

EMPLOYEE ROUNDS

News for Employees from Employees



Our mission is to provide exceptional healthcare services in a safe and trustful environment through the expertise, commitment and compassion of our family of caregivers

October 13, 2011

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Happenings

CUTS Threaten Our Ability to Cure and Care

Congress reached a last minute compromise on August 2nd to raise the national debt limit by \$2.4 trillion, thus averting a government default and shock to worldwide financial markets.

Medicare and Medicaid are big targets due to the overall size and growth of these entitlement programs. Our elected officials do have choices to rein in the cost and deficit impact of these programs. One option is to raise taxes. Benefits can be cut or eligibility reduced. However, the dominant theme in Washington is new cuts for providers.

“Across the Board” Cuts are Unfair to Maine Hospitals

Maine is now the oldest state in the country. One out of four Maine residents is enrolled in MaineCare (Medicaid). Obviously, hospitals and physicians are heavily dependent on payment from these two government program to provide quality patient care.

Medicare already reimburses Maine hospitals below the actual cost of providing care. By Medicare’s own metrics, Maine hospitals provide high quality care and our costs are on the low end of the spectrum compared to hospitals in other parts of the country. Rather than just targeting high cost hospitals (some of which provided less than stellar quality), the political reality is any new cuts will likely be enacted across the board.

MaineCare (Medicaid) now owes Central Maine Healthcare nearly \$50 million, and reimburses us at a rate even farther below the cost of care. Any federal cuts will just be passed on to us. With 25% of Maine’s population covered by MaineCare, the state is already struggling to manage the current MaineCare costs and is hardly in a position to add any new dollars for provider payments.

Exposure for New Medicare Cuts

While everything is still in the discussion stage, we can forecast the annual impact of some of the cuts as based on information we are receiving from the American Hospital Association and the National Association of Urban Hospitals.

| | CMMC |
|---|---------------------|
| Disproportionate Share payment | -\$3,654,000 |
| – Add on for treating a high-percentage of low-income patients | |
| Graduate Medical Education | -\$2,088,000 |
| – Additional payment to offset training costs for the Family Medicine Residency program | |
| Total | -\$5,742,000 |

| | |
|--|---------------------|
| College of Nursing and Health Professions | |
| Medicare Paramedical Schools | -\$1,172,365 |

| | |
|--|---------------------|
| Central Maine Medical Group | |
| Provider Payment Cut | -\$2,855,000 |
| – A 29.5% reduction in Medicare physician fees will automatically go into effect on 1/1/2012 unless Congress fully funds or postpones the cuts | |

There are additional items under active discussion including, but not limited to eliminating payment for Medicare bad debt and reductions in funding for rural hospitals which would directly affect Bridgton and Rumford Hospital.

Call to Action

Please contact Senator Snowe, Senator Collins and Congressman Michaud to voice our strong concerns about new the Medicare and Medicaid provider cuts.

The attached links will take you directly to the Senators and Representative’s web pages:

Senator Collins - <http://collins.senate.gov/public/continue.cfm?FuseAction=ContactSenatorCollins.email>

Senator Snowe - <http://snowe.senate.gov/public/index.cfm/contact?p=email>

Congressman Michaud - <https://michaud.house.gov/contact-me/email-mike>

Dempsey Challenge Raises Over \$1 Million for Dempsey Center

The third annual Dempsey Challenge presented by Amgen attracted 3,834 runners, walkers and cyclists from 34 states, plus Canada, Dubai, Germany and Switzerland and raised over one million dollars to benefit The Patrick Dempsey Center for Cancer Hope & Healing at CMMC. The events took place during the weekend of Oct. 8-9 at Simard-Payne Park in Lewiston, Maine.



Patrick Dempsey gives a thumbs up as he crosses the Dempsey Challenge finish line.

The L.L.Bean 5K and 10K run/walk events took place on Saturday, Oct. 8, followed by Fundraising Rides of 10-, 25-, 50-, 70- and 100-miles presented by Exergy Development Group the following day.

Top fundraisers were honored at the Champions for Hope Celebration on Saturday night. Harold Marden of Lewiston earned individual honors with \$10,316 while the Buddha Rubbers totalled \$23,380, taking the top team award for the second straight year. Top Central Maine Medical Family fundraisers were Mike Barnies (\$8,175) and The Dempsey Center Dames & Dudes (\$17,159).

The 2012 Dempsey Challenge is scheduled for Oct. 13 and 14. Registration is available through the event website <http://www.dempseychallenge.org/>

Wage Increase

In a letter on October 10th, it was announced by senior leadership that CMH has issued a 2% across the board wage increase for all non-providers that will take effect as of October 9th, 2011. The increase is delivered with many thanks to each and every one of you for being flexible, patient and dedicated to going above and beyond in helping us to deliver exceptional patient care during some challenging times in our country and the healthcare industry, specifically.

The increase is prorated for those employees that have joined the organization during the time since the last general wage adjustment in 2009.

Leadership also announced that as of 10/9/11, no CMH employee at any of our hospitals, practices or long term care facilities will be paid

a wage less than \$9.00 an hour. Going forward, any new employees hired will be brought in at a minimum of \$9, as well. It is hoped that this change will be of some assistance to those employees who serve us so well in some of our lower graded positions - and are no less important to our patient's overall satisfaction with our services or their quality of care. We realize that the economy has potentially impacted these people even more so than others, and we are glad to be able to provide funding for this change.

Employees will see the increased pay rates for the first time in their October 27th paychecks.

Concentra Urgent Care Grand Reopening



CMMC President Laird Covey cuts the ceremonial ribbon at the grand reopening of Concentra Urgent Care.

Concentra, a subsidiary of Humana Inc., marked the grand reopening of its medical center in Lewiston with a special ribbon cutting ceremony and donation to the Patrick Dempsey Center for Cancer Hope and Healing.

The East Avenue location is now open Monday through Friday from 7:30 a.m. to 8:00 p.m. and weekends from 9:00 a.m. to 3 p.m. for walk-in urgent care patients.

The Concentra Urgent Care center, located at 59 East Avenue in Lewiston, has a new look complete with wood flooring, soft accent lighting, and an inviting welcome area.

To mark the grand opening of the new center, Concentra hosted a ribbon-cutting and dedication event, complete with hors d'oeuvres prizes, and center tours. Concentra made a special donation to the Dempsey Challenge, benefitting the Patrick Dempsey Center for Cancer Hope and Healing.

For Your Benefit

No Premium Increase

For the first time ever, Benefits Manager Jerry Marstaller is extremely happy to announce that there will be no premium rate increases for any insurances, including medical, dental, vision, life, LTD and STD in calendar year 2012, aside from the increases in the spousal rates for medical pre-announced last year. "The managers in HR, Compensation and Benefits and Healthy Decisions worked hard to make this possible. We all understand that these avoided premium increases go right to the "bottom line" of an employee's take home pay and can really make a difference" says Marstaller.

Through the efforts of our employees and their continued focus on wellness and flexibility with changes such as mandatory in-house pharmacy use for maintenance drugs, we are able - together - to bend the cost of our benefits program downward. In many employee's cases, the dollar impact of this rate hold is as great or greater than the 2% wage adjustment."

Benefits re-enrollment packets will be sent via interoffice mail no later than Friday, October 14th. Re-enrollment meetings begin on Monday, October 17th. Completed benefit enrollment forms are due back to HR no later than Friday, October 28th.

Open Enrollment Benefit Fairs

Central Maine Medical Center

Monday, October 24, 2011
Main Corridor, 60 High St.
7:30 am to 3:00 pm

Bridgton Hospital

Tuesday, October 25, 2011
Hospital Lobby
8:30 am to 11:30 am

Rumford Hospital

Tuesday, October 25, 2011
Conference Room A
1:30 pm to 4:00 pm

Be sure to mark the date on your calendar to spend some time becoming more familiar with the Open Enrollment insurance coverage, Retirement plans, voluntary insurance, and more.

Human Resources will be conducting the Employee Open Enrollment meetings beginning the week of October 17th. Open Enrollment forms will be due by Friday, October 28th. If you have any questions, please contact your Human Resources office.

We Honor Our Family Members



Support Services:

Environmental Services:

National Environmental Services week was celebrated September 12th-16th; Environmental Services Staff participated in events such as: Chocolate Day, Funny Hat Day and Halloween Theme Day. We would like to thank the Environmental Services Staff for all their hard work and dedication in keeping CMMC clean and safe for our patients, visitors and staff.

Congratulations to: **Walter Klymman** for being recognized as Environmental Services Employee of the Year!

Congratulations to: **Mike Bissonette** for being recognized as September's Employee of the Month

October 9-15, 2011 is Central Service Week:

Central Service Week recognizes the contribution Central Sterile Supply Department technicians make to patient safety and the opportunities and challenges facing the profession.

Central Sterile Supply Department technicians are responsible for processing surgical instruments, supplies and equipment. Central Sterile Supply Department tasks include decontaminating, cleaning, processing, assembling, sterilizing, storing, and distributing the medical devices and supplies needed for patient care

Central Sterile Supply Department technicians play a most important role in patient care arenas, and are responsible for first-line processes to prevent patient infections.

Members of our team are:

| | |
|---------------------------|--------------------------------|
| Vicky Roy, Manager | CSPDM, CSPDS, CRCST |
| Sharon Grant | CSPDT II, CNA, PACU Technician |
| Tom Bolduc | CSPDT II |
| Marshall Jensen | CSPDT |
| Lorrie Decker | CSPDT, CFER |
| James Strout | CSPDT |
| William Baker | CSPDT |
| Diane Bernard | SPD Technician |
| Brenda Chaneski | CRCST II, CFER |
| Larry Michaud | SPD Technician |
| Andrew Chickering | SPD Technician |
| Wendy Kennison | SPD Technician |
| Kacie-Rae Ford | SPD Technician |
| Larry Mayes | SPD Technician, Per Diem |

FYI

New Chef at CMMC



If you've enjoyed any of the new items on the CMMC cafeteria menu, you've likely sampled the work of chef Oleg Opalnyk, who recently joined the CMMC Food Service management staff. Oleg's specialties include vegan and vegetarian dishes fused with world cuisine influences. A native of Moscow, Russia, Oleg trained at The Cooking and Hospitality Institute of Chicago, an affiliate of Le Cordon Bleu College of Culinary Arts, also in Chicago. He has worked in Russia, Canada, Mexico, and Belize, but settled in Maine in 2002 as kitchen manager at Freeport's Haraseket Inn. Prior to beginning his work in the healthcare setting, he was executive chef at Kristina's Restaurant and Bakery in Bath and later at Bull Feeney's in Portland.

New Students



From left to right: Beth Hood, Jennifer Reed, Rebecca Sommons, Alicia Kellogg, and Dan Doyon.

Five students began their extended unit of Clinical Pastoral Education at CMMC on September 19. The five students are: Dan Doyon, serving as chaplain at D'Youville Pavilion; Rev. Alicia Kellogg, an ordained Episcopal Deacon serving St. Matthew's in Hollowell; Beth Hood, a graduate of the United Church of Christ's Academy; Jennifer Reed, a certified candidate seeking ordination in the United Methodist Church; and Rebecca Sommons a masters candidate at Bangor Theological Seminar. These students will provide pastoral care at CMMC, Rumford Hospital, and Bolster Heights.

Announcements



CURRENT ESEC EVENTS

Check out the Portal for all of our flyers under the scrolling events

Annual ESEC Employee Craft Fair ~ The fair will be held on Friday, November 18, from 9:00 am - 4:00 pm in the Main Lobby at 60 High St.

ESEC Mitten Tree ~ We will have a holiday tree set up near the ESEC tables at the craft fair for donated hats and mittens. If you would like to donate some handmade knit items or store bought, please hang them on the tree anytime during the craft fair. All items will be distributed to our ED, Pediatrics practice and 76 High to needy families.

NEW!! The Gauntlet and the Corn Maze ~ at Harvest Hills Farm in McFalls. ESEC is offering discounted ticket to Maine's premier Haunted Hayride & Corn Maze. Discounted price is \$17 for both; payroll deduction is available for purchases of \$20 or more. Contact Barbara Williams at williamsb@cmhc.org or 252-3018.

Pretty Lights w/Big Gigantic at the Colisee (Ticket Only) ~ 09/25/11 - \$27.00 - Deb Shennett @ 2522

Haunted Happenings (Bus Only) ~ 10/29/11 - \$21.00 - Barbara Williams @ 252-3018

New York in a Day (Bus Only) ~ 12/3/11 - \$66.00 - Ann Nyberg @ nybergan@cmhc.org

HOLIDAY SHOPPING

**Burlington Mall/
Yankee Candle**



Join the ESEC on a bus trip to the Yankee Candle Flagship Store in South Deerfield, Massachusetts and the Burlington Mall for some Holiday Shopping. Saturday, November 19, 2011 \$36.00 (Bus Only) The bus will depart CMMC at 6:00 a.m. and will arrive at Yankee Candle at approximately 10:00 a.m. and we will be stopping at the Burlington Mall, Burlington, MA. Bus will return to CMMC at approximately 11:00 PM. Please call Deb Shennett at 795-2522 or shennetd@cmhc.org for more information.

WELCOME

CMMF Newcomers

June - September

- Christine M. Adler — RN, T3
David Argereow — Physician Assistant,
Endoscopy Minor Surgery
Ryan R. Arsenault — Referral Spec,
CMMC Connect
Nichole L. Austin — RN, T3
Heather D. Avery — Medical Assistant,
Central Maine Family Practice
Katherine M. Ayer — CAN,
Cardiopulmonary
Jodean L. Banton — Envir Service Aide,
Environmental Services
Daniel J. Bardier — Envir Service Aide,
Environmental Services
Nicole M. Barry — Emergency Tech,
Emergency Department
Kayla M. Bear — Food Serv Aide, Food
Services
Jessica B. Begley — Cert Childbirth
Educator, Maternity
Pamela M. Belcher — RN, ICU
Steven L. Bender — CRNA,
Anesthesiology
Chauntel I. Berry — Food Serv Aide,
Food Services
Raenette Berry — Medical Assistant,
Brunswick Family Health
Gabrielle A. Blais — Phlebotomist,
Pathology
Brittany Blais — Lead PSR, Brunswick
Family Health
Bradley K. Boehringer — RN, LifeFlight
Glen E. Bolduc — RN, Cardio
Pulmonary
Amanda K. Bouchard — Food Serv Aide,
Food Services
Katie O. Boyle — RN, Orthopaedic
Institute of Central Maine
Ungatea Brimigion — Patient Services
Rep, Lisbon Family Practice
Emily J. Brumell — Patient Services
Rep, Topsham Family Medicine
Amy W. Burleigh — Patient Services
Rep, CT and Vascular Surgery
Miranda Butler — Patient Services Rep,
Minot Ave Family Medicine
Donna S. Carlton — Patient Services,
Central Maine Neurology
Colan J. Carreiro — RN, Single Stay
Unit
Tina M. Clark-Pratt — Patient Service
Rep, Patient Registration
Steven G. Corriveau — Medical
Assistant, Central Maine Neurology
Daniele B. Cote — RN, ICU
Haley B. Coyle — CNA, T3
Michelle M. Crispo — Physician,
Emergency Department
Lakisha Crowley — Residential Aide,
Bolster Heights Healthcare Facility
Meghan E. Daigle — RN, Single Stay
Unit
Sarah E. Decato — Clinical Quality
Review Coord, Quality Services
Pamela L. Derby — RN, ICU
Erin C. Descoteaux — ED Support
Specialist, Emergency Department
Allan L. Devoe — Residential Cook,
Bolster Heights Healthcare Facility
Jacob M. Dill — Envir Service Aide,
Environmental Services
Ryan L. Dixon — RN, Cardiopulmonary
Lindsey M. Dostie — RN, ICU
Mary H. Doyle — Program Manager,
Dempsey Center
Travis R. Dyer — Food Serv Aide, Food
Services
Laura L. Espenscheid — RN, Maternity
Maranda Eveson — Residential
Dietary Aide, Bolster Heights
Healthcare Facility
Makalla A. Falco — RN Single Stay Unit
Amanda Farris — Envir Service Aide,
Environmental Services
Cheryl A. Foley — RN, Same Day
Surgery
Cammie J. Forgues — Patient Services
Rep, Central Maine Internal Medicine
Lynn L. Forrest — Patient Access
Specialist, Patient Registration
Katelyn A. Foster — Phlebotomist,
Pathology
Jodi A. Freedman — RN, ICU
Andrea B. Gager — RN, T3
Mary E. Gideon — RN, Same Day
Surgery
Lyndsey L. Gilbert — RN, T3
Victoria A. Gilman — Patient Services
Rep, Central Maine Heart Associates
Chelsea T. Gould — Food Serv Aide,
Food Services
Lisa A. Granfield — Clinical Assistant,
Brunswick Internal Medicine
William D. Gregorie — Physician,
Emergency Department
Nikki L. Hamlin — Transcriptionist
Editor, Transcription
Kyle K. Hausman — Emergency Tech,
Emergency Department
Deborah L. Heffernan — Lead
Transcriptionist, Transcription
Doris Hemond-Minkowsky — Screening
Support Specialist, Bennett Breast Care
Center
Samantha A. Hewey — ED Support
Specialist, Emergency Department
Brenda J. Higgins — Department
Secretary, Operating Room
Douglas S. Hoffay — RN, Med Surgery
Tyler L. Horsford — Food Serv Aide,
Food Services
Rhonda G. Huskins — Clinical Coder,
Coding
Donna L. Hutchins — Medical Secretary,
Pathology
Walter T. Inman, Sr., Envir Service Aide,
Environmental Services
Amanda L. Johnson — Clinical Assistant,
Central Maine Family Practice
Jillian R. Jordan — Patient Access
Specialist, Patient Registration
Abbie K. Kee — RN, T3
Amy Kelly — RN, Infusion Clinic
Annie R. Krebs — RN, Cardiopulmonary
Catherine Krouse — Resident, Family
Medicine Residency
Dakota L. L'Italien — Envir Service
Aide, Environmental Services
Tina M. Landry — Operator,
Switchboard
Jessica E. Langelier — Clinical Assistant,
Brunswick Internal
Danielle L. Laplante — Emergency Tech,
Emergency Department
Aline Larkin — Patient Access Specialist,
Patient Registration
Megan C. Latour — ED Support
Specialist, Emergency Department
Bethany A. Latulippe — Trauma
Registrar, Trauma
Bethany Lebel — ED Support Specialist,
Emergency Department
Amy N. Leblanc — Patient Access
Specialist, Patient Registration
Lori L. Leighton — PSR, Brunswick
Internal Medicine
Natasha A. Leighton — RN, T-3
Joyce M, Lemieux — Department
Secretary, OR Operations

Mark Levesque — Cert Res Medication Aide, Bolster Heights Healthcare Facility

Laurissa Lewis-Schaab — RN, T3

Erica L. Litalien — Medical Assistant, Central Maine Internal Medicine

Larissa Lofland — RN, T3

John Lowery — Resident, Family Medicine Residency

Robert B. Lussier — Envir Service Tech, Environmental Services

Paul Maniscalco — Technologist Supervisor, Pathology

Denise M. Marchesseault — Document Imaging/Scanner, Family Health Care Associates

Joshua I. Marshall — Cath Lab Rad Tech, Cardiac Cath Lab

Sara Matthews — Cert Res Medication Aide, Bolster Heights Healthcare Facility

Larry W. Mayes — Central Serv Technician, Sterile Processing

Kacey McAllister — Residential Aide, Bolster Heights Healthcare Facility

Kirstin M. McCombs — CNA, Same Day Surgery

Cynthia J. McDonald — Clinical Assistant, Central Maine Family Practice

Lindsey B. McManus — Patient Services Rep, Central Maine OB/GYN

Lindsey R. McNeil — RN, Same Day Surgery

Peter M. Mendes — Purchasing Manager, Material Services

Jennifer C. Mercier — Case Manager, Employee Health

Anne Merrick — Physician, Central Maine OB/GYN

Erica L. Merritt — CNA/Tech, Same Day Surgery

Julie A. Milliken — RN, Emergency Department

Victoria C. Miner — RN, Med Surgery

Mohamed S. Mohamed — Accounts Payable Specialist, Finance

Jared J. Morin — Emergency Tech, Emergency Department

Lisa A. Nazarenko — RN, Single Stay Unit

April Nedeau — Physician, CT and Vascular Surgery

Jaime Nemeth — Resident, Family Medicine Residency

Jessica Nickey — Residential Aide, Bolster Heights Healthcare Facility

Ashley Olivares — PSR, Brunswick Family Medicine

Alison R. Olmstead — Clinical Assistant, Norway Family Medicine

Oleg Opalnyk — Chef Manager, Food Services

Gary M. Pagel — Emergency Tech, Emergency Department

Casey Paige — Residential Cook, Bolster Heights Healthcare Facility

Leo Paraskevopoulos — Resident, Family Medicine Residency

Cassandra Pelletier-Dobbins — Residential Aide, Bolster Heights Healthcare Facility

Amanda J. Penley — Phlebotomist, Pathology

Tiffany D. Perry — Patient Services Rep, Central Maine OB/GYN

Joanie Peter — Resident, Family Medicine Residency

William Peternel — Physician, Hospitalists

Valerie J. Preshong — Patient Account Rep, Collection Services

Kevin L. Price — Physician, Surgical Specialists

Julie A. Racioppi — PSR, Brunswick Family Medicine

Preethi Rajanna — Resident, Family Medicine Residency

Cassandra Ramsay-Fournier — Phlebotomist/Pathology

Susan L. Rankin — Patient Service Rep, Central Maine Health Associates in Brunswick

Cammy M. Reny — Medical Staff Coordinator, Medical Affairs

Brandi L. Richards — Personal Health Counselor, Wellness Center

Gilbert S. Rivard — Critical Care Tech, Single Stay Unit

Joseph W. Robbins — Envir Service Aide, Environmental Services

Michelle Roberts — Envir Service Aide, Environmental Services

Benjamin H. Sawyer — RN, Emergency Department

Marc Seeley — Resident, Family Medicine Residency

Nicole D. Smith-Poulin — Radiation Therapist, Radiation Therapy

Stephanie Sommerville — Residential Aide, Bolster Heights Healthcare Facility

Kelly J. Soucy — RN, T3

Melissa J. Spence — Patient Services Rep, Central Maine Pain & Headache Center

Daniel Stanhiser — Physician, Hospitalists

Alexander Stone — Cert Surgical Tech, Operating Room

Heidi L. Strout — Patient Services Rep, CT and Vascular Surgery

Sandhya Tagaram — Resident, Family Medicine Residency

Hailey E. Thacker — Instructor, College of Nursing & Health Professions

Brittney L. Thibeault — CNA, T3

Darren J. Thiboutot — Sonographer, Ultrasound

Eliza G. Trauger — Food Serv Aide, Food Services

Sheila M. Trenoweth — Medical Assistant, Urology

Lisa L. Treptow — Medical Assistant, Brunswick Family Medicine

Joline T. True — Insurance Follow-Up Rep, Patient Financial Services

Michaela R. True — RN, Single Stay Unit

Bonnie A. Trundy — CNA, Orthopaedic Institute of Central Maine

Denise A. Turcotte — RN, Single Stay Unit

Janet A. Ulrickson — Medical Assistant, Brunswick Family Medicine

Julie A. Vadeboncoeur — Medical Assistant, Central Maine Sports Medicine

Robert E. Wallstrom — RN, Cardiopulmonary

Ryan C. Walsh — Paramedic, LifeFlight

Kelly R. Waterman — RN, Med Surgery

Eileen L. Watson-Smith — Ophthalmology Tech, Dr. Hamzavi's Office

Rhonda Wentworth — PSR, Brunswick Family Health

Felicia F. Wiles — Medical Assistant, Norway Family Medicine

Anniece L. Wilson — Patient Services Rep, Dr. Hamzavi's Office

Shameka E. Wilson — Food Serv Aide, Food Services

Alexandria N. Wilson — Food Serv Aide, Food Services

Jean N. Wood — RN, T3

Tracey A. Woodman — Medical Assistant, Clinic Administration

Emily J. Woods — PSR, Brunswick Family Medicine

Valorie J. Woods — Practice Manager, Brunswick Family Medicine

Jill A. Young — Clinical Dietician, Radiation Therapy