



November 4, 2019



COA Report

California Orthopaedic Association

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Ortho News This Week

AB 5 — Sexual Harassment Training

New law requires sexual harassment prevention training for all employees

Update — DFEH has developed a training tool/Deadline for compliance extended to 1/1/21



The Department of Fair Employment and Housing (DFEH) has developed a training Toolkit PowerPoint presentation that you can use to meet this requirement.

The DFEH FAQs on Sexual Harassment Training and Toolkit can be accessed [here](#).

Click on the Toolkit – “SEXUAL HARASSMENT AND ABUSIVE CONDUCT PREVENTION TOOLKIT” and follow the directions. You have to download the Toolkit document and save on your desktop. Once saved to your desktop, a PowerPoint presentation opens up. There is no charge to access the presentation.

Previous article from CMA:

There is an important Compliance Alert that requires your attention. Effective, January 1, 2019, a new law requires California employers with 5 or more employees to provide at least one hour of sexual harassment and abusive conduct prevention training to all non-supervisory employees and two hours of training to California supervisors (and to any out-of-state supervisors for California employees). All must be trained in the 2019 calendar year, before January 1, 2020. Deadline to get this training has been extended to January 1, 2021. For more information, please [CLICK HERE](#).

Alignment Health Services Health Plan — Continues to Grow in California



Alignment Healthcare

Alignment Healthcare was founded in 2013 by CEO John Kao with a mission to change health care by putting seniors first and supporting their doctors. With our unique care delivery model, Alignment seeks to improve health care for seniors through its ACCESS On-Demand Concierge program, and its artificial intelligence platform AVA™. As of Sept. 1, 2019, we served about 60,000 Medicare Advantage members across three states – California, North Carolina and Florida. Alignment Healthcare is also one of Orange County's fastest growing companies and its Medicare Advantage plan was recently named one of only 4 Best Insurance Companies for Medicare Advantage in California by U.S. News & World Report. [READ MORE](#)

Caring for California's Injured Workers Using California's Medical Treatment Utilization Schedule (MTUS)



DWC

We are pleased to announce that we have recently updated our free online course:

Caring for California's Injured Workers

Using California's Medical Treatment Utilization Schedule (MTUS)

Please note that this course is approved for a maximum of 1.5 AMA PRA Category 1 Credit TM.

[Find ONLINE COURSE here.](#)

Course Overview

Physicians treating in the California workers' compensation system are required to follow the evidence-based recommendations in the DWC medical treatment utilization schedule (MTUS). The online course below provides helpful instruction. [READ MORE](#)

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California Orthopaedic Associations

SAVE THE DATE

REGISTRATION OPENS
JANUARY 1, 2020

COA 2020 ANNUAL MEETING
QME COURSE & CBONES ANNUAL MEETING
April 16-19, 2020
Terranea Resort, Rancho Palos Verde, CA

How businesses can use credit card surcharging to save money



The Strawhecker Group

Many U.S. businesses are concerned about the cost of accepting credit cards, which often requires a fee of around 2.7% per transaction. Some businesses want to charge an extra fee to consumers to cover this cost. This type of surcharge was prohibited by Visa and Mastercard until new rules emerged in 2013 that allowed businesses to pass on the fees of accepting credit cards to cardholders as a surcharge. [READ MORE](#)

3-step plan to protect against cyber attacks



Medical Economics

Cyberattacks pose a clear and present danger to all healthcare stakeholders, including physician practices. These days, cyberthreats are so common that the question is no longer if an attack will occur, but when. A 2018 cybersecurity survey by Black Book Market Research found that 90 percent of healthcare organizations have experienced a data breach since the third quarter of 2016, and nearly 50 percent reported more than five breaches. [READ MORE](#)

October 2019 Newsletter



Protect Patients Now

The annual Medical Liability Monitor rate survey highlighted a rate increase, not seen in over a decade, and shed light on how the future of liability rates could begin sounding industry alarms. The 2019 Medical Liability Monitor Annual Rate Survey, for the first time since 2006, found that more than 25 percent of medical professional liability (MPL) premium rates increased, while only five percent of rates went down. The overall rate increase year over year was approximately 0.8 percent. [READ MORE](#)

What is AposTherapy?



AposTherapy®

Increase your practice revenue - effectively treating patients progressing to surgery

Why AposTherapy®?

- FDA cleared for knee OA
- Blue Shield of California is covering AposTherapy® treatment for patients with knee osteoarthritis and lower back pain
- Safe
- Extensive research with over 50 publications

What is AposTherapy®?

AposTherapy® is an at-home biomechanical and neuromuscular treatment, based on a foot worn device used for an hour each day while doing normal daily activities.

The system is individualized based upon visual and measured gait assessment by trained professionals who adjust the distribution of weight/force(s) being applied to a lower limb. Over time, daily use helps to restore proper functional alignment, enhance muscle proprioception, decrease pain and improve gait patterns even while not wearing the device.

Clinically Proven **Non-invasive** **Drug-free** **Personalized**

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- Increase your practice revenue - effectively treating patients with a new option for patients seeking another solution
- Provide a treatment which is both effective and easy to use, making adherence and satisfaction more likely
- Effective and safe long-term pain treatment without the risks of opioids and NSAIDS

To learn more on how to become an AposTherapy® provider, contact Seth Klein, Director of Sales at 201-264-5190 or seth@apostherapy.com

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