



MCMS NEWS



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Morris County Medical Society, Inc.

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OUT-GOING PRESIDENT'S MESSAGE

Thank you all for coming tonight. The past two years have been filled with change and yet no change. From the perspective of our patients, the health care revisions we all hoped for, have not come; and yet the steady stream of limitations, restrictions on care and restrictions on medications continue to flow. For us, the providers, the steady stream of regulations and requirements continues to erode away our precious time with our patients.

People have asked, "Do the changes you talk about really affect your practice that much?" From a personal note, I have closed my outpatient practice, a decision I never thought a possibility, due to the onerous regulations and penalties, I guess that answer is YES.

This year, MSNJ has fought on behalf of physicians for many issues, most recently the Out of Network legislation. Although some key provisions were changed through MSNJ's efforts, the result was largely a disappointment for physicians and their practices. Practitioners, not part of MSNJ and the County Societies point to these results as failures, yet do not join in to help the fight. They stay on the sideline, or become part of a Specialty Society, and don't engage with the generic issues. In any case, the results show that a body divided is much less effective than the sum of the parts.

What happened? What has changed from just a few years ago to make these happenings more frequent and more likely? MSNJ has stood unmoving in front of the legislators and insurance giants and has responded as forcefully as possible to what was facing us. But, it is fair to ask, "Was that enough?"

I'm a fan of war movies, and recently

was involved in a defensive training course, which I did with my son. One statement by the Colonel who lead the course, struck me as very applicable to our current situation. And that was, "Make your opponent have to react to you, not you to him." If someone is charging at you, they were executing their plan and whether you know it or not, by just standing there, you have just fit neatly into their plan. You have to move, reposition and make them have to constantly adjust to you and your plan in order to gain control of the situation. In one movie classic, as a helicopter crashed, the Commander said, "We just lost the initiative." What he was well aware of was the fact that when you are defensive, you are the one reacting. You are no longer the one in control of the direction of the fight. Several years ago, doctors took the initiative. We went to Trenton and had people guessing about what was going to happen next. When we failed to take the next step, failed to move in an unexpected direction, we lost the initiative. We became an easy target to be taken apart and pushed aside during the decision-making process about which we know best — medicine.

In the next months and years, the attack on physicians will continue. It will come under the guise of Common Sense Initiatives, that will continue to take time and effort, yet add nothing to the medical safety and success our patients need and deserve. How will we, the Medical Society, and more importantly, the doctors of this great state, address them? By standing unmoving in the path of the onslaught, or by being nimble and moving side to side, and answering by redirecting the discussions and actions to what doctors, who provide the care, need.

MCMS NEWS

PRESIDENT

Karen M. Brynildsen, M.D.

MANAGING EDITOR

Andrea Donelan

The MCMS NEWS is published quarterly under the direction of the Executive Committee of the Morris County Medical Society.

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2018-2020**

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Meetings of the Executive Committee are held the first Monday of each month beginning at 7:00 p.m. at the Executive Office. The general membership is encouraged to attend.

**EXECUTIVE DIRECTOR
Andrea Donelan**

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The Morris County Medical Society does not endorse any company, service or entity.

* Do not give to patients, for physicians and their office staff only!!

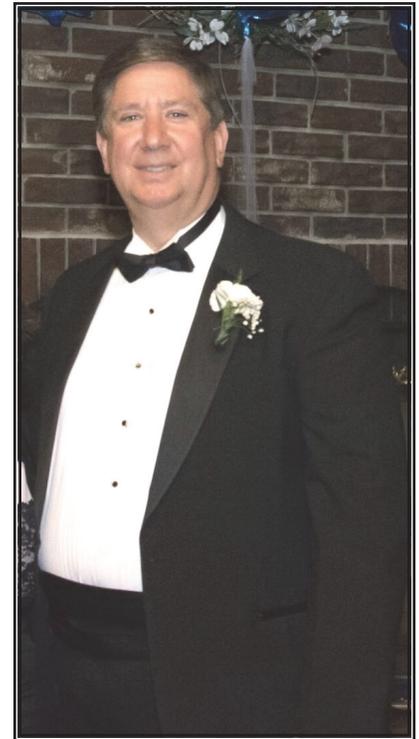
Reprint requests should be addressed to the Managing Editor, "MCMS NEWS" and sent to the Society office.

This is the time for all INITIATIVE and DIRECT the the Specialty Societies to conversation. We must be become more closely tied to the inclusive and prove a visible County and State Medical benefit for both the independent Societies in order to bring the practitioner as well as the greatest pressure to bear. The employed physician. We have regulators and lawmakers much trained, practiced and learned understand what affects one through blood, sweat and tears doctor affects us all, and will what is needed for the health of not be taken lightly by the body our patients. We need to wean of the Medical Society. Actions our politicians out of the taken against us must not be practice of medicine.

Today, we welcome Dr. Karen Brynildsen as President of the Morris County Medical Society. Please support her taking the initiative during her two year term. Robert H. Vrablik, MD President, 2016-2018

Consequences. Inaction to affect necessary changes MUST have consequences. We can't simply complain and beg for changes. We must take the direction of change into our own hands. Consequences must be associated with our advancement of the political and medical agenda, otherwise, there will be no incentive for the legislators and regulators to listen to our suggestions. As we move forward, we must stop the relentless erosion of our time doing so-called Quality Activities. It is our training that is meant to separate the wheat from the chaff, in order to bring focus to the problems in front of us. It's not that these quality issues are not important, but the doctor patient relationship should set the focus of medical data gathering, not legislative mandate. In the kind words of Mrs. Reagan, it is time to "Just say, NO!"

If we want to be the Medical Society for New Jersey's doctors, now is the time to TAKE THE



**Robert H. Vrablik, MD
President 2016-2018**

NEW LIMITATIONS ON AND OBLIGATIONS ASSOCIATED WITH ACCEPTANCE OF COMPENSATION FROM PHARMACEUTICAL MANUFACTURERS BY PRESCRIBERS WENT

IMPORTANT POINTS:

- ☑ **A recently** adopted regulation in New Jersey is intended to regulate and limit anything of value prescribers may receive from pharmaceutical manufactures or their agents. The intent is to ensure that such conduct does not interfere with the prescriber's independent judgment and patient care.
- ☑ **A prescriber** is defined as a physician, podiatrist, physician assistant, advanced practice nurse, dentist and optometrist who provides patient care.
- ☑ **Exception:** Contractual arrangements between pharmaceutical manufacturers and prescribers entered into prior to January 15, 2018, are exempt from the new regulation.
- ☑ **The new regulation** requires that all bona fide services, regardless of whether they are subject to the \$10,000 cap, be reduced to a written contract. The written contract must meet all the requirements set forth in the regulation.
- ☑ **The new regulation** placed a cap of \$10,000 in the aggregate that a prescriber can accept from ALL pharmaceutical manufacturers or their agents in one calendar year for various bona fide services. The bona fide services included in the \$10,000 annual cap are services rendered by a prescriber for promotional activities, participation on advisory boards and consulting arrangements.
- ☑ **Payment received** for speaking at an educational event does NOT count toward the \$10,000, but the fee received must be for fair market value and must be in a written agreement. Payments received for research activities, royalties and licensing fees are also not subject to the cap.
- ☑ **The new regulation** prohibits, with minor exceptions, the prescriber from accepting any direct or indirect financial benefit or benefit-in-kind from a pharmaceutical manufacturer or their agents. These include, gifts, payments, stock, grants, any entertainment or recreational items, pens, note pads, clipboards, mugs, and other items with the manufacturer's logo.
- ☑ **Prescribers** are prohibited from accepting meals costing more than \$15.
- ☑ **The new regulation** permits gifts that are designed primary for educational purposes, such as anatomical models for use in examination rooms or materials directly related to patient care or prescriber education. The regulations also allow for the manufacturers to subsidize registration fees for educational events, as long as, it is made available to all event participants.
- ☑ **Additionally**, a prescriber that is a speaker at an educational event or a promotional event, must disclose to the audience at the beginning of the presentation that he or she has accepted payment for their bona fide services from the sponsoring manufacturer within the last five years.
- ☑ The enforcement of this regulation will be by the New Jersey Attorney General and the professional licensing agencies, such as the New Jersey Board of Medical Examiners, the New Jersey Board of Dentistry, New Jersey Board of Optometrists and the New Jersey Board of Nursing.

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www.nmmlaw.com



Use of Business Intelligence Tools Aid in Shift to Value-Based Health Care

In the past two years, physicians have crossed into the new health care reality of value-based care requiring providers to measure and highlight overall improvements in patients' health. The new demands of patient-centered care underscores the need for business intelligence tools to harness the power of clinical data.

Uniquely positioned to transform health care in the state, OneHealth New Jersey is a physician-led, innovation-driven health information exchange.

Participating physicians have the tools necessary to:

- access patient information in a timely, secure manner;
- improve care coordination and patient safety;
- increase physician/patient communication;
- engage patients through an online patient portal;
- utilize patient panel and population health analytics in a meaningful way; and
- support efforts to meet requirements for MIPS/APMs.

In addition, the OneHealth New Jersey analytics dashboards can provide physicians with quick and easy access to their patients' aggregated data. Users may manipulate the view, download reports, and import data into other software tools. Reports can address: high risk patients, quality metric reporting, readmissions, disease registries, population health,

behavioral health, and health care utilization—all areas on the hot list for patient-centric care.

For more information on OneHealth New Jersey and the analytics tools available to participating physicians, visit: www.onehealthnewjersey.com or call 844.424.4369.

MEDICAL LIABILITY POLICY REMINDER

It is important to retain copies of your insurance policy and coverage endorsements, not only when transferring between employers or insurance carriers, but also at each policy renewal. All policies should be kept in a safe place and easily recoverable should the unfortunate occur. Depending on your malpractice policy form, you'll want to know what policy will respond in the event of a claim and these records are critical in determining who is responsible should there be a claim. It is strongly recommended that you speak with your insurance broker regarding the type of policy you have to ensure you fully understand how you're protected in any instance: past, present or future.

DO WE HAVE YOUR CORRECT ADDRESS?

Have you moved recently? Are we sending your mail to the correct address? Do we have your correct telephone number? Do we have your e-mail address? Please notify the Society office of any changes in your address, telephone number, fax number and e-mail address.

MCMS WEB SITE

The Morris County Medical Society web site can be found at "www.morriscountymedicalsociety.org". Members can access the members only section by using their last name (lower case letters) as their username and their NJ license number (including the MA or MB) number as the password.

LOST OR STOLEN PRESCRIPTION BLANKS

If your prescription blanks are lost or stolen you MUST report it to the New Jersey Prescription Blank Unit (NJPB) within 72 hours. The NJPB can be reached at (973) 504-6558. A NJPB Incident Report must also be completed and mailed within seven (7) days. The form should be mailed to the Office of Drug Control. The NJPB form can be obtained by calling the Society office.

**NOTARY
SERVICES
AVAILABLE
AT THE
EXECUTIVE
OFFICE**

Governor Murphy Signs Out-of-Network Consumer Protection, Transparency, Cost Containment and Accountability Act into Law

On Friday, June 1, 2018, Governor Murphy signed into law the Out-of-Network Consumer Protection, Transparency, Cost Containment and Accountability Act, to take effect Thursday, August 30. The bill is intended to protect patients from surprise out-of-network medical bills. It is applicable to those insurance carriers that are governed by the New Jersey State Department of Banking and Insurance, which is approximately 30% of the health insurance market, as well as self-funded federal plans that opted-in. The self-funded plans are federally regulated.

The Act prohibits health care providers and facilities from balance billing patients who received emergent or urgent out-of-network services, and requires health care providers and facilities to resolve out-of-network reimbursement disputes directly with the carriers. If a resolution cannot be reached, the law provides for an arbitration process.

The out-of-network provider can take advantage of the arbitration process only if the difference between the amount they are seeking and the amount the insurance company is offering is at least \$1,000 or more. As the law is currently written, the arbitrator will be able to choose either the final amount offered by the insurance company or the final amount requested by the physician. Pursuant to the new law, choosing an amount the arbitrator believes to be a reasonable compromise between the two is not an option.

For non-emergency services, the law sets forth disclosures health care professionals and facilities must provide to the patient, such as their participation status with the patient's insurance company and the patient's responsibility to pay any additional out-of-network fees. Additionally, if requested, health care providers and facilities must provide the patient with estimated fees for the anticipated services, and establish a public posting regarding standard charges. If the patient knowingly elects to proceed with non-emergency services with either an out-of-network provider or out-of-network facility, the arbitration process set forth in the new law is not available to the health care provider or the facility.

This *Health Care Alert* was written by Svetlana (Lana) Ros, Esq. Ms Ros is the MCMS Legal Counsel. If you have any questions about the information contained in this alert or any other questions related to health care law, please feel free to contact her at SLRos@nmmlaw.com.

PAAD LIMITS

The 2018 Pharmaceutical Assistance for the Aged and Disabled (PAAD) income limits as of January 1, 2018 are:

- * Single: \$27,189.
- * Married Couples : \$33,334.

Patients can obtain an application for the PAAD program by **calling, 800-792-9745.**



TERMINATION OF THE PHYSICIAN/PATIENT RELATIONSHIP

NJAC 13:35-6.22 requires that physicians notify patients in writing of termination of care no less than thirty days prior to the date of termination. The notification is to be mailed certified mail, return receipt to the last known address of the patient. Physicians are required to provide all necessary emergency care and services including prescriptions.

Physicians are not required to comply with the requirements if the physician/patient relationship has been terminated by the patient or if the physician has discontinued providing services to a particular managed care carrier or HMO in which the patient is enrolled.

Copies of the regulations can be obtained by calling the Society office, **(973) 539-8889.**

SINGLE OPERATING ROOM REGISTERED SURGICAL PRACTICE LAW

In one of his final acts as Governor, Chris Christie signed into law an amendment to the rules governing single operating room registered surgical practices. Under the new law, a registered surgical practice will be required to apply, within a year after enactment of this legislation, to become licensed by the New Jersey Department of Health (“DOH”) as an ambulatory surgical center. However, the new law also provides registered surgical practices with certain waivers and provides some flexibility to permit the merger of registered surgical practices with existing ambulatory surgery centers or other registered surgical practices.

Some of the key provisions of the new law include:

A surgical practice in operation on the date of enactment is required to apply to the DOH for licensure as an ambulatory care facility licensed to provide surgical and related services within one year of enactment.

Any surgical practice required to apply for licensure will be exempt from the initial and renewal license fees otherwise required.

The following surgical practices will not be required to meet all of the physical plant and functional requirements currently applicable to licensed ambulatory surgery centers:

A surgical practice that is certified by the Centers for Medicare and Medicaid Services (“CMS”).

A surgical practice not certified by CMS or an authority recognized by CMS, but which has obtained accreditation from

the American Association for Accreditation of Ambulatory Surgery Facilities or any accrediting body recognized by CMS and is in operation on the date of enactment of the new law.

A surgical practice not in operation on the date of enactment, if it is certified by CMS as an ambulatory surgery center provider.

Surgical practices that do not fall within one of the three exempt categories noted above will still have an opportunity to apply for waiver.

A surgical practice required to be licensed by the new law will be exempt from the ambulatory care facility assessment unless it expands to include addition operating rooms.

An ambulatory care facility licensed to provide surgical and related services shall be required to obtain ambulatory care accreditation from an accrediting body recognized by CMS.

As of enactment, the department will not issue a new license to an ambulatory care facility to provide surgical or related services, subject to certain exceptions, including:

The new law specifically allows for the combination of a registered surgical practice with another registered surgical practice or ambulatory surgery center to form a larger, licensed ambulatory surgery center as long as there is no increase in the total number of operating rooms.

As noted above, among the potential benefits of the new law will be the ability of what are now registered surgical practices to merge, thereby becoming multi-room ambulatory surgery centers.

It is also noteworthy that, once a registered surgical practice becomes a licensed ambulatory surgery center, it will achieve greater flexibility in the structuring of its business operations. A registered surgical practice is currently limited by certain restrictions imposed by regulations of the New Jersey Board of Medical Examiners applicable to medical practices generally. These rules have the effect of limiting ownership of a registered surgical practice to licensed physicians, and limiting those who perform procedures at a registered surgical practice to physicians who are owners or members of an owners’ medical practice. Upon becoming a licensed ambulatory surgery center, these facilities will have the flexibility to allow non-physician ownership, and the ability to permit physicians unaffiliated with owners to perform procedures at the facility. These changes have the potential to significantly increase the value and profitability of these facilities.

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NEW MEMBERS WELCOMED

The Morris County Medical Society welcomes the following new members

JING CUI, MD ANESTHESIOLOGY MORRIS TOWN, NJ	BIANCA FA;CONE, MD RESIDENT	DANICELI MARTINEZ, MD RESIDENT
TAREK AMOUN, MD RESIDENT	MARIO GIOIA, MD RESIDENT	MICHELLE MC BRIDE, MD RESIDENT
CARL CASIMIR, MD RESIDENT	JAN GORAL, MD RESIDENT	SAMEEN MIAN, MD MEDICAL STUDENT
ANDREW CHANG, MD RESIDENT	DANIELLE GORDON, MD RESIDENT	LORELLE MICHELSON, MD PLASTIC SURGERY FORT LEE, NJ
TZYY CHAU, MD RESIDENT	ANAMDI GWACHAM, MD RESIDENT	KIRA MOORE, DO RESIDENT
ERIN CONWAY, MD RESIDENT	KENDAL HANGER, MD RESIDENT	MONISHA PAARIKH, MD RESIDENT
JAMES DANIELS, MD ANESTHESIOLOGY MORRISTOWN, NJ	RYAN HIDALGO, MD RESIDENT	DEV PATEL, MD ANESTHESIOLOGY MORRISTOWN, NJ
RYAN DENLEY, MD RESIDENT	DAVID HIRSCH, MD OBSTETRICS/GYNECOLOGY PARSIPPANY, NJ	PUNAM PATEL, MD MEDICAL STUDENT
OSMANI DEOCHAND, MD RESIDENT	MASTTHEW IAMMATEO, MD OBSTETRICS/GYNECOLOGY PARSIPPANY, NJ	ANDRIA PENNANT, MD OBSTETRICS/GYNECOLOGY PARSIPPANY, NJ
DANIEL DISABATINO, MD RESIDENT	AMY IVANOVIC MD RESIDENT	JONATHAN PROULX, MD RESIDENT
YIZHOU DUERNST, DO RESIDENT	ADRIAN JACHENS OPHTHALMOLOGY EAST HANOVER, NJ	CRISTINA REYNOLDS, MD OBSTETRICS/GYNECOLOGY MORRISTOWN, NJ
SAMUEL ECHEVERRI, MD GENERAL SURGERY MORRISTOWN, NJ	ROOPMAN KAPOOR, MD OBSTETRICS/GYNECOLOGY PARSIPPANY, NJ	BENJAMIN RUBIN, MD ANESTHESIOLOGY MORRISTOWN, NJ
REBECCA EDDINGER, MD RESIDENT	ALAN KENWOOD, MD EMERGENCY MEDICINE NEWTON, NJ	LEYDA SASNCHEZ-ORTIZ, MD NEUROLOGY MORRISTOWN, NJ
IGOR ELYASH, MD GENERAL SURGERY MORRISTOWN, NJ	JAY KOTHARI, MD ANESTHESIOLOGY MORRISTOWN, NJ	ADINA SCHWARTZ, MD OBSTETRICS/GYNECOLOGY PARSIPPANY, NJ
ADAM EVANS, MD ANESTHESIOLOGY MORRISTOWN, NJ	ANDRES LEORO, MD RESIDENT	
JOHN FALEL, MR RESIDENT	RICHARD LOPEZ, MD RESIDENT	

NEW MEMBERS WELCOMED

CONTINUED FROM PAGE 6

AYANNA SCOGGIN, MD
ANESTHESIOLOGY
MORRISTOWN, NJ

SAMRA SHAFIG, DO
OBSTETRICS/GYNECOLOGY
PARSIPPANY, NJ

ANDREW SCHENKMAN, MD
PEDIATRICS
MORRISTOWN, NJ

ADINA SCHWARTZ, MD
RESIDENT

FRED SILVERBERG, MD
OBSTETRICS/GYNECOLOGY
PARSIPPANY, NJ

LUKE TOMYCZ, MD
NEUROLOGY
MORRISTOWN, NJ

MATTHEW TROUM, DO
ANESTHESIOLOGY
MORRISTOWN, NJ

LINDSEY VAN BRUNT, MD
RESIDENT

VANESSA VALAREZO, MD
OBSTETRICS/GYNECOLOGY
PARSIPPANY, NJ

VINOD VOLETI, MD
OPHTHALMOLOGY
MORRISTOWN, NJ

JOSEPH WALLACE, MD
OBSTETRICS/GYNECOLOGY
PARSIPPANY, NJ

CASA

A POWERFUL VOICE IN A CHILD'S LIFE

CASA of Morris and Sussex Counties is a 501c(3) Not for Profit Corporation and is a member of the National Court Appointed Advocates Association. The mission of CASA is to help ensure that all abused, neglected and abandoned children are placed in permanent and secure homes. The staff trains, supports and supervises volunteers who facilitate and monitor the services of these children on a one-to-one basis. This organization relies on donations and grants to offset expenses. Help them out anyway you can.

For more information, call
(973) 656-4330.

DONATIONS OF USED MEDICAL EQUIPMENT

REMEDY is an organization that provides old medical equipment to hospitals in remote locations.

REMEDY has recently launched a web site that links specific medical supplies with clinics worldwide. The service is called Med-Eq and arranges for new or older medical equipment to be shipped to clinics in developing counties, such as Albania, Columbia, Nicaragua, Turkey and Vietnam.

REMEDY can be contacted at (203) 737-5356 or via e-mail medeq@yale.edu. The web site is: www.med.eq.org.



2019 MSNJ ANNUAL MEETING & CONVENTION

Friday May 3, 2019 to
Saturday May 4, 2019

at

Ocean Resort Casino
ATLANTIC CITY, NJ

Inaugural Gala honoring
Marc J. Levine, MD
Saturday, May 4, 2019

More Details to Follow

IN MEMORIAM

SYLVIA DIEHL, MD
1928-2018

LUIS F. FERNANDEZ, MD
1931-2016

CLARITO GARCES, MD
1940-2018

ARTHUR HOAGLAND, MD
1933-2016

DAVID KNOOP, MD
1936-2018

JAMES NAJARIAN, MD
1946-2017

JOHN ROY, MD
1946-2017

HAROLD SMALL, MD
1928-2018

JAMES VAIL, MD
1933-2017

ARE YOU A TRICARE AUTHORIZED PHYSICIAN?

Are you an authorized Tricare physician?? Picatinny Arsenal is in Morris County and employs many civilian employees. Those employees are covered by Tricare and have been calling the Society office requesting a referral to a Tricare authorized physician. **You DO NOT** have to participate in the Tricare program to be an authorized Tricare provider. There are forms to complete for individual physicians and physician group practices. The forms are available from the Society office, by calling Tricare or on the Tricare web site. The web site is: **www.mytricare.com**. Click on provider forms on the right side of the page and select the forms that pertain to your practice. The telephone number for Tricare is **(877) 874-2273**.

As previously stated, you **ARE NOT** required to participate in Tricare. However, physicians **must be Tricare authorized in order for the patient to be reimbursed for medical services**. The forms are easy to complete and shouldn't be time consuming. Why not consider becoming a Tricare authorized physician?

Please call the Society if you should have any questions.

REMINDER

The following certificates are required to practice medicine in New Jersey.

NJ State Board of Medical Examiners

Mr. William Roeder

Executive Director

P.O. Box 183

Trenton, NJ 08625-0183

(609) 826-7100

CDS Registration

Chief Drug Control

Department of Law & Public Safety

P.O. Box 45022

124 Halsey Street, 7th Floor

Newark, NJ 07101

(973) 504-6545

County Clerk Registration Certificate

NJ SBME regulation 45:9.17 requires that you register your license with the County Clerk in the County in which you reside.

Morris County Clerk

(973) 285-6120

Drug Enforcement Administration

80 Mulberry Street

Newark, NJ 07102

(800) 882-9539

www.deadiversion.usdoj.gov



FEDERAL LEGISLATORS

Congressman Rodney Frelinghuysen

30 Schuyler Place, 2nd Floor
Morristown, NJ 07960
(973) 984-0711
FAX: (973) 292-1569
DC office: (202) 225-5034

Senator Cory Booker

One Gateway Center, Suite 2300
11-43 Raymond Plaza West
Newark, NJ 07102
(973) 639-8700
DC office: (202) 224-3224
E-mail: info@booker.senate.gov

Senator Robert Menendez

One Gateway Center, Suite 1100
Newark, NJ 07102-5257
(973) 645-3030
FAX: (973) 645-0502
DC office: (202) 224-4744
E-mail visit the following
to send e-mail
www.menendez.senate.gov

If you do not live in the 11th Congressional District, please call the Society office for the name and contact information for your Congressman.

If you would like a list of the Morris County legislators, please call the Society office.

PHYSICIANS WANTED

Physicians wanted, full or part time. Immediate openings, weekends available. Concentra Medical Services with offices throughout New Jersey. **Please contact Anthony Tarasenko, M.D., Medical Director at (908) 757-1424 or fax CV to: (908) 757-5678.**



MedAC is the political arm of the Medical Society of New Jersey. **MedAC** advocates on behalf of physicians on issues that directly effect them. We need your help to maintain medicine's power at the healthcare bargaining table. Money donated to **MedAC** are used for state legislators.

Please consider making a contribution to MedAC and be part of the solution. MedAC contributions can be written on either a corporate or personal check. A donation in the amount of \$1,000 is required to be included in the Capital Club. Checks should be made payable to MedAC and mailed to **the Society office, 36 Elm Street, Suite 5 Morristown, NJ 07960.**

CME REMINDER

Upon renewal of licensure in New Jersey, one hundred (100) hours of CME are required. Forty (40) of the credits must be in Category I.

The Medical Society of New Jersey offers the Physician's Recognition Award to all physician members free of charge. To obtain the MSNJ PRA, one hundred and fifty hours of Continuing Medical Education credits over a three year period are required. Should you need the Physicians Recognition Award application, please call the office.

CHAPERONES IN THE MEDICAL OFFICE

NJAC 13:35-6.23 requires that in all office settings, physicians must provide notice to their patients of the right to have a chaperone present under the following circumstances:

- 1) during breast and pelvic examinations of women; and
- 2) during genitalia and rectal examinations of both men and women.

The notice should be either provided in written form to the patient or by conspicuously posting a notice in a manner in which patients who are to be examined are made aware of the right to request a chaperone and to decline care if a chaperone acceptable to the patient is not available. A physician is not obligated to provide further care for the immediate medical problem presented if the patient does not find the chaperone acceptable. A physician is not obligated to provide further care for the immediate medical problem if the patient refuses to have a chaperone present and the physician wants to have a chaperone present during the examination. A copy of the regulation can be obtained by calling the Society office.

ZUFALL HEALTH CENTER

The Zufall Health Center is looking for doctors who can volunteer on a regular basis, or occasionally, or as backups. If you might be interested in helping out, or have any medical equipment you no longer need, please call **Dr. Rina Ramirez-Alexander (973) 328-3344.**

The Kirwan Companies, Ltd

Employee Benefit Specialists and Portfolio Management

HSA Specialists of America

MICHAEL G. KIRWAN, ChFC, CLU
President
Chartered Financial Consultant
Chartered Life Underwriter



Professional Health Savings Accounts
*PHSA Benefit Programs
For Professionals & Business Owners

Alert!
All New Jersey Employers
Hot Topics in Employment Law in 2018

New State imposed Regulations that could impact your business if you're not prepared:

- New Jersey Equal Pay Act Signed Into Law July 1, 2018
- New Jersey's Paid Sick Leave Law effective October 29, 2018
- The confluence between New Jersey's Compassionate Use Medical Marijuana Law and New Jersey's disability discrimination laws
- Drug testing now and when New Jersey legalizes adult use marijuana and Enforceability of Arbitration Agreements pertaining to claims of sexual harassment and discrimination

Employers need to update their employment manuals and provide training to their employees on these new areas of the law.

The Kirwan Companies, Ltd are Employee Benefits Specialists with over 40 years of experience and, headed by our founder, Mr. Kirwan, who is a Registered Benefits Specialist (**REBC**[®]) we have teamed up with highly trained and well known Law firms and their Employment Law Specialists, to provide our New Jersey Employers with Individual and/or Group Seminars on these very important topics.

If you would be interested in learning more, please go to our "Contact Us" link at <http://www.kirwanbenefits.com/contact-us/> and check off the first box, provide us with your name and contact information and we will be in touch within 48 hours.

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