

**JOIN US FOR  
 A VIRTUAL MEETING  
 WEDNESDAY, MAY 20, 2020  
 12 - 1 P.M.**

Due to the continued impact of COVID-19, the May GMDM luncheon has been cancelled.

A virtual meeting will be held instead, covering the timely and important topic outlined on the right column of this page.

Watch your email for more information on how to participate from your desk in this free meeting. Hope you will join us.



**MAY VIRTUAL MEETING**

**TITLE:**

“What Employers Need to Know About Political Discussions in the Workplace”

**ABOUT THE SPEAKERS:**

**TANISHA PALVIA** represents individuals and organizations facing governmental investigations, white-collar criminal charges, and civil litigation. She is particularly successful in conducting internal investigations given her experience as a former assistant district attorney in Manhattan. She is also well-versed in civil and criminal proceedings and has extensive bench and jury trial experience. Palvia is a graduate of the Emory University School of Law and has a bachelor’s degree from the University of North Carolina at Chapel Hill.



**ERIC FLETCHER** helps clients with a wide variety of litigation and regulatory issues. He has significant experience in political and elections matters, government litigation, appellate advocacy, intellectual property litigation, constitutional law and general civil litigation. Fletcher is a graduate of Harvard Law School and has a bachelor’s degree from the University of North Carolina at Chapel Hill.



**THE PUZZLER GOES ON**

We are continuing with the puzzler contest by email as we have been doing. Puzzler entries are filed in the month they are received and will be kept on file until we are able to resume our physical meetings and award the winners. So please continue sending in your answers to shayrumsey@northstate.net. Be sure to identify the ad in which the puzzler answer is hidden, along with the answer.



**CONE HEALTH THANKS COMMUNITY FOR SUPPORT**

Cone Health is grateful for the generous community support it is receiving during the COVID-19 crisis. Organizations and individuals from across the region have provided donations in the form of meals for employees, medical supplies and other items to support patients and staff.

Cone Health invites the community to stay involved. You can visit the Cone Health COVID-19 Support Fund (<https://p2p.onecause.com/conehealth-covid19/challenge>) to make financial contributions, or learn more about requirements for donated items at [www.conehealth.com/covid-donation](http://www.conehealth.com/covid-donation).

**ABOUT THE PROGRAM:**

With the 2020 election fast approaching, Palvia and Fletcher from Brooks Pierce will discuss key considerations for employers related to employees’ political speech. North Carolina is a key battleground state in 2020, and hundreds of millions of dollars will be spent in North Carolina on political advertising. The election will be everywhere, employers and employees will be following the campaigns closely, and many will feel very strongly about the candidates and the issues. This can present significant challenges in the workplace and risks for employers. Palvia and Fletcher will discuss key legal issues that employers should be thinking about when it comes to employees’ political speech and participation, as well as employers’ options for maintaining a productive, engaged and healthy workplace.

**MESSAGE FROM THE PRESIDENT**



Pamela Olson

*Happy Spring!*

I hope that this newsletter finds you and your family doing well. As we continue to adjust to our new normal, my hope is that your spirit continues to be brightened. I am touched to see our community pull together and help others in need.

As an organization, GMDM continues to move forward despite the changing times. We hosted our first virtual meeting in April with our sister organization, GGMGMA. Thank you to everyone for attending. A special thank you to Bruce Barton with Cone Health for providing a \$50 gift card for our drawing.

While we cannot be together in person, my hope is that you will continue to support your fellow GMDM members. You can reach out virtually in a variety of ways. I have enjoyed hearing from many of you. We are all in this together, and together we can make a difference.

I look forward to reuniting in person as soon as possible.

With love,  
Pamela

**GETTING TO KNOW YOU – ACTIVE MEMBER**



**NAME AND PRESENT POSITION:**  
BEN FLEMR,  
office manager,  
Atlantis  
Dentistry.

**JOINED GMDM**

**WHEN?** I joined

GMDM in October 2019.

**CLUBS/ORGANIZATIONS**

**OUTSIDE GMDM:** American Association of Dental Office Management (AADOM).

**EDUCATION:** BS, Psychology, UNC Wilmington.

**HOMETOWN/FAMILY:** I was born in Iowa City, IA, and grew up in Colorado Springs, CO. I have lived in different parts of North Carolina since 2008. My family includes my wife, Tiffany, and our son, Axyle, who is 8.

**HOBBIES:** I enjoy spending time with my family. My son enjoys playing sports so I enjoy supporting him at his games and helping him improve different techniques. I also enjoy mountain biking and hiking on various trails.

**I WOULD LIKE PEOPLE TO**

**REMEMBER ME AS:** A good family man.

**WAYS TO RELAX:** Tiffany and I often wind down from the day by watching shows together. On the best days, that means a Chicago Cubs game or a Netflix show like *Ozark*. Other days, that means *90 Day Fiance* or *Catfish*. I really like to listen to podcasts to relax as well. Since my commute is about 50 minutes, I get a lot of time for this. *Stuff You Should Know* and Joe Rogen’s podcast are a couple of my favorites.

**COMFORT FOOD(S):** Ben & Jerry’s Salted Caramel Ice Cream.

**FAVORITE TRAVEL SPOT:** Tough for me to pick since travel is really important to me. I really enjoy places with a beach, but the mountains in Colorado have to be my favorite.

**FAVORITE MUSIC:** I love music, but I don’t think I have a favorite. I cycle through genres in phases. I like classic rock, ’90s alternative, ’90s rap, blues rock and others. The Black Keys is probably my favorite current band.

**COMMENTS ABOUT GMDM:** I’m really excited to be a part of GMDM. I definitely feel like it is going to be a great resource for me and my office.

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Danny Rudisill, President

**OUR SPOTLIGHT THIS MONTH IS ON:**



Led by a husband and wife dental duo, the caring team at Atlantis Dentistry is like an extended family. They love working in the pediatric dental field and strive to help kids develop positive memories of the dentist. At the practice’s modern locations in Durham and Greensboro, they explain the process for outstanding dentistry and seek to empower optimism and self-confidence within each child.

Calling on their vast experience, they take time to educate both kids and parents about oral hygiene and adapt to each child’s personal needs. They look forward to meeting you and your family!

The dentists/owners are Dr. Rachel Perentis and Dr. Greg Perentis.

**SERVICES PROVIDED:**

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## Ask The Lawyer

By Karen McKeithen Schaede

Send your questions to  
[KSchaede@ConnorsMorgan.com](mailto:KSchaede@ConnorsMorgan.com)

**Q:** What is the difference between a furlough, a layoff and a reduction in force?

**A:** Many employers are facing hard times and must make some tough decisions in this uncertain world right now. Employers are trying to figure out what they can and cannot do as it relates to employees.

A **furlough** is an alternative to a layoff. It usually requires employees to work fewer hours or take some unpaid time off. Most employees will retain benefits and some job security.

A **layoff** is a temporary separation from payroll. Usually an employee is laid off because there is just not enough work to do. An employee may be called back to work if times get better. Employees can typically obtain unemployment.

A **reduction in force** or RIF occurs when a position is eliminated without the intention of replacing it or there is a permanent cut. A layoff can result in a RIF if the employer decides to cut positions.

In all of these situations, an employee may be able to collect unemployment benefits. Employers should understand what the alternatives are before making these decisions in order to limit their employment liability.

This article is for informational purposes only and not for the purpose of providing legal advice. You should contact your attorney to obtain advice with respect to any particular issue or problem. The information contained in this article does not create an attorney-client relationship between Connors Morgan PLLC and the reader.



Go to: [www.GMDM.org](http://www.GMDM.org) for a digital copy of the newsletter

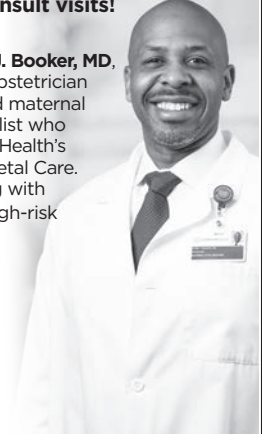
## Exceptional Care for High-Risk Pregnancies

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**Ravi Shankar, MD**, is board certified in maternal fetal medicine, obstetrics and gynecology. Dr. Ravi Shankar specializes in providing high-risk pregnancy care. He is Medical Director for Cone Health Center for Maternal Fetal Care.

**Corenthian "Corey" J. Booker, MD**, is a board-certified obstetrician and gynecologist and maternal fetal medicine specialist who recently joined Cone Health's Center for Maternal Fetal Care. He enjoys connecting with families to address high-risk pregnancy needs.



**CONE HEALTH**  
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For scheduling, call **(336) 832-6986**.  
 Visit [ConeHealth.com](http://ConeHealth.com) for more information.

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336-317-4603



## WHO'S ON YOUR CALENDAR?

Your calendar:

- reminds you what to do.
- ensures your day is productive.
- helps you see what's coming down the pipeline.



It's the keeper of what's worthy of your time and attention.

Perhaps the only question more important than "What's on your calendar?" is "Who's on your calendar?"

Take a look.

Do you see appointments scheduled with your direct reports, your teammates or your leader? Have you saved space for them on your schedule?

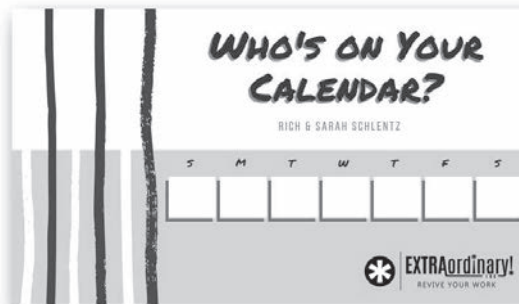
How about your family?

When a person makes it onto your calendar, it's a clear indication of their value.

The opposite is true when they haven't earned a spot.

It's not too late.

Today is a great day to remove some of the *what* on your calendar to make room for *who* isn't.



## THANKS TO OUR ADVERTISER

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Home Instead is represented in GMDM by Debi Bryant.

## THE PUZZLER ???

In what European city would you find Orly airport?



1. Look for the answer in one of the ads.
2. Identify the answer and the ad in which the answer appears.
3. Email the answer and name the ad in which the answer appears to Shay Rumsey at [shayrumsey@northstate.net](mailto:shayrumsey@northstate.net)



## Imaging care on your schedule

### Novant Health Imaging Triad

Finding time for an X-ray or CT scan can be hard to do — but Novant Health is making it easier with evening hours and walk-in appointments. At Novant Health Imaging Triad, you can schedule your scan during convenient weekday hours until 8 p.m., or opt for a same-day or walk-in visit. You'll also find lower prices than those at some competitors and board-certified radiologists who provide a remarkable experience at an unparalleled value.

To schedule an appointment, call 336-272-2162.



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GWS-305651

# WILL THE CORONAVIRUS KILL THE HANDSHAKE?

“I think it’s safe to say that the handshake may be doomed if the current contagion continues,” Harvard psychology professor Steven Pinker tells @smerconish about shaking hands after the coronavirus pandemic.

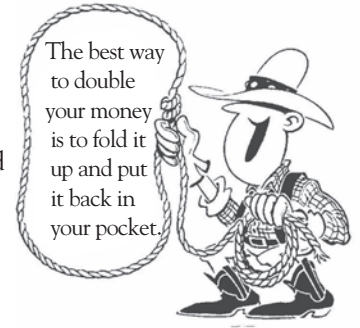
What do you think?

Send your one-sentence answer to: shayrumsey@northstate.net. Use your imagination! We will print the responses in next month’s issue.



# JUST FOR FUN COWBOY WISDOM

- Never slap a man who’s chewing tobacco.
- Never miss a good chance to shut up.
- Always drink upstream from the herd.
- Good judgment comes from experience, but a lotta experience comes from bad judgment.
- If you’re riding ahead of the herd, take a look back every now and then to make sure they are still there.
- Letting the cat out of the bag is a whole lot easier than putting it back in.
- After eating a big bull, a mountain lion felt so good he started roaring. He kept it up until a hunter came along and shot him. The moral: When you’re full of bull, keep your mouth shut.



## NOTICE TO MEMBERS

The printed newsletters are mailed to members at their place of employment.

If you are not going into your office, you can print the digital copy at: [www.gmdm.org](http://www.gmdm.org)

Click on the newsletter dated “May” and print.




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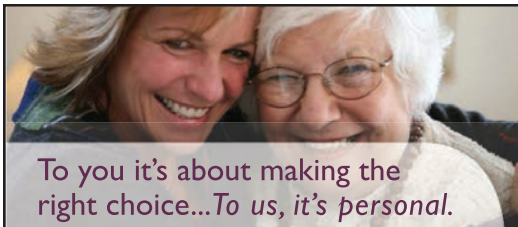


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