

## **2024 Commission Meeting Dates**

January 11  
January 25

February 8  
February 22

March 14  
March 28

April 11  
April 25

May 9  
May 23

June 6  
June 27

July 11  
July 25

August 8  
August 22

September 12

October 10  
October 24

November 7

December 11 (*Employee Training Day*)  
December 12

**Maryland Workers' Compensation Commission**  
**Meeting Minutes**  
**Thursday, January 11, 2024**

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Quinn and Commissioners James Forrester, Asha Joseph-Jefferson, Morrisann Martin, Howard Metz, Ju Oh, Delia Schadt and Tracey Parker-Warren.

Staff members attending were Scott Curtis, Amy Lackington via telephone Jerome Reichmister, M.D. and Stacey L. Roig, Secretary of the Commission.

Special Guest: Michael Burns, Esq. – Executive Director of the MD Uninsured Employers Fund

**Approval of Minutes:** The Minutes of the Commission meeting on December 14, 2023, were reviewed by the Commissioners. Upon motion of Commissioner Metz and second by Commissioner Forrester, the Minutes were approved with a unanimous vote.


**Chair's Report:** Chairwoman Quinn discussed the opening of the 2024 Session of the General Assembly in Annapolis. Senate Bill 216, a departmental bill presented by the Uninsured Employers' Fund (UEF) could have some impact on the Commission and the Employer Compliance Orders issued by the Commission. The main point of the bill is to raise the amount of the fine in Commission Orders resulting from an Employer Compliance hearing. Chairwoman Quinn invited Mr. Michael Burns, Esq. to join the meeting and discuss SB 216 and what value he believes it could have for the UEF. Mr. Burns provided a short biography for the benefit of those in attendance who may not know Mr. Burns. The discussion continued with information about much stronger penalties for failure to insure in most of the states surrounding MD. Mr. Burns discussed the potential impact of stronger penalties for failure to insure on the financial stability of the UEF. Enforcement and collection challenges were also discussed.

**Old Business:** No Report

**New Business:** Commissioner Martin announced that the next Bowling Event to benefit Kids' Chance of MD will be held on March 13, 2024 6:00pm – 8:30pm at the Timonium Bowlero. Commissioner Martin asked that the Commissioners mark their calendars and try to attend the event.

**Medical Alerts:** Dr. Reichmister discussed several medical alerts of interest to the Commissioners, including cannabis, including medical cannabis, usage by younger people, the short-term success of the use of weight loss drugs, blood brain barriers and Zosurabalpin, a new antibiotic on the market.

**Adjournment:** Upon a motion by Commissioner Forrester and second by Commissioner Martin and upon a unanimous vote, the meeting was adjourned at 11:05 a.m.

  
Maureen Quinn, Chairwoman

  
Stacey L. Roig, Secretary

**Maryland Workers' Compensation Commission**  
**Meeting Minutes**  
**Thursday, January 25, 2024**

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Quinn and Commissioners Kathleen Evans, James Forrester, Asha Joseph-Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Oh, Delia Schadt and Tracey Parker-Warren via telephone.

Staff members attending were Mary Ahearn, Scott Curtis, Amy Lackington and Stacey L. Roig, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on January 11, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Forrester and second by Commissioner Joseph-Jefferson, the Minutes were approved with a unanimous vote.

**Closed Session:** At 9:34 a.m., upon motion of Commissioner Martin and second of Commissioner Evans and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-405, 9-406 and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, discussed a request from Textron, Inc. to add a subsidiary, TEXTRON E-Z-GO LLC, to the self-insurance program. After discussion, Commissioner Kittleman made a motion, which was seconded by Commissioner Evans and the motion was approved with a unanimous vote.

**Open Session:** At 9:37 a.m., upon a motion from Commissioner Evans and second from Commissioner Kittleman and upon unanimous vote, the Commission re-opened the meeting.

**Chair's Report:** Chairwoman Quinn discussed the MD State Bar Association winter outreach program, which was held on January 24<sup>th</sup>. Commissioner Forrester participated in a panel discussion, which was excellent, and the event was well attended. Chairwoman Quinn also discussed two upcoming En Banc hearings in which the claimants are also Commission staff, and she has asked some of the retired recall Commissioners to be on the panel. Chairwoman Quinn reported that many people applied for the position of Secretary of the Commission and all best qualified were interviewed. A candidate was selected, and HR is processing the selection paperwork. The 2024 Legislative Session has begun in Annapolis. Chairwoman Quinn will be in Annapolis for legislative hearings and will keep the Commissioners updated. Kids' Chance has requested the opportunity to hang banners at Commission sites to advertise that scholarship funds are available for those who qualify. Chair Quinn requested information from the Ethics Commission and was told that no fundraising or events information may be included on the banners.

**Old Business:** Commissioner Kittleman requested a quick re-cap of the UEF presentation and proposed legislation that was discussed at the prior meeting. Commissioner Schadt asked about a retirement celebration that is scheduled for a long-time Court Reporter for the Commission.

**Closed Session:** At 10:00 a.m., upon motion of Commissioner Kittleman and second of Commissioner Forrester and upon unanimous vote, pursuant to GP §§3-305(7), the Commission entered into a closed session for the purpose of receiving legal advice from legal counsel.

**Adjournment:** Upon a motion by Commissioner Forrester and second by Commissioner Martin and upon a unanimous vote, the meeting was adjourned at 10:18 a.m.

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Maureen Quinn, Chairwoman

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Stacey L. Roig, Secretary

**Maryland Workers' Compensation Commission**  
**Meeting Minutes**  
**Thursday, February 8, 2024**

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Quinn and Commissioners Kathleen Evans, James Forrester, Asha Joseph-Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Oh, Delia Schadt and Tracey Parker-Warren.

Staff members attending were Mary Ahearn, Scott Curtis, Amy Lackington, on the telephone, Dr. Jerome Reichmister and Stacey L. Roig, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on January 25, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and second by Commissioner Forrester, the Minutes were approved with a unanimous vote.

**Chair's Report:** Chairwoman Quinn announced that Elizabeth Fletcher has accepted the position of Secretary of the Commission and will be starting on February 21, 2024. Chair Quinn also discussed the Court Reporter job posting, which generated 14 applicants and interviews will begin soon. Chairwoman Quinn thanked everyone for their flexibility and fast action when all dockets had to be cancelled due to the recent downtown Baltimore fire. Mary Ahearn reported that there are changes being made to the web server to move everything to the Cloud. A Baltimore power outage is out of our control but, we learned a lot from the emergency. Ms. Ahearn also asked that the Commissioners allow their Assistants to take care of the dockets in an emergency situation so they can act quickly, allowing the docketing team to get started with rescheduling cases. Chairwoman Quinn also announced a construction delay to the Comfort Inn in LaVale. Mary Aheran announced that she is delaying her retirement 30 days until June 1, 2024. Theresa Cornish will be in full training, effective immediately. Chairwoman Quinn will be writing an article for the Maryland Association for Justice Newsletter in support of CompHub. There was also discussion regarding the John Hopkins subpoena situation.

**Old Business:** Commissioner Parker-Warren asked about the best method to submit suggestions to improve CompHub. A discussion was held regarding CompHub and notes, comments, and annotations in claims. Chairwoman Quinn reminded the Commissioners that Average Weekly Wage ("AWW") cannot be "subject to verification" after the first hearing. The Commission must decide the AWW at the first hearing. A Document Correction Form may be filed later if the amount is incorrect. Commissioner Evans reported that she also had two days where people came for their hearings with notices in hand and they were not listed on a docket. Mary Ahearn reported that she reported the problem to the EM Team after the last meeting and they are working on the problem.

**New Business:** Commissioner Martin reminded the Commissioners about the Kids' Chance Bowling Night on March 13<sup>th</sup>. Commissioner Martin also asked the Commissioners to be sure that all Non-Insured Employer Orders are directed to IC&R for follow-up.

**Medical Alerts:** Dr. Reichmister provided several Medical Alerts of interest to the Commissioners, including a special report on corporate influence on health and healthcare, carpal tunnel association with many activities beyond computers, eye strain and workplace harassment.

**New Business:** The Commission received legal advice regarding facilities being open to the public. Written advice will be sent to all Commissioners after the meeting.

**Open Session:** At 10:10 a.m., upon a motion from Commissioner Kittleman and second from Commissioner Schadt and upon unanimous vote, the Commission re-opened the meeting.

**New Business continued:** Parking signs are installed in the garage of the Baltimore building to reserve 4 spaces per day for Commissioners with hearings in Baltimore. Amy Lackington reminded the Commissioners to let her know about attending upcoming conferences in 2024. Commissioner Metz discussed several situations where parties showed up at a hearing site with a hearing notice and the case was not listed on anyone's docket at that site. The Commissioners discussed generally a few days in November where hearing notices were generated and sent out, but claimants did not receive them.

**Adjournment:** Upon a motion by Commissioner Forrester and second by Commissioner Martin and upon a unanimous vote, the meeting was adjourned at 10:18 a.m.

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Maureen Quinn, Chairwoman

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Stacey L. Roig, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday February 22, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Quinn and Commissioners Kathleen Evans, James Forrester, Asha Joseph Jefferson, Allan Kittleman, Howard Metz, Delia Schadt, and Tracey Parker Warren.

**Staff Members Present:** Mary Ahearn, Chief Executive Officer, Theresa Cornish, Chief Operating Officer, H. Scott Curtis, Principal Counsel, Amy Lackington, Administrator, Stacey Roig, Director, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on February 8, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Howard Metz and seconded by Commissioner Kathleen Evans, the Minutes were approved with a unanimous vote.

**Chair's Report:** Chairwoman Quinn introduced and welcomed Elizabeth Fletcher as Secretary of the Commission. All the commissioners welcomed her. Chairwoman Quinn advised that her follow-up discussion with DGS regarding building maintenance went very well and we will be provided with the building engineer's schedule. Chair Quinn also announced that the budget hearings were successful. She also attended the Economic Matters Committee hearing on merging tinnitus and hearing loss together and she will be reaching out to the committee advising them of the operational challenge this would create if the bill is not amended to inform us how to calculate permanency under 9-627. 1. Chairwoman Quinn reminded the Commissioners to review the documentation to determine when parties must appear at a hearing. Not all parties who have entered their appearance in a case are required to appear at every hearing. Mary Ahearn provided the Commissioners with a spreadsheet/chart of all the body parts that are contained in CompHub and asked for their input on changes. The Commissioners provided several changes and Chairwoman Quinn asked Commissioner Forrester to work with Mary Ahearn to finalize the listing. She will be taking this information to the CompHub team for updating. She assured the Commissioners that the changes will not be made final until after the Commissioners have the opportunity for a final review. Ms. Ahearn also provided a multipage document with screenshots explaining how to perform and use the following: Docket Sheet, Docket Tab (move claim), Docket History Tab, Commissioner Docket Sheet Task, and Decision Memo Process.

**Old Business:** No Report

**New Business:** Commissioner Delia Schadt reported that there are three Commissioners participating in the MSBA Spring Outreach. She asked that any other Commissioners who want to volunteer to please reach out to her.

**Adjournment:** Upon a motion by Commissioner Kathleen Evans and seconded by Commissioner Tracey Parker-Warren and upon a unanimous vote, the meeting adjourned at 10:45 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday, March 14, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Quinn and Commissioners Kathleen Evans, James Forrester, Asha Joseph Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Oh, Delia Schadt, and Tracey Parker Warren.

**Staff Members Present:** Mary Ahearn, Chief Executive Officer, Theresa Cornish, Chief Operating Officer, H. Scott Curtis, Principal Counsel, Amy Lackington, Administrator, Stacey Roig, Director of IC & R, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on February 22, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Metz and second by Commissioner Evans, the Minutes were approved with a unanimous vote.

**Closed Session: At 9:32 a.m., upon motion of Commission Kittleman and seconded of Commission Parker Warren and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.**

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, discussed the recommendation of increasing Wegmans Food Markets, Inc.'s security deposit. Upon motion by Commissioner Parker Warren and seconded by Commissioner Evans, the motion to increase Wegmans Food Markets, Inc's security deposit was approved with a unanimous vote.

**Open Session: At 9:35 a.m., upon a motion from Commissioner Kittleman and second from Commissioner Parker Warren and upon unanimous vote, the Commission re-opened the meeting.**

**Chair's Report:** Chairwoman Quinn thanked Commission Martin for organizing the Kid's Chance fundraiser. She was very pleased to have the Commissioners present at the bowling alley. Commissioner Martin described the successful event. She shared that Kid's Chance was frustrated with the low number of candidate applicants for the educational scholarships and was asked if brochures and literature about the program could be placed in the hearing rooms. After discussion, it was decided that any literature must be reviewed by Scott Curtis prior to being made available to the public. Stacey Roig suggested that Kid's Chance, when requesting new potential candidates, should make their request for the prior ten or more years instead of the current one-year request. Commissioner Martin also expressed the frustration some of the voc practitioners shared with her regarding filing voc plans on CompHub. Mary Ahearn advised the Commissioners of the training being conducted this week for voc practitioners. Chairwoman Quinn thanked all the Commissioners and staff for having to work last week under the conditions of no electricity or heat. Commissioner Quinn reviewed the current bills: SB216 Uninsured Employer Fund penalty bill is moving with the amendment out of committee and is on 3<sup>rd</sup> reader in the Senate. HB915 Uninsured Employer Fund, to require payment within 15 days, passed in the House and is on 1<sup>st</sup> reader in the



House. HB669, Hearing Loss, has passed the 3<sup>rd</sup> reader. All references to tinnitus have been removed from the bill. Commissioner Quinn announced that Governor Moore has re-launched the Joint Enforcement Task Force on Workplace Fraud. (JETF). She also advised that the Commission is working on a text alert system to be used when there is a security lockdown. Commissioner Quinn asked the Commissioners when granting continuances, please give time for opponent responses. Commissioner Quinn announced that she wrote an article for MAJ Newsletter describing how CompHub has enabled instantaneous communication, improved access for non-parties, and has been great for the environment.

**Old Business:** Mary Ahearn provided the Commissioners with an updated spreadsheet/chart of all the body parts contained in CompHub. The Commissioners discussed and approved additional changes. She also advised the Commissioners that a chart/key will be posted on CompHub and the Commission website as a resource for filers. Theresa Cornish reminded the Commissioners that the vocational process is being corrected and there will be a training session this afternoon.

**New Business:** Commissioner Schadt and the Commissioners discussed the requests of attorneys and medical providers for the collection of fees after a case has been settled and closed. Chairwoman Quinn discussed the Pennsylvania Commonwealth Court's ruling of January 2024 setting aside the "Redbook," the publication for AWP reimbursement in Pennsylvania workers' compensation claims. Stacey Roig advised the Commissioners that at the last employer compliance hearing, twenty-five businesses appeared.

**Medical Alerts:** Dr. Jerome Reichmister provided several medical alerts of interest to the Commissioners, including age related vision loss, poor air quality in our homes, biofilm in our tap water, radon, fungus, dangers of gas stoves and the chemicals in the new car smell. He especially spoke about the increase of heart disease and strokes with the regular use of marijuana. Dr. Reichmister advised the Commissioners that Chairwoman Quinn has requested that he do a presentation on hypertension, and he will report on that at the next meeting.

**Adjournment:** Upon a motion by Commissioner Forrester and second by Commissioner Parker Warren and upon a unanimous vote, the meeting was adjourned at 11:35 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
As amended  
Thursday March 28, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners Kathleen Evans, James Forrester, Asha Joseph Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Oh, Delia Schadt, and Tracey Parker Warren.

**Staff Members Present:** Mary Ahearn, Chief Executive Officer, Theresa Cornish, Chief Operating Officer, H. Scott Curtis, Principal Counsel, Amy Lackington, Administrator, Stacey Roig, Director of IC&R, Dr. Jerome Reichmister, Medical Director, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on March 14, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Martin and seconded by Commissioner Forrester, the Minutes, as amended, were approved with a unanimous vote.

**Closed Session: At 10:16 a.m., upon motion of Commissioner Martin and seconded by Commissioner Parker Warren and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.**

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, discussed the recommendation of an increase of retention for Sheppard Pratt. Upon motion of Commissioner Martin and seconded by Commissioner Parker Warren, the motion to increase Sheppard Pratt's retention was approved with a unanimous vote. She then discussed K-Mart's request for a decrease in their security deposit. Upon motion of Commissioner Forrester and seconded by Commissioner Evans, the motion to table any decision of the Commission for sixty days was approved with a unanimous vote.

**Open Session: At 10:45 a.m., upon a motion from Commissioner Parker Warren and second from Commissioner Forrester and upon a unanimous vote, the Commission re-opened the meeting.**

**Old Business:** Commissioner Schadt asked Scott Curtis about the status of the case regarding the reimbursement of special medical reports when no CPT codes are provided. He stated that he has been served and is waiting for the case to move forward. Commissioner Forrester discussed the issue of doctors who charge claimants for medical fees when the charges have not been authorized and then will reimburse the claimant when paid.

**Chair's Report:** Chairwoman Quinn thanked Barry Bernstein, Program Director of Maryland Worker's Compensation Education Association (MWCEA), for attending today's meeting to discuss plans for the upcoming Conference. He reviewed last year's conference attendance and advised that most of the attendees were attorneys. The goal for this year's conference is to have a more diverse group of attendees. MWCEA is encouraging law firms, insurance companies, and medical providers to allow their workers' compensation professionals such as paralegals, medical providers, and insurance adjusters to attend the conference. Chairwoman Quinn and the Commissioners discussed the different programs and each of the Commissioners volunteered to participate in various panels. Chairwoman Quinn requested that when inviting medical providers, guidance about the structure of the conference and the panels be offered to

them. Commissioner Forrester discussed the need for young attorneys to learn how to prepare for trying cases before the Commission. Chairwoman Quinn discussed the conference lunch and learn program for young attorneys who attend the conference. She thanked Barry Bernstein for attending the meeting. Chairwoman Quinn advised the board that the most recent Human Resources Dashboard has been released and the agency's percentage of vacancies is still at 11.2% and the Commission is actively recruiting to fill those positions. The Commissioners discussed the process of correcting errors in orders. Theresa Cornish discussed the process of reviewing and correcting internal errors. Mary Ahearn stated that with CompHub we may be able to electronically flag errors but that it will take some time in development.

**New Business:** Stacey Roig provided the Commissioners with a handout and a shortened version of the program that she presented at the Southern Association of Workers' Compensation Administrators Conference. She discussed the security options of deposits in cash or cash equivalents, letters of credit, trusts, and surety bonds. She advised the Commissioners that there is no universally recognized surety bond form for Workers' Compensation and reviewed several key points for the Commissioners to consider including the ability of the Commission to issue a show cause order if the surety does not respond timely. Mary Ahearn asked if there are regulations to enforce self-insured employers into compliance. Scott Curtis advised that there are regulations but any penalties the Commission wants to assess would require Legislative approval. Mary Ahearn advised the Commissioners that the EM team made changes to the round robin of settlements so that the settlements would not go into a Commissioner's inbox when the Commissioner was on leave. Once the testing is completed the fix will be deployed. Theresa Cornish discussed the undeliverables that are being scanned and processed into case files. She also informed the Commissioners that reports on SharePoint are available for supervisors and managers which should help with productivity. Commissioner Parker Warren asked about expense reimbursements and Chairwoman Quinn advised that this will be addressed when a new Finance Deputy Director is hired. Commissioner Oh stated that for the Commissioners that hear the UEF docket, it is very important to know before the hearing which employers had insurance. Stacey Roig advised the Commissioners that she and Kristy Dubose are putting processes in place so the award will show the status of insurance.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Evans and upon a unanimous vote, the meeting adjourned at 11:20 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday April 11, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners, James Forrester, Asha Joseph Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Oh, and Tracey Parker Warren.

**Staff Members Present:** Mary Ahearn, Chief Executive Officer, Theresa Cornish, Chief Operating Officer, H. Scott Curtis, Principal Counsel, Stacey Roig (via Telephone), Director of IC&R, Dr. Jerome Reichmister, Medical Director, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on March 14, 2024, were reviewed by the Commissioners. After discussion and upon the motion of Commissioner Martin and seconded by Commissioner Forrester, the Minutes, as amended, were approved with a unanimous vote.

**Closed Session:** At 9:45 a.m., upon motion of Commissioner Kittleman seconded by Commissioner Martin and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, advised the Commission of K-Mart's request to have their security deposit decision removed from a hold status and heard at today's meeting. Upon motion of Commissioner Jefferson and seconded by Commissioner Forrester, the request to hear Kmart's request today was approved with a unanimous vote. K-Mart's request was discussed by the Commissioners. Thereafter, upon motion by Commissioner Forrester and seconded by Commissioner Jefferson, K-Mart's request to have its security deposit reduced was denied. The Commission will have legal counsel draft the denial letter to K-Mart.

**Open Session:** At 10:15 a.m., upon a motion from Commissioner Kettleman and second from Commissioner Martin, and upon a unanimous vote, the Commission re-opened the meeting.

**Chair's Report:** Chairwoman Quinn provided the Commissioners with copies of Senate Bill 216 – Failure to Insure – Penalties, effective July 1st, and House Bill 669 – Benefits – Hearing Loss, effective October 1<sup>st</sup>. The Commissioner confirmed that House Bill 669 will be effective for claims filed on or after October 1, 2024. Chairwoman Quinn reminded the Commissioners that the Ethics Financial Disclosure forms are due to the Ethics Commission on April 30, 2024, and that the forms are available on the State Ethics Commissions website. Chairwoman Quinn advised that pending issues are so low that Commissioners may not be able to rescind a vacation day because there may not be enough cases to create a docket. She asked the Commissioners to be aware of this when choosing their leave days. Chairwoman Quinn announced to the Commissioners that she will be attending the MSBA meeting and assured Commissioner Martin that she will advise the attorneys of the importance of having medical ratings filed before the hearing day. Mary Ahearn reminded the Commissioners that orders must be issued within thirty days and when the orders are held for too long, the statistics are affected.

Mary Ahearn reminded the Commissioners about the requirement that Orders be issued within thirty days of the hearing when deciding how long to allow the record to be left open for additional evidence.

**Old Business:** Mary Ahearn advised the Commissioners that the issue with settlements being placed in the Commissioner's queues when on leave has been resolved. If any Commissioners experience this issue, please send an email to Mary Ahearn. The Commissioners discussed their concerns on how hearings are conducted by both parties. Chairwoman Quinn assured the Commissioners that when she speaks at MAJ, she will request that the attorneys send their staff to the trainings.

**New Business:** Commissioner Martin shared that she had received an email from an attorney asking for their appearance to be stricken from an order because the coverage was found to be with another employer. When checking CompHub, the attorney was not listed in the claim and not on hearing notices. Chairwoman Quinn stated that the Insurance Division does not remove parties until the claim is closed.

**Medical Report:** Dr. Reichmister reported on a new study done on patients with Lyme's disease and its effects on the body and brain. Doctors are hopeful that the study findings will help patients with long-term COVID and SARS. Dr. Reichmister also reviewed with the Commissioners the latest information on hypertension in order to assist them when deciding claims. He reviewed the process of proper testing procedures and the different ranges of hypertension readings. Commissioner Forrester described the poor medical records he was receiving from medical providers. Dr. Reichmister stated that when he was active on MedChi, he was on a medical-legal group that dealt with problems between doctors and lawyers. He suggested that the Commission speak with them about these problems.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Martin and upon a unanimous vote, the meeting adjourned at 11:00 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday April 25, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners James Forrester, Asha Joseph Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Oh, Delia Schadt, and Tracey Parker Warren.

**Staff Members Present:** Mary Ahearn, Chief Executive Officer, Theresa Cornish, Chief Operating Officer, Amy Lackington, Administrator, Jerome Reichmister, Medical Director, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on April 11, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and seconded by Commissioner Forrester, the Minutes were approved with a unanimous vote.

**Chair's Report:** Chairwoman Quinn announced the completion of renovations at the Comfort Inn and Suites in LaVale, with hearings set to resume on July 1, 2024. She inquired about the Commissioners' plans to attend the International Association of Industrial Accident Boards and Commissions (IAIABC) conference in Toronto, Canada, in September 2024. Chairwoman Quinn reminded the Commissioners that this conference is the Sunday after the Maryland Workers Compensation Education Association Conference in September. She noted that the Department of Budget and Management's travel procedures necessitate special approval for international travel, so the travel paperwork needs to be submitted earlier than usual. Additionally, Chairwoman Quinn reminded the Commissioners that their ethics filings are due by the end of April 2024.

**Old Business:** There was no old business.

**New Business:** Commissioners Kittleman and Metz presented a document titled "CPT Codes Not Valued by CMS," to the Commissioners addressing Independent Medical Examinations. Commissioner Kittleman explained the formula for calculating IME fees. Commissioner Metz emphasized the inaccuracies in some claimant doctors' special reports and their failure to establish causality, highlighting the need of IMEs in claim validation. Commissioner Schadt inquired about the Commission's need to reimburse amounts differing from the CPT Codes to which Commissioner Metz responded that claimant consent is required. Chairwoman Quinn asked Commissioner Kittleman to schedule a meeting with the Medical Fee Guide Committee to discuss increasing the reimbursement amounts of the IMEs and a percent change in the increase of Medicare Economic Index. She suggested providing the Committee with approximately five factual scenarios which may help them in the decision-making process and noted that tackling the low IME fees might also settle issues concerning special reports.

The Commissioners discussed ongoing issues with CompHub. Mary Ahearn reassured the Commissioners that these issues are being addressed and asked them to email her if the problems persist. The Commissioners are also preparing to present at the Maryland State Bar Association's event "What's Trending at the Commission?" today, where they will explore a range of topics. Commissioner Metz urged all Commissioners to remind attorneys to submit exhibits in chronological order, giving precedence to special, diagnostic, and rating reports.

**Medical Alerts:** Dr. Jerome Reichmister briefed the Commissioners on a recent study published in the February 2024 issue of the Journal of American Medical Association, which discussed Radio Frequency Ablation for the knee. This outpatient procedure targets the genicular nerves to treat chronic knee pain resulting from osteoarthritis, degenerative joint disease, or for patients who are not candidates for knee replacement surgery. Dr. Reichmister also highlighted the future role of artificial intelligence (AI) in healthcare, particularly in interpreting MRIs, and noted that AI employs predictive analytics in this field.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Schadt and upon a unanimous vote, the meeting adjourned at 10:15 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday May 9, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners Kathleen Evans, James Forrester, Asha Joseph Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Oh, Delia Schadt, and Tracey Parker Warren.

**Staff Members Present:** Mary Ahearn, Chief Executive Officer, Theresa Cornish, Chief Operating Officer, Amy Lackington, Administrator, Jerome Reichmister, Medical Director, Stacey Roig, Director of Insurance, Compliance, and Reporting Division, Cindy Cauthorne, Director of Hearings, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on April 25, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and seconded by Commissioner Martin, the Minutes were approved with a unanimous vote.

**Closed Session:** At 9:35 a.m., upon motion of Commissioner Kittleman seconded by Commissioner Forrester and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, advised the Commission of Ryder's request for the addition of the subsidiary, Cardinal Logistics Management Corporation (Cardinal), to its self-insurance program. Upon motion by Commissioner Kittleman and seconded by Commissioner Parker Warren, the motion to add was approved with a unanimous vote. Stacey Roig discussed K-Mart's request for a reduction in their security deposit. Chairwoman Quinn called for the Commissioners to convene an En Banc hearing. Chairwoman Quinn's office will schedule the hearing.

**Open Session:** At 10:15 a.m., upon a motion from Commissioner Kettleman and second from Commissioner Evans, and upon a unanimous vote, the Commission re-opened the meeting.

**Chair's Report:** Chairwoman Quinn discussed the results of the State Workplace Culture Survey that was conducted February 2024. She also shared that the Commission's personnel vacancy rate is steady at eleven percent. She advised that this is due to current retirements. Chairwoman Quinn described her meeting with the Commission's DBM Analyst, Kaileah Gaynor.



**Old Business:** There was no old business.

**New Business:** Mary Ahearn advised the Commissioners that the issues with CompHub have been resolved as well as the problems related to the identification of interpreter cases on the docket sheet and the disappearance of hearing location & date when a decision memo is sent back by the Commissioner's Assistant. Mary confirmed that the fix was implemented on 5/7/2024 so any decisions memos returned after 5/8/24 would reflect the hearing information.

**Medical Alerts:** Dr. Jerome Reichmister discussed how vaping is tied to a high risk of exposure to lead and uranium. He also advised the Commissioners that cases of tuberculosis are rising worldwide and in the United States. Dr. Reichmister provided an article on a study of courage about a man who, after contracting polio, spent his entire life living and practicing law in an iron lung.

**CompHub Training:** Cindy Cauthorne, Director of Hearings, provided the Commissioners with additional training in CompHub.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Schadt and upon a unanimous vote, the meeting adjourned at 11:00 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday May 23, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners Kathleen Evans, James Forrester, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Oh, and Delia Schadt.

**Staff Members Present:** Mary Ahearn, Chief Executive Officer, Theresa Cornish, Chief Operating Officer, Dr. Jerome Reichmister, Medical Director, Stacey Roig, Director of Insurance, Compliance, and Reporting Division, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on May 9, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and seconded by Commissioner Martin, the Minutes were approved with a unanimous vote.

**Closed Session:** At 9:35 a.m., upon motion of Commissioner Kittleman seconded by Commissioner Martin and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, advised the Commissioners of the withdrawal of UPS Ground Freight, Inc.'s request for a reduction of their security deposit at this time.

**Open Session:** At 9:40 a.m., upon a motion from Commissioner Kittleman and second from Commissioner Evans, and upon a unanimous vote, the Commission re-opened the meeting.

**Chair's Report:** Chairwoman Quinn discussed the findings of NCCI's economists and actuaries at their annual conference in Orlando last week. The experts presented data showing that the workers' compensation insurance market remains competitive, profitable, and stable. There were no economic indicators that this long-term trend would be disrupted. However, the experts cautioned that a catastrophe in the private health care system could have adverse impacts on the workers' compensation insurance market. She updated the Commissioners on the legislature's creation of a task force to address the long term solvency of the Uninsured Employers Fund (UEF), and mentioned that the task force membership mostly mirrors what was requested by the WCC with the addition of the Maryland Insurance Administration (MIA). The Governor's Joint Enforcement Task Force on Workplace Fraud plans to reconvene, following a delay caused by the Key Bridge collapse, with the next meeting set for May 31, 2024. Chairwoman Quinn inquired about the Maryland State Bar Association (MSBA) meeting from Commissioner Schadt, who enthusiastically reported the MSBA's induction of new, young, and eager members. Chairwoman Quinn also brought to the Commissioners' attention the challenges with non-Spanish interpreters and encouraged them to report any courtroom issues to Dorothy Smith, Deputy Director of the Support Services Division

**Old Business:** There was no old business.

**New Business:** Commissioner Martin discussed Kid's Chance Foundation's efforts to provide scholarships for children of deceased or permanently disabled workers. She encouraged the Commissioners to inform attorneys about the services Kid's Chance offers for their clients' dependents when appropriate. She noted the foundation has substantial funds for scholarships and is actively promoting its services. The foundation is reorganizing with new, enthusiastic members poised to make significant contributions. Commissioner Martin announced the annual Gala will take place on October 17, 2024, at the Museum of Industry, with business attire required. Commissioner Evans reminded her colleagues of her absence at the previous meeting discussing postponements and Commission statistics. Mary Ahearn clarified that awards should be issued within thirty days of the decision, and delays beyond this period adversely affect the statistics.

**Medical Alerts:** Dr. Jerome Reichmister presented an article to the Commissioners titled "Long COVID – ACOEM Guidance Statement," from the April 2024 Journal of Occupational and Environmental Medicine, discussing the evaluation of workers' compensation claims related to long COVID. He reported an uptick in total knee replacements among patients who had prior arthroscopic surgery for meniscal tears, noting that such surgery may be unnecessary for asymptomatic patients. Dr. Reichmister also referenced a study indicating Taiwanese workers exposed to industrial chemicals have an increased diabetes rate. Additionally, he mentioned a comprehensive study examining talcum powder's link to cancer, which found minimal evidence of talcum powder being a sole cancer cause.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Schadt and upon a unanimous vote, the meeting adjourned at 10:15 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday June 6, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:40 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners Kathleen Evans, James Forrester, Asha Joseph Jefferson, Ju Y. Oh, and Delia Turano Schadt.

**Staff Members Present:** H. Scott Curtis, Assistant Attorney General, Theresa Cornish, Chief Executive Officer, Dr. Jerome Reichmister, Medical Director, Stacey Roig, Director of Insurance, Compliance, and Reporting Division, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on May 23, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Evans and seconded by Commissioner Forrester, the Minutes were approved with a unanimous vote.

**Closed Session:** At 9:43 a.m., upon motion of Commissioner Forrester seconded by Commissioner Oh and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, advised the Commissioners UPS Ground Freight, Inc.'s request for a reduction of their security deposit. After consideration and upon motion by Commissioner Forrester and seconded by Commissioner Evans, the motion was approved with unanimous vote.

**Open Session:** At 10:00 a.m., upon a motion from Commissioner Oh and second from Commissioner Evans, and upon a unanimous vote, the Commission re-opened the meeting.

**Chair's Report:** Chairwoman Quinn welcomed Theresa Cornish to the Commissioners as the newly appointed Chief Executive Officer of the Maryland Workers' Compensation Commission. She outlined the collaborative efforts planned with Ms. Cornish, especially with the Interpreter and Appeals Offices, to enhance the Commission's services. According to an article in the Daily Record, all state agencies are required to submit a report on redefining their carbon emissions, which the Chair will address with the appropriate staff. On May 31st, Chairwoman Quinn, along with Stacey Roig, Director of IC&R, attended the Governor's Fraud Task Force meeting discussing data sourcing and the dissemination of the NCCI Data report with other agencies. The meeting also addressed insurance broker licensing issues for workers' compensation insurance, and some training/CEUs was discussed. Additionally, Chairwoman Quinn informed the Commissioners that the security protocol is under review to ensure precise logging of work done after public hours, seeking the Commissioners' feedback to enhance security measures after hearings are completed.

**Old Business:** There was no old business.

**New Business:** Commissioner Evans addressed the issue of the increasing requests to vacate statistical award orders when employers/insurers fail to file contesting issues before the consideration date. She stated that she rejects all such requests unless there is a reasonable excuse or justification for missing the consideration date. She explained that this practice is based on her training and sought confirmation on its appropriateness. The Commissioners also discussed the challenges Johns Hopkins has faced in issuing TTD payments to employees before claims are submitted. Chairwoman Quinn suggested the regulations may need to be amended and asked if any Commissioners were interested in working with the defense bar to update the rules

**Medical Alerts:** Dr. Jerome Reichmister reviewed several studies reported in the Journal of American Medical Association (JAMA) and the Journal of Occupational and Environmental Medicine (JOEM). One study in JAMA indicated that synthetic nicotine substitutes in vapes are more potent and addictive than traditional nicotine, yet they remain unregulated. Another study reported in JAMA highlighted a study suggesting that introducing peanut butter early could reduce or prevent peanut allergies in infants. JOEM reported a study associating frequent teleworking with increased blood pressure, higher LDL cholesterol, and changes in liver function. These changes are attributed to decreased physical activity and increased food consumption. Another JOEM study revealed that 20% of stroke patients arriving at the ER have high or elevated troponin levels, though not all ERs perform this test as it is not part of standard care. Dr. Reichmister informed the Commissioners about his intention to conduct educational sessions for small groups of employees.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Evans and upon a unanimous vote, the meeting adjourned at 10:45 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday June 27, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners Kathleen Evans, James Forrester, Asha Joseph Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Y. Oh, Delia Turano Schadt, and Tracey Parker Warren.

**Staff Members Present:** H. Scott Curtis, Assistant Attorney General, Theresa Cornish, Chief Executive Officer, David Jones, Chief Financial Officer, Dr. Jerome Reichmister, Medical Director, Stacey Roig, Director of Insurance, Compliance, and Reporting Division, Amy Lackington, Administrator, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The Minutes of the Commission meeting on June 6, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Forrester and seconded by Commissioner Jefferson, the Minutes were approved with a unanimous vote.

**Closed Session:** At 9:34 a.m., upon motion of Commissioner Kittleman and seconded by Commissioner Warner and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** David Jones, Chief Financial Officer, advised the Commissioners of the request from The Great Atlantic and Pacific Tea Co.'s (A&P) request for reduction of their security deposit. After discussion and upon a motion by Commissioner Forrester and seconded by Commissioner Warner and upon unanimous vote, the Commissioners have authorized the ability to negotiate a settlement of a reduction amount in A&P's security deposit.

Stacey Roig, Director of IC&R, discussed the process of determining the approval of waivers for governmental entities and the formula for determining a self-insured's security deposit.

**Open Session:** At 9:50 a.m., upon a motion from Commissioner Kittleman and second from Commissioner Martin, and upon a unanimous vote, the Commission re-opened the meeting.

**Chair's Report:** Chairwoman Quinn advised the Commissioners that the Beltsville BBQ will be held on July 17, 2024. She reminded the Commissioners that no alcohol is to be served or brought to the event. Theresa Cornish, Chief Executive Officer advised the Commissioners of the availability of the Registered Attorney Contact Information Report and that a user guide will be emailed to each of the Commissioners. She also stated that updates to the docket sheets will be done this weekend which will provide interpreter information as needed.

**Old Business:** Upon Commissioner Martins' request, the Commissioners discussed the new security protocol of hours covered by security after the hearings are over and the public is gone.

**New Business:** No new business

**Medical Alerts:** Dr. Jerome Reichmister, Medical Director, advised the Commissioners that the previous COVID vaccines and booster shots were not effective with the new strands of COVID. He also discussed how the use of cannabis and tobacco effect COVID patients in an increase of hospitalization. He advised the Commissioners of the increased use of fentanyl and opioids mixed with an animal tranquilizer. Dr. Reichmister presented a study that found that firefighters have an eighteen to twenty percent increase chance of colorectal cancers and a study that showed that a disruption in sleep activity rhythm can cause an increase of amyloid in the brain that can lead to an increase of Alzheimer's disease.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Kittleman and upon a unanimous vote, the meeting adjourned at 10:30 a.m.



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Maureen Quinn, Chairwoman



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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Emergency Meeting Minutes  
Friday June 29, 2024

**Call to Order:** Chairwoman Maureen Quinn called the emergency meeting to order at 2:15 p.m..

**Present:** Chairwoman Maureen Quinn and Commissioners Asha Joseph Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Oh, Delia Schadt, and Tracey Parker Warren.

**Staff Members Present:** H. Scott Curtis, Assistant Attorney General, Theresa Cornish, Chief Executive Officer, Stacey Roig, Director of Insurance, Compliance, and Reporting Division, David E. Jones, Chief Financial Officer and Elizabeth Fletcher, Secretary of the Commission.

**Closed Session:** At 2:16 p.m., upon motion of Commissioner Martin seconded by Commissioner Warren and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, discussed the application for self-insurance by the Mayor and City Council of Rockville. After consideration and upon motion by Commissioner Kittleman and seconded by Commissioner Martin, the motion was approved with unanimous vote conditionally subject to review of their security at their regular review cycle.

**Open Session:** At 2:20 p.m., upon a motion from Commissioner Kittleman and second from Commissioner Warren, and upon a unanimous vote, the Commission re-opened the meeting.

**Adjournment:** Upon a motion by Commissioner Kittleman and seconded by Commissioner Jefferson and upon a unanimous vote, the meeting adjourned at 2:21p.m.



Maureen Quinn, Chairwoman



Elizabeth Fletcher, Secretary



Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday July 11, 2024

**Call to Order:** Chair Maureen Quinn called the meeting to order at 9:33 a.m.

**Present:** Chair Maureen Quinn and Commissioners Kathleen Evans, James Forrester, Asha Joseph Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Y. Oh, and Tracey Parker-Warren.

**Staff Members Present:** H. Scott Curtis, Assistant Attorney General, Dr. Jerome Reichmister, Medical Director, Stacey Roig, Director of Insurance, Compliance, and Reporting Division, and Amy Lackington, Acting Secretary.

**Approval of Minutes:**

The Minutes of the Commission meeting on June 27, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Metz and seconded by Commissioner Kittleman, the Minutes were approved with a unanimous vote.

The Minutes of the Commission's emergency meeting on June 29, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and seconded by Commissioner Martin, the Minutes were approved with a unanimous vote.

**Chair's Report:** Chair Quinn announced that the Commission has a new Budget Analyst from the Department of Legislative Services. The Commission's pending claim numbers are down even though 25,000 issues were filed between January 2024 and June 30, 2024. Claims are being scheduled faster as a result. Chair Quinn brought up an issue occurring with the use of the Commission's Consent Request for Document Correction form. It has come to her attention that this form is being processed without the consent of both parties. She stressed that there must be consent of both parties before any requested changes are made – no exceptions. Commissioner Forrester proposed a computer-generated form that routes to all parties before it can be filed. Further discussion was held about the possibility of modifying the form to mandate two signatures before it can be filed.

**Old Business:** None.

**New Business:** Commissioner Martin raised the issue of requests for emergency hearings being filed before the consideration date has passed. Discussion was held about this and also included the handling of emergency hearing requests in cases of extremely traumatic injuries. Commissioner Martin distributed and discussed flyers for Kids' Chance of Maryland events. Discussion was held regarding issues brought up by Commissioner Parker-Warren of hearings being requested without an IME having taken place and attorneys arriving late to hearings.

**Medical Alerts:** Dr. Jerome Reichmister, Medical Director, advised the Commissioners that fish oil taken by individuals with no history of cardiovascular disease increases the risk of AFIB and

stroke in certain patients. Fish oil taken by those individuals with a history of cardiovascular was found to reduce the chance of a second major stroke. Popular weight loss drugs now on the market (ex. Mounjaro) have been found to be more effective at one year than other popular weight loss drugs (ex. Ozempic). It is very important that patients having a surgical procedure while taking these weight loss drugs advise their doctor and anesthesiologist as these drugs delay gastric emptying before surgery. Dr. Reichmister also discussed a study that found a relationship may exist between having a stroke, and a myocardial infarction. Doctors have found that at 3 days after admission for a stroke patients have been found to also have a micro emboli in their brain.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Kittleman and upon a unanimous vote, the meeting adjourned at 10:00 a.m.

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Maureen Quinn, Chairwoman

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Amy S. Lackington, Acting Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday July 25, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:31 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners, James R. Forrester, Asha Joseph Jefferson, Allan H. Kittleman, Morris Martin, Howard L. Metz, Ju Y Oh, Delia Turano Schadt, and Tracey Parker-Warren.

**Staff Members Present:** Scott Curtis, Assistant Attorney General, Theresa A. Cornish, Chief Executive Officer, Dr. Jerome Reichmister, Medical Director, Amy Lackington, Administrator, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The correct minutes of Commission meeting on May 23, 2024 were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and seconded by Commissioner Forrester, previously submitted May 23, 2024 minutes were retracted and the correct May 23, 2024 minutes were approved with a unanimous vote.

The minutes of the Commission meeting on July 11, 2024 were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and seconded by Commissioner Forrester, the amended minutes were approved with a unanimous vote.

**Chair's Report:** Chair Quinn reminded the Commissioners that Wendy Redden's retirement celebration is being held today. She encouraged all to stop by and wish Wendy well. She reminded the Commissioners that the MWCEA conference in Ocean City is only seven weeks away. The Commissioners discussed what to include in the "Breakfast with the Commissioners" program as well as how to conduct the program. Chair Quinn advised that the conference schedule is up to the board for the conference and the Commission will continue to try to be a part of the planning for future conferences. Theresa Cornish addressed the extent to which insurance corrections can be made prior to requiring Commissioner approval. Additionally, she briefed the Commissioners on a revised procedure that will be implemented within the Interpreter Program. The new procedure will have CompHub send an additional notification to parties that have requested an interpreter if the request has not been filled and is still being actively worked on.

**Old Business:** There was no old business.

**New Business:** Scott Curtis reviewed the revised Power Attorney form with the Commissioners. He advised that since Md. Estates and Trusts Code Ann. § 17-109 allows state agencies to make their own forms. He stated that this form was edited to be used for staff who review for legal accuracy. Once this form is approved for use, this will be the only Power of Attorney form to be accepted. The Commissioners discussed the proper use for the forms, weighing the different scenarios in which the form will be used. Chair Quinn verified that at this time, guidance was being asked from the Commissioners, not approval. Scott Curtis confirmed and stated that this form will need to be reviewed by the public before becoming the official form. He did state that the use of this form is not designed with accommodations, however, electronic signatures are allowed.

Commissioner Parker-Warren discussed with the Commissioners Md. Code, Lab & Empl, §9-503, specifically about how cases are handled prior to 2005. She also discussed with the Commissioners some of the inappropriate behaviors of attorneys in the hearing rooms.

**Medical Alerts:** Dr. Jerome Reichmister discussed an article from the Journal of the American Medical Association indicating that the use of cannabis in early pregnancy effects gestational heart disease and pre-eclampsia. He also advised that according to an article in the Journal of Kidney Diseases, patients with more physical activity patients have fewer kidney stones. Dr. Reichmister explained the correlation between depression and memory loss. The more a patient is depressed, the greater loss of memory.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Schadt and upon a unanimous vote, the meeting adjourned at 10:15 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday August 8, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:41 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners James R. Forrester, Asha Joseph Jefferson, Allan H. Kittleman, Howard L. Metz, and Tracey Parker-Warren.

**Staff Members Present:** H. Scott Curtis, Assistant Attorney General, Theresa A. Cornish, Chief Executive Officer, Dr. Jerome Reichmister, Medical Director, Amy Lackington, Administrator, Stacey Roig, Director of IC&R, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The minutes of the Commission meeting on July 25, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and seconded by Commissioner Metz, the minutes were approved with a unanimous vote.

**Closed Session:** At 9:45 a.m., upon motion of Commissioner Kittleman and seconded by Commissioner Forrester and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Stacey Roig, Director of IC&R, advised the Commissioners of the negotiated reduced amount in Kmart's security deposit. After discussion and upon a motion by Commissioner Warren and seconded by Commissioner Forrester, the negotiated reduced amount in security deposit was approved with a unanimous vote.

**Open Session:** At 10:00 a.m., upon a motion from Commissioner Kittleman and second from Commissioner Parker-Warren, and upon a unanimous vote, the Commission re-opened the meeting.

**Chair's Report:** Chair Quinn reflected on the enjoyable time at the SAWCA conference the previous week, noting the Commission's significant presence. She informed the Commissioners that the WCI Committee would address claims related to excessive heat at their upcoming conference. The Commissioners discussed the MWCEA conference in Ocean City, Maryland, and the presentation they will prepare. Amy Lackington suggested Chair Quinn remind attorneys at the program to update their contact details to have their cases considered in the Video Remote Hearing. Chair Quinn proposed that attorneys' requests to withdraw from a claim be granted when they have not been paid a large fee. She also announced the 3.11% COLA (Pursuant to L&E 9-638) adjustment for 2025, effective from July 1st. Theresa Cornish presented CompHub statistics to the Commissioners and mentioned the upcoming anniversary of CompHub's launch, promising formal statistics at the next meeting.

**Old Business:** There was no old business.

**New Business:** There was no new business.

**Medical Alerts:** Dr. Jerry Reichmister, Medical Director, discussed several significant medical research discoveries. A study from Sweden indicates that blood test biomarkers can diagnose Alzheimer's disease with a 90% accuracy rate. The FDA has approved a blood test for detecting colorectal cancer by identifying DNA from cancer cells. In Brazil, patients with prolonged COVID-19 who needed hospitalization and ventilation are exhibiting irreversible lung damage. The Journal of Cardiology published research showing no significant difference between taking 81 mg and 300 mg of aspirin in preventing additional cardiac events. A study in Europe found that consuming cranberry juice and increasing water intake reduced urinary tract infections among 3,100 participants, especially women. New research suggests a correlation between impairments in hearing and vision and the onset of Alzheimer's disease. Preventive strength training focusing on the hamstrings, glutes, and quadriceps has been effective in averting ACL injuries in female athletes. Moreover, Dr. Reichmister discussed the report from Canada on the rise in cannabis overdose cases due to the ingestion of gummies in the elderly population.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Parker-Warren and upon a unanimous vote, the meeting adjourned at 10:30 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday August 22, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:31 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners Kathleen A. Evans, James R. Forrester, Allan H. Kittleman, Morrisann Martin, Howard L. Metz, Delia Turano Schadt and Tracey Parker-Warren.

**Staff Members Present:** Theresa A. Cornish, Chief Executive Officer, Dr. Jerome Reichmister, Medical Director, Amy Lackington, Administrator, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The minutes of the Commission meeting on August 8, 2024 were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and seconded by Commissioner Metz, the minutes were approved with a unanimous vote.

**Chair's Report:** Chair Quinn was delighted to report a surplus in the agency's budget. She also announced new members to the Commission's Budget Committee and that she has named Anthonia St. John as the new chairperson. The board plans to convene in late September or early October. Additionally, she relayed that Governor Moore has appointed Maria Grant as the new Commissioner for the Maryland Insurance Administration (MIA), with her term beginning on October 1, 2024. Chair Quinn mentioned her ongoing collaboration with the National Council on Compensation Insurance (NCCI) regarding their advice to MIA on insurance premiums, and she expects to share favorable updates soon.

Chair Quinn, along with Theresa Cornish, notified the Commissioners that the COO position will remain vacant for the time being. In the interim, Dorothy Thompson and Cindy Cauthorne will assume the duties and responsibilities. Dorothy Thompson is appointed as the Deputy of Operations, will be in charge of overseeing and managing Claims, Docketing, Processing/Scanning & Indexing/Mail Room, Interpreter Program Office, and Support Services which include Medical Services and Vocational Rehabilitation. Cindy Cauthorne is appointed as the Deputy of Adjudication, responsible for overseeing and managing Hearings, Court Reporters, Public Service, Subpoenas, and Appeals. Additionally, Chair Quinn is pleased to announce the reclassification of other positions to enhance the Commission's employee retention and pay equity adjustments.

Chair Quinn and the Commissioners addressed several ongoing issues. Chair Quinn emphasized that when Commissioners exchange dockets, their assistants must verify any special set cases and coordinate with the relevant parties to reschedule. Commissioner Stadt discussed her concern with attorneys filing vocational dispute forms without including the contact information for opposing parties. After deliberation, the Commissioners agreed that the issue will be addressed in their upcoming presentation at the MWCEA conference. The Commissioners discussed Commissioner Schadt's concern on absence of disablement injury dates for

occupational diseases and Commissioner Kittleman's concern with the reluctance of attorneys to allow nurse case managers access to a claimant's medical records without the claimant's signed consent. His concern is that this could hinder the progress of the case. After these discussions, the Commissioners finalized the planning for the timeline and content of their presentations for the upcoming MWCEA conference in September.

Theresa Cornish presented the Commissioners with CompHub statistics for each division of the Commission, highlighting the employees' dedicated work in facilitating a smooth transition. She also noted the upcoming potluck on October 24, 2024, in celebration of United Nations Day and the Commission employees' diversity.

**Old Business:** There was no old business.

**New Business:** Commissioner Martin provided an update on Kid's Chance. She described the golf tournament as a lot of fun even with the rain. She reminded the Commissioners that the Gala is on October 17th. Commissioner Martin requested that the Commission, maybe through MSBA and MAJ, to continue to advise attorneys who represent claimants who either are deceased or have suffered a catastrophic injury that their client's children are eligible for scholarships. Commissioner Martin again requested that fliers of the scholarship be made available in the hearing rooms. She stated that these fliers will not have any information on fund raising. At the MWCEA conference in September, Kid's Chance will again have the cornhole tournament on Monday, fun run on Tuesday, and the \$100.00 donation board on Wednesday/

The Commissioners discussed an issue with insurance termination notification. The practice is that NCCI files the notification with the Commission. COMAR 14.09.12.02 requires the filing be made by the Insurer. This conflict will be reviewed by the Commissioners.

**Medical Alerts:** Dr. Jerome Reichmister shared some recent findings. Alzheimer's disease has some risk factors such as age and familial predisposition. Specifically on the maternal side. There are six genes that are associated with atrial fibrillation. Chronic Traumatic Encephalopathy (CTE) and/or its symptoms are found in 41% of all athletes under the age of 30. One of the symptoms is suicidality. Dr. Reichmister warned the Commissioners that smoking cannabis leads to a higher risk for head and neck cancers. The enhanced risk stems from the chemicals in the processing of cannabis as well as the way it is smoked. This risk factor is higher than smoking nicotine. A 2024 study shows that police officers have a higher risk for sub cardiovascular disease with 50% risk factor of stress and poor sleep habits. Last, he informed the Commissioners that a study in the Journal of Menopause concludes that having regular sexual relations helps in the symptoms of menopause.



**Adjournment:** Upon a motion by Commissioner Kittleman and seconded by Commissioner Metz and upon a unanimous vote, the meeting adjourned at 11:00 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday September 12, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:30 a.m.

**Present:** Chairwoman Maureen Quinn and Commissioners Kathleen A. Evans, James R. Forrester, Asha Joseph Jefferson, Allan H. Kittleman, Morrisann Martin, Howard L. Metz, Ju Y. Oh, Delia Turano Schadt and Tracey Parker-Warren.

**Staff Members Present:** Theresa A. Cornish, Chief Executive Officer, Stacey Roig, Director of IC&R, Dr. Jerome Reichmister, Medical Director, Amy Lackington, Administrator, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The minutes of the Commission meeting on August 22, 2024 were reviewed by the Commissioners. Commissioner Metz requested amendment to the minutes. Upon motion of Commissioner Kittleman and seconded by Commissioner Metz, the minutes were approved as amended with a unanimous vote.

**Chair's Report:** Chair Quinn shared important updates at the recent meeting, including the Maryland Insurance Administration's acceptance of NCCI's recommendation to decrease insurance premiums effective immediately. The Commissioners also discussed their presentation topics for the upcoming MWCEA conference in Ocean City. Chair Quinn asked Commissioner Schadt to ask for volunteers to fill three available seats on the Vocational Rehabilitation Board. Applicants should contact Dorothy Thompson. Additionally, she informed the group of Senator Beidle's proposed bill establishing a Pharmacy Fee Guide. Theresa Cornish provided updates on CompHub, noting ongoing work on document processing corrections and the deployment of new Interpreter forms this weekend. These forms will streamline requests for multiple interpreters in one submission. Commissioner Parker-Warren suggested including a field for the number of interpreters needed per case. Theresa Cornish reassured the Commissioners that CompHub's cloud-based system is secure and won't be affected by any issues with the Commission's system. Amy Lackington highlighted social events scheduled for the conference in Ocean City.

**Closed Session:** At 9:45 a.m., upon motion of Commissioner Kittleman and seconded by Commissioner Evans and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Stacey Roig, Director of IC&R, advised the Commissioners of the Greater Baltimore Medical Center's request for the addition of the subsidiary, Hospice of Washington County, Inc. to its self-insurance program. After discussion and motion by Commissioner Kittleman and seconded by Commissioner Evans, the request to add the subsidiary Hospice of Washington County, Inc was approved with a unanimous vote.

Stacey Roig, Director of IC&R, advised the Commissioners on Noxell Corporation's request for a reduction of Security Deposit. After discussion and motion by Commissioner Evans and seconded by Commissioner Jefferson, the request to reduce the security deposit was approved with a unanimous vote.

**Open Session: At 10:00 a.m., upon a motion from Commissioner Kittleman and second from Commissioner Forrester, and upon a unanimous vote, the Commission re-opened the meeting.**

**Old Business:** Commissioner Martin requested the Commissioners to please make an appearance at the Kid's Chance events in Ocean City including the \$100.00 donation wall. At the Commissioners' breakfast, Commissioner Martin will present a Kid's Chance update.

**New Business:** Commissioner Parker-Warren asked for confirmation on how the fifth floor will be configured as to additional office space for Deputy Director of Adjudications, Cindy Cauthorne. Chair Quinn confirmed the availability of the kitchen on the fifth floor and the conference room on the seventh floor. Commissioner Evans described issues with interpreters being scheduled but not appearing in court or scheduled correctly when the case is transferred to a different location. She stated that she had spoken to Theresa Cornish and advised that the CompHub team is working on this internal issue.

**Medical Alerts:** Dr. Jerome Reichmister shared exciting advancements in medical diagnostics for Parkinson's and Alzheimer's diseases. He highlighted a promising skin test that can detect synucleinopathies—abnormal protein forms—up to twenty years before clinical diagnosis. While still under investigation, this test offers hope for earlier intervention. Additionally, he reviewed a blood test that identifies biomarkers for Alzheimer's patients, which could significantly change treatment approaches earlier in the disease progression. Dr. Reichmister expressed great enthusiasm about a particular IME report, calling it the best he has ever read in his medical career.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Oh and upon a unanimous vote, the meeting adjourned at 10:30 a.m.

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Maureen Quinn, Chairwoman

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Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes - Amended  
Thursday, October 10, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:31 a.m.

**Present:** Chairwoman Quinn, Kathleen A. Evans, James R. Forrester, Asha J Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Y Oh, Delia T Schadt, and Tracey Parker-Warren.

**Staff Members Present:** Theresa A. Cornish, Chief Executive Officer, Dr. Jerome Reichmister, Medical Director, Stacey Roig (telephone), Director, IC&R, Amy Lackington, Administrator, Sterling Crockett, Director of Interpreter Program Office and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The minutes of the Commission meeting on September 12, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Evans and seconded by Commissioner Forrester, the minutes were approved with a unanimous vote.

**Chair's Report:** Chair Quinn opened the meeting announcing her work anniversary of 23 years with the Commission. She received congratulations from everyone. Chair Quinn addressed the issue of the increasing vacancy rate in the Commission. She advised that the Employer Compliance Section is doing very well with the process of service. All forms and orders have been redesigned by Stacey Roig and Scott Curtis and look very professional. Scott Curtis has developed an MS22 for a new Assistant Attorney General for this division. Chair Quinn officially introduced and welcomed Sterling Crockett, as the Director of the Interpreter Program Office. Sterling stressed his commitment and dedication to addressing the ongoing issues within the Interpreter Program Office, while recognizing that it would be a challenging task ahead. He assured the Commissioners that he was committed to improving the efficiency and quality of service provided by the Interpreter Program Office and urged the Commissioners to contact him if they had any pressing issues that needed immediate attention.

**Closed Session:** At 9:35 a.m., upon motion of Commissioner Kittleman seconded by Commissioner Martin and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, A9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, discussed the recommendation of an increase of retention for Ryder System Inc. After consideration and upon motion of Commissioner Parker-Warren and seconded by Commissioner Martin, the request to increase Ryder System Inc.'s retention with an effective date of November 1, 2024 was approved with a unanimous vote.

She discussed Meritus Health, Inc.'s request for the addition of Meritus School of Osteopathic Medicine as a subsidiary. After consideration and upon motion of Commissioner Kittleman and seconded by Commissioner Forrester, the request to add Meritus School of Osteopathic Medicine as a subsidiary of Meritus Health, Inc. was approved with a unanimous vote.

She discussed two requests from Kiewit Corporation for the additions of Kiewit Power Constructors, Inc. and Weeks Mariane, Inc. as subsidiaries. After consideration and upon motion by Commissioner Kittleman and seconded by Commissioner Forrester, the request to add Kiewit Power Constructors, Inc. was approved with a unanimous vote. After consideration and upon motion of Commissioner Kittleman and seconded by Commissioner Martin, the request to add Weeks Marine, Inc. was approved with a unanimous vote.

**Open Session: At 10:30 a.m., upon a motion from Commissioner Kittleman and second from Commissioner Evans, and upon a unanimous vote, the Commission re-opened the meeting.**

**Old Business:** Commissioner Martin updated the Commissioners on the success of Kid's Chance at the MWCEA conference. She thanked everyone who participated in the various fundraising events held. She was pleased to announce that Kid's Chance made their fundraising goal for the conference. Commissioner Martin reminded everyone that the Gala would be the following week, and that the Gala was not a fancy affair, and the dress code was business casual. Commissioner Kittleman asked the Commissioners if after the next MWCEA conference, the Commissioners' Meeting could be held on the Thursday after the conference instead of the Thursday before. He had several requests from attorneys that the Commission do this for scheduling purposes. Chair Quinn agreed to change the Commissioners' meeting date and to hold the meeting telephonically. Next year conference programming was discussed. Commissioner Metz expressed his views on the participation of the Commissioners at social events, specifically those surrounding the Ocean City conferences. Considering especially how social media can be used to distort facts and exploit situations, he stated how we, the Commissioners, should continue to avoid situations which could lead to a question of our integrity or to the perception or allegation of impropriety, bias, prejudice, or harassment. Chair Quinn advised that she will discuss next year's planning with the new director, Angela Kozlowski and will invite her to attend a Commission hearing. Commissioner Parker-Warren discussed the confusion some parties have when the claimant is receiving VA benefits. They are denying the claimant's workers' compensation claims because of the VA benefits. Scott Curtis stated that this was one of the codes that have to be clarified.

**New Business:** no new business.

**Medical Alerts:** Dr. Jerry Reichmister, the Medical Director, highlighted several key health issues affecting different worker groups. Nail technicians are at risk from chemical exposures that can lead to cancers and reproductive problems. Shift workers face increased risks of heart disease, gastrointestinal issues, and sleep disorders compared to those on regular schedules. Outdoor workers are vulnerable to heat-related illnesses, particularly when hydration and rest breaks are inadequate, as seen in a Texas study linking these factors to higher heart rates and

potential heat strokes. Additionally, Dr. Reichmister discussed a recent study on proton pump inhibitors and their impact on bone health, as well as research indicating that vaping among college students can reduce cognitive function by 9 to 15%. He also reviewed a New York Times article about cannabis use, noting an addiction rate of about 15% and the risks of Cannabis Hyperemesis Syndrome (CHS), which causes severe vomiting in some users. He then covered various treatments for menopausal hot flashes, including hormone therapy, cognitive behavioral therapy, and hypnosis.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Oh and upon a unanimous vote, the meeting adjourned at 11:30 a.m.

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Maureen Quinn, Chairwoman

Elizabeth Fletcher, Secretary

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday, October 24, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:35 a.m.

**Present:** Chairwoman Quinn, Kathleen A. Evans, James R. Forrester, Asha J Jefferson, Allan Kittleman, Morrisann Martin, Howard Metz, Ju Y Oh, Delia T Schadt, and Tracey Parker-Warren.

**Staff Members Present:** Theresa A. Cornish, Chief Executive Officer, Adeyemi Adeyemo, Accountant, IC&R, Amy Lackington, Administrator, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The minutes of the Commission meeting on October 10, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Evans and seconded by Commissioner Schadt, the minutes of October 10, 2024 will be reviewed at the November 7, 2024 Commissioners' meeting was approved with a unanimous vote.

**Chair's Report:** Chair Quinn confirmed that Amy Lackington has successfully sent the 2025 schedule to the Comfort Inn. She also provided an update on the status of cases in LaPlata, noting a large backlog of cases in LaPlata which will be scheduled January 2025 dockets. She noted that for the first half of 2024, all other locations do not have a backlog which is consistent with historical trends, indicating a proactive approach toward resolving issues and settlements. Chair Quinn inquired about the progress of the hearings at the Comfort Inn, to which Commissioner Kittleman responded positively, highlighting the staff's accommodating nature. Chair Quinn asked Commissioners not to dismiss Rescue Meds and EZ Script bills as they need rulings on cause of connection and reasonableness and necessity. After ruling, they will go on prescription dockets. Karl Auman will contact the commissioners to advise them of upcoming cases that will be on the Commissioners' dockets. Chair Quinn also reflected on the recent Kid's Chance Gala, calling it a wonderful event and expressing gratitude to all attendees. Commissioner Martin noted the auction's success, while Commissioner Schadt praised the catering, complimenting both the food and service. Chair Quinn announced the Commission's first International Day buffet, with Theresa Cornish sharing details about the food and music planned for the staff. Chair Quinn mentioned that she and David Jones would attend a meeting at the Governor's office regarding LGBTQ+ rights later that afternoon, and Commissioner Metz would conduct a Death Benefits Training for assistants.

**Closed Session:** At 9:42 a.m., upon motion of Commissioner Kittleman seconded by Commissioner Martin and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, A9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.

**ICR Report:** Adeyemi Adeyemo, Accountant of the Insurance, Compliance and Reporting Division, discussed the recommendation of an increase of security deposit for BJs Wholesale Club, Inc. After consideration and upon motion of Commissioner Forrester and seconded by Commissioner Evans, the increase of BJs Wholesale Club's security deposit was approved with a unanimous vote.

He discussed the recommendation of an increase of the security deposit for Costco Wholesale. After consideration and upon motion of Commissioner Martin and seconded by Commissioner Metz, the increase of Costco Wholesales' security deposit was approved with a unanimous vote.

He discussed Miller & Long's request to add Miller & Long DC, Inc. as a subsidiary. After consideration and upon motion by Commissioner Kittleman and seconded by Commissioner Forrester, the request to add Miller & Long DC, Inc. as a subsidiary was approved with a unanimous vote.

**Open Session: At 10:00 a.m., upon a motion from Commissioner Kittleman and second from Commissioner Forrester, and upon a unanimous vote, the Commission re-opened the meeting.**

**Old Business:** Commissioner Forrester commented that cases are frequently being set in less than thirty days. Commissioners discussed why this occurs. Commissioner Metz proposed relocating a portion of the LaPlata docket to Beltsville to help reduce the workload. Chair Quinn noted that doing so would require reconfiguring zip codes so the system will set the hearings in Beltsville. Commissioner Martin initiated a discussion regarding the possibility of Commissioners overseeing back-to-back dockets in LaPlata and offered to personally volunteer for travel, prompting a discussion on who else would be available to travel to LaPlata.

**New Business:** No new business

**Medical Alerts:** Dr. Jerome Reichmister was unable to attend the meeting. Commissioner Martin reminded everyone that the Ortho Symposium will be on November 7<sup>th</sup> and asked the other Commissioners to please let Dr. Reichmister know if they will be attending.

Commissioner Schadt advised that the Inns of Court will be holding an event held on November 7<sup>th</sup> in Anne Arundel County.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Kittleman upon a unanimous vote, the meeting adjourned at 10:20 a.m.



Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday, November 7, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:31 a.m.

**Present:** Chairwoman Quinn, Kathleen A. Evans, James R. Forrester, Asha J. Jefferson, Allan Kittleman, Howard Metz, Ju Y. Oh, Delia T. Schadt, and Tracey Parker-Warren.

**Staff Members Present:** Theresa A. Cornish, Chief Executive Officer, Scott Curtis, Assistant Attorney General, Amy Lackington, Administrator, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The minutes of the Commission meeting on October 10, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Kittleman and seconded by Commissioner Metz, the minutes were approved with a unanimous vote.

The minutes of the Commission meeting on October 24, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Forrester and seconded by Commissioner Kittleman, the minutes were approved with a unanimous vote.

**Chair's Report:** Chair Quinn reminded the Commissioners that the SAWCA conference is in thirteen days. She advised the Commissioners that the UEF's five-year TPA contract was approved by the Board of Public Works at the meeting she attended last Wednesday. She also noted that the Joint Legislative Workgroup will meet one final time this month, though the report's submission, with approval, has been delayed by thirty days.

Theresa Cornish expressed gratitude to all who participated in the recent potluck and shared that quarterly employee engagement activities are currently being planned.

Scott Curtis informed the Commissioners that he and Theresa Cornish recently served as witnesses in an appeal case before the Baltimore County Circuit Court. The appeal addressed whether the Commission had erred when issues were filed by a claimant's attorney. The court ultimately ruled in favor of the Commission, determining that the attorney had missed the deadline for filing of issues.

Scott Curtis advised the Commissioners about AELR's decision to lift time restrictions for legislative deadlines and inquired if any changes should be considered.

Commissioner Schadt reminded the Commissioners of the upcoming *Inns of Court* event in Anne Arundel County and thanked Chair Quinn and Commissioner Oh for their attendance. She highlighted a short play about Workers' Compensation that will be featured at the event.

**Old Business:** No old business

**New Business:** Commissioner Metz inquired about the availability of a retired Commissioner to hear Jules Pritchard's claim on December 4<sup>th</sup>. He stated that although she is employed full time with the Commission, she works part-time for the Ravens. Amy Lackington confirmed that a retired Commissioner is available.

Commissioner Forrester, on behalf of Commissioner Martin, updated the Commissioners on the Kid's Chance Gala raffle and auction success and advised that next year there will be an online component.

Commissioner Parker-Warren discussed a settlement she had denied because there was no IME report and no allocation of funds though the attorney was asking for excessive fees.

**Medical Report:** Dr. Jerome Reichmister reviewed the controversies surrounding the 6th edition of the AMA Guidelines. He also addressed various medical issues:

- **Subclinical Cardiovascular Disease in Law Enforcement:** A study from JOEM (July 2024) highlighted job stress, shift work, and sleep deprivation as factors contributing to higher cardiovascular disease rates among law enforcement professionals.
- **Microplastics:** Microplastics (particles >5mm) are being found in environmental studies and autopsies, suggesting they may enter human organs, with young children (8–10 weeks and 2–5 years old) being particularly vulnerable. New detection techniques are being developed but remain unstandardized.
- **Binge Drinking:** Increased cardiovascular risks are linked to binge drinking in younger adults. Dr. Reichmister emphasized that quitting smoking, regardless of age, provides significant health benefits.
- **Dementia and Cognitive Decline:** Persistent loneliness and hearing loss are linked to a higher risk of these conditions.
- **ADHD Medication Access:** Dr. Reichmister highlighted the difficulty a third of ADHD patients face in accessing necessary medications.

Finally, he reminded the Commissioners that a table has been reserved for them at the Eagle's Nest Ortho Conference.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Evans and upon a unanimous vote, the meeting adjourned at 10:12 a.m.

Maryland Workers' Compensation Commission  
Meeting Minutes  
Thursday, December 12, 2024

**Call to Order:** Chairwoman Maureen Quinn called the meeting to order at 9:31 a.m.

**Present:** Chairwoman Quinn, James R. Forrester, Asha J Jefferson, Allan Kittleman, Howard Metz, Ju Y Oh, Delia T Schadt, and Tracey Parker-Warren.

**Staff Members Present:** Theresa A. Cornish, Chief Executive Officer, Scott Curtis, Assistant Attorney General, Stacey Roig, Director of IC&R Division, and Elizabeth Fletcher, Secretary of the Commission.

**Approval of Minutes:** The minutes of the Commission meeting on November 7, 2024, were reviewed by the Commissioners. Upon motion of Commissioner Forrester and seconded by Commissioner Martin, the minutes were approved with a unanimous vote.

**Chair Report:** Chair Quinn informed the Commissioners that the WCC Legislative Workgroup Addressing the Long-term Solvency of the UEF report has been submitted to the House and Senate Budget Committees. Our agency requested a more comprehensive oversight of the UEF's operations. The UEF fund balance is \$7 million. Of the amount, \$2 million slated for A&P claims.

Chair Quinn discussed some of the preliminary findings of the Governor's Joint Enforcement Task Force on Workplace Fraud and Misclassification (JETF). The JETF has created a multi-agency portal for reporting businesses that have been found to have engaged in fraud and misclassification. In order for our agency to use this portal effectively, Commissioners will need to affirmatively find that employers engaged in misclassification in UEF cases. Stacey Roig discussed the two types of misclassification violations: knowing and unknowing. Scott Curtis informed the Commissioners that the Attorney General's office is drafting legislation to expand statutory employment liability beyond the construction and landscaping industries.

Chair Quinn mentioned that The Daily Record published an article concerning the discovery of Legionella bacteria in State buildings in Baltimore City. She was informed by the building management that a treatment company conducting monthly water checks, and she has requested a report detailing exactly what the company is monitoring. The Department of General Services will also be inspecting all state buildings.

Chair Quinn brought up the current employee vacancy rate for the Commission, which exceeds 15%. Theresa Cornish discussed the upcoming Christmas and New Year holidays and the hearing schedules during that time. Once the schedules are finalized, they will be distributed to everyone.

**Closed Session: At 10:10 am, upon motion of Commission Kittleman and seconded of Commission Parker Warren and upon unanimous vote, pursuant to GP §§3-305(13), LE §§9-402, 9-403, 9-406, and 9-1104, and COMAR 14.09.13.12, the Commission entered into a closed session for the purpose of discussing self-insured employers' financial information.**

**ICR Report:** Stacey Roig, Director of the Insurance, Compliance and Reporting Division, discussed her recommendation of increasing Baltimore Washington Medical Center and Frederick Health, Inc's security deposit.

After discussion, Commissioner Kittleman made a motion to approve an increase in Baltimore Washington Medical Center's security deposit, which was seconded by Commissioner Parker Warren. The motion was approved with a unanimous vote.

After discussion, Commissioner Parker Warren made a motion to approve an increase in Frederick Health, Inc.'s security deposit, which was seconded by Commissioner Forrester. The motion was approved with a unanimous vote.

**Open Session: At 10:30 a.m., upon a motion from Commissioner Jefferson and second from Commissioner Kittleman and upon unanimous vote, the Commission re-opened the meeting.**

**Old Business:** No old business

**New Business:** Commissioner Martin provided an update on Kid's Chance. She announced that there will be a bowling fundraising event March 12, 2025 in Columbia. She advised that the scholarship fund balance is very close to \$1,000,000 and reminded everyone to continue to promote the Kid's Chance to attorneys. Commissioner Martin described the current board as very active and very enthusiastic about Kid's Chance.

**Adjournment:** Upon a motion by Commissioner Forrester and seconded by Commissioner Kittleman, and upon a unanimous vote, the meeting adjourned at 11:00 a.m.

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Maureen Quinn, Chairwoman

Elizabeth Fletcher, Secretary