (SB 899)**

*This lecture consists of an overview of Psychological Testing. Dr. Frazier explains with examples, the content of different psychological tests including, the purpose and intention for their use, and how to apply them in the medical legal setting.*

#### **Brian Jacks, MD**

##### **GAF Scale and Apportionment**

*The topic of this lecture is an explanation of the GAF Scale and how a mental health specialist applies it in the disability evaluation setting. A discussion of the Escobedo case ruling on apportionment is also covered and how it applies to psych cases.*

##### **Lawful, Good Faith (ROLDA) , Non-Discriminatory Personnel Issues and Malingering**

*This talk will focus on how to analyze personnel issues to determine what is lawful, good faith non-discriminatory personnel actions. Malingering will be discussed to better understand the medical and the legal definitions.*

##### **Chronic Pain Disorders and Psych Cases Post SB 863**

*Discussion focuses on the psychiatric perspective of chronic pain including fibro myalgia, and other pain diagnoses. Rating from the AMA Guides is discussed to provide a better understanding of how to rate impairment. Also covered will be how SB 863 affects the filing of psych cases.*



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### **PSYCHOLOGY AND PSYCHIATRY LECTURES**

#### **David Glaser, MD**

##### **Relevance of Psychiatry Post SB863**

*One cannot legislate away the real day-to-day effects of psychiatric factors on an injured worker simply because the legislature removed the “add on” of psychiatric disability to a primary orthopedic case. Injured workers can become depressed due to pain, physical limitation, and worries about the future. Untreated by competent mental health professionals, this can lead to poor surgical outcomes and less involvement in rehabilitation, which can then lead to more physical disability than should be expected. In addition, not keeping a clinical eye on the ball of insomnia (whether it be secondary to pain or a symptom of mental illness, or both) will inevitably lead to less than optimum outcomes in physical injury cases. In the pure “mental/mental” cases, poor analysis of the “he said/she said stress cases” without objective medical evidence will flourish unless an objective analysis through examination is performed. As more cases fall under the new classification of DSM-5, the demand for reasonable medical evidence reports will be critical for all cases that have some psychiatric or psychological component.*

##### **Deposing the Psych Expert**

*This presentation addresses very specific techniques and methods for deposing a Psych Expert who has prepared a Workers' Compensation report. A variety of key concepts are reviewed including whether credibility issues were adequately covered, the nature and extent of the diagnosis and the supporting evidence, the accuracy of Temporary Disability dates as they pertain to psych injuries, fundamental flaws in AOE/COE analysis, whether a GAF score or the 8 Work Factors has been properly rated, and whether substantial evidence has been offered for a psych apportionment determination. Appropriate treatment guidelines for psychiatry and psychology are also addressed.*

##### **Psychopharmacology in Workers' Compensation**

*This lecture will cover the subjects ranging from the more common psychiatric disorders found in injured workers, to the very specific issues unique to the chronic pain patient, and the medications used to treat them. Attention will be given to understanding the challenges of issues presented in the workers' compensation system and the role of psychopharmacology for the workers' compensation psych patient. The doctor will focus on helping the claims professional develop an understanding of drugs that affect thinking, feeling and action, and the need for ongoing prescriptions for these medications or the possible misuse, and abuse of these drugs. Red flag warnings will be discussed to help the listener to identify potential problems, including the physical consequences of the overdose of medications and toxic side effects. The inappropriate use of these drugs will also be discussed.*

#### **Michael Lilienfeld, Director of Forensic Services – Glaser Forensic Group**

##### **Psychological Vulnerability and its Implications for Permanent Disability**

*This presentation reviews topics and strategies for managing cases in which identifying “Psychological Vulnerability” in the injured worker may have implications for assessing apportionable permanent impairment. Learn how to establish a substantial medical evidence argument to reduce an impairment rating where psychological vulnerability has been established, as well as implications for disability in other specialties where there is a crossover-effect with psych.*

##### **The “Injured Worker Syndrome” in Psych Cases**

*This presentation defines “the Injured Worker Syndrome”, and reviews practical strategies for managing cases where this syndrome may be present. Learn the types of issues that can be found in a medical report that may help to identify the syndrome in not only psych cases, but in other specialties, as well. Discussion will also include possible strategies to break the cycle of this syndrome and to assist the injured worker back to a productive lifestyle.*



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### **UROLOGY AND RENAL LECTURES**

#### **Fred Kuyt, MD**

##### **Urologic Conditions and the Injured Worker**

*The focus of this lecture is on Bladder Dysfunction, Sexual Dysfunction and Testicular Injuries. As a highlight, the doctor's expertise is valuable as he develops for the listener a better understanding of back pain and urologic issues in Worker's Compensation. The causes of these dysfunctions are explained, including the impact of the AMA Guides for the Evaluation of Permanent Impairment to give the workers' compensation professional a working knowledge and a strong foundation on how to litigate a urologic injury.*

##### **Prostate and Bladder Cancers in Workers' Compensation**

*This lecture provides a good foundation for understanding how genetics vs. exposures in the workplace cause prostate and bladder cancers. Key concepts will be discussed to help with litigated cases.*

##### **Renal Failure in Workers' Compensation**

*The purpose of this lecture is to define renal failure and explain how a workers' compensation injury may cause the kidney to fail. Included in the discussion is the effect of medication on the kidney and how traumatic injury can interfere with the proper function of the kidney. Signs and symptoms are discussed to help prevent renal failure.*

*Dr. Kuyt is a contributing author for the AMA Guide to the Evaluation of Disease & Injury Causation in the Urology Chapter.*

### **OPHTHALMOLOGY LECTURES**

#### **David Sami, MD**

##### **Ophthalmic Assessments for Injured Workers**

*This lecture will focus on the strengths and failures in methodology of the AMA Guide 5th Edition. For Ophthalmic related disability. Examples of calculating the Functional Acuity Score and Functional Field Score will be demonstrated and how it relates to creating and defining the impairment rating. Also, discussed will be color vision, sensitivity testing and rating for double vision.*

### **OTOLARYNGOLOGY LECTURES**

#### **Alfred Roven, MD**

##### **Hearing Loss and Audiology in Workers' Compensation**

*Gain an understanding of the inner ear structure and how hearing loss can occur. Audiology testing is explained to provide a better understanding of how test results are used as objective evidence and foundation of a hearing claim. Dr. Roven also dissects a hearing loss medical legal report and gives instruction on how to rate hearing loss based on the AMA Guides 5th Edition Impairment Rating Charts.*

##### **Understanding TMJ Syndrome**

*The anatomy of the jaw area is presented in a format that is easily understood to gain a better understanding of the diagnosis of TMJ syndrome and the basis for treatment. Rating TMJ in a medical legal evaluation is also discussed.*



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## **SKIN CANCER LECTURES**

**Alfred Roven, MD**

**Skin Cancer, Causation, and AMA Guide Rating**

*Skin cancer cell types are identified and causation factors are discussed to provide a better understanding of skin cancer. Appropriate treatment options will be explained and impairment rating will be outlined based on the skin chapter in the Guides.*

## **NEUROLOGY LECTURES**

**Jay Jurkowitz, MD**

**Diagnostic Tests in Neurology**

*A thorough review of neurological diagnostic tests is given in a format designed to give the listener actual test results to view and to gain a better understanding of symptoms and the appropriate diagnostic test required to reach a neurological diagnosis.*





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## **NURSE CASE MANAGEMENT**

### **Understanding Red Flags in Nurse Case Management**

*IWCC, one of the leading providers of Nurse Case Management Services, is familiar with the various triggers in a claim that suggest a need for Nurse Case Management. In this presentation, the audience will become knowledgeable in recognizing "Red Flags" which are measurable milestones that may occur at the beginning of an occupational illness or injury, or during the course of treatment. The audience will understand that these "Red Flag" warning signs may delay or prevent an injured individual from returning to work, or may hinder them in performing other normal life functions. Additionally, Medical Case Management is highly individualized and is specifically targeted at minimizing "Red Flag" indicators.*

***iw Care Connection, Inc. (IWCC)***