

A Monthly Newsletter

*Enjoy the Beauty of Fall Foliage*

September 2020

## JOIN US FOR A VIRTUAL MEETING WEDNESDAY, SEPTEMBER 16, 2020

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

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

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



## SEPTEMBER VIRTUAL MEETING

### ABOUT THE PROGRAM:

As state-wide COVID-19 restrictions lift and employees come back to work, employers find themselves navigating new challenges in workplace safety and layoff concerns while still following existing regulations like the ADA and FMLA.

In this presentation, Brooks Pierce attorney Beth Langley will provide insight into the current employment landscape and how employers can avoid unnecessary risk as employees return to work. Langley will explore:

- Where are we now? What is the current state of employment regulations?
- What happens to your business when temporary layoffs become permanent?
- How can you avoid litigation related to termination or workplace safety?

### ABOUT THE SPEAKER:

**Beth Langley,**  
Brooks Pierce Attorney

BETH LANGLEY has more than 25 years of experience counseling employers of all sizes in a wide range of employment law matters, including workplace employment compliance, executive compensation, trade secret protection and non-competition agreements. She counsels clients on discrimination and harassment issues related to Title VII of the Civil Rights Act of 1964, as amended, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act and a variety of state employment laws.

Langley is a certified mediator with the North Carolina Dispute Resolution Commission and is active with the North Carolina Bar Association, where she currently is on the Board of Governors. She also serves on the Board of Directors of the North Carolina Bar Foundation.

She received her Bachelor of Arts from Wake Forest University and her law degree from Wake Forest University School of Law, where she served as editor-in-chief of the *Wake Forest Law Review*.



## GMDM SCHOLARSHIP AWARDED



Pictured above left to right: Jen Arrington, GMDM member and chair of the Scholarship Committee, with scholarship winner Stefanie Allen.

Stefanie received a \$1,000 scholarship to help in her pursuit of a Bachelor of Science degree in nursing in a dual program at Winston-Salem State University and Forsyth Technical Community College. See the rest of the story on Page 5.

## MESSAGE FROM THE PRESIDENT

Pamela Olson



Welcome to September! As we continue to navigate GMDM in a virtual world, I am excited to share how we are supporting our members as well as our charitable initiatives. On Thursday, Sept. 10, we will host our first GMDM Virtual Social! A special thank you to Kevin Pearce, GMDM Membership and Hospitality chair, for leading this dedicated committee. I hope you will join us for virtual games and spontaneity!

GMDM has awarded a \$1,000 sponsorship to Stefanie Allen. Stefanie is pursuing her BSN. She lives and works in Guilford County and intends to seek employment in the hospital or a private practice in Guilford County upon graduation. Stefanie is also a former member of GMDM. (Read more on Page 5.)

I am delighted to share that a \$500 donation has been made to the Guilford Education Alliance. GMDM has been a longstanding supporter of the Guilford Education Alliance, which operates the Teacher Supply Warehouse. The warehouse is stocked with school supplies from drives and items purchased through donations. Guilford County teachers are able to shop for items at no charge.

This year, members of GMDM have the unique opportunity to show our support virtually. Educators and students need our support now more than ever. You can make a monetary donation or purchase supplies from Teacher supply Warehouse's Amazon Wishlist. For more information or to coordinate a pickup of supplies, please contact Community Service Committee chair Tyler Hmiel at (336) 451-7678. An email has also been sent with donation websites.

As you can see, we have many wonderful ways to not only connect with other members of GMDM, but to support those in our community as well.

I hope to "see" you at the Virtual Social on Sept. 10!

Love,  
Pamela

## GETTING TO KNOW YOU – ACTIVE MEMBER

Lisa Hmiel with her oldest son, Shane Riley Hmiel. Shane was a professional racecar driver and was involved in an accident which left him paralyzed.



### NAME AND PRESENT POSITION:

LISA CLAPP HMIEL, owner, Home Helpers of South Guilford.

### GMDM COMMITTEE SERVED ON:

Served on Golf Committee.

### EDUCATION:

GTCC, received my North Carolina nursing home administrator's license in 1989.

### HOMETOWN/FAMILY:

Pleasant Garden, NC. Husband Stephen of 41 years; sons Shane Riley, 40, and Tyler John, 38.

### ONE THING I'VE LEARNED:

How to adapt my business to different medical fields.

### I WOULD LIKE PEOPLE TO

REMEMBER ME AS: Kind, helpful, and my love for helping others.

### WAYS TO RELAX:

Reading, dinner dates with my husband, and playing with our six dogs.

### COMFORT FOOD (s):

Chicken pie; all fresh vegetables and fruits.

### FAVORITE TRAVEL SPOT:

Mountains: Blowing Rock; Holbox, Mexico.

### FAVORITE BOOKS:

*The Help*, *Sarah's Key*.

### COMMENTS ABOUT GMDM:

GMDM has provided support from all different medical fields. The outside educational speakers have been a great learning experience outside my field.

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Danny Rudisill, President

## OUR SPOTLIGHT THIS MONTH

IS ON:



OF  
SOUTH GUILFORD

Making *Life Easier*®

In 2013, Lisa Hmiel realized how hard it was for others to find help for their loved ones. Many people she met were in the same predicament. That is when she decided it was time to start her own home care agency, Home Helpers of South Guilford.

Home Helpers of South Guilford is a trusted and respected provider of non-medical home care services and support for individuals who choose to remain independent in their homes and communities. "A family caring for families" since 1952.

The owners are Lisa Clapp Hmiel and her son Tyler John Hmiel.





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## Ask The Lawyer

By Karen McKeithen Schaefer

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

### Q: Who enforces the Families First Coronavirus Response Act?

**A:** The U.S. Department of Labor Wage and Hour Division investigates claims that employers are not paying emergency sick leave as required by the act.

If an employer denies an eligible employee emergency paid sick leave under the act, the employer will not only owe the sick leave but may also be fined for not following the act.

Employees are eligible, no matter how long they have worked for an employer:

- If the employee is quarantined due to federal, state or local order.
- If the employee has been advised by health care professionals to self-quarantine.
- If the employee is showing symptoms of COVID-19 and is seeking a medical diagnosis.
- If the employee is caring for someone in isolation or quarantine, or must care for a minor child whose school or care facility is closed as a result of COVID-19.

This applies to employers with 500 or fewer employees.

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.

## GMDM 1ST VIRTUAL SOCIAL/PARTY NIGHT

SEPTEMBER 10, 2020 4:30 P.M. - 6:00 P.M.

BYO Beverage/Snacks ... Trivia Night ... Pictionary on the Zoom Whiteboard

Spontaneous House Tours

DRESS: Surprise Us!

MORE INFO  
COMING!

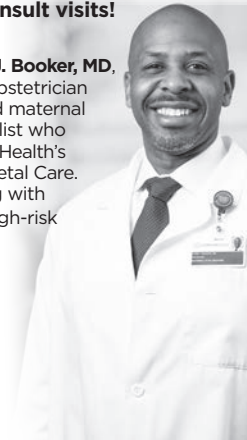
## Exceptional Care for High-Risk Pregnancies

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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.



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Visit [ConeHealth.com](http://ConeHealth.com) for more information.

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## The care between safety



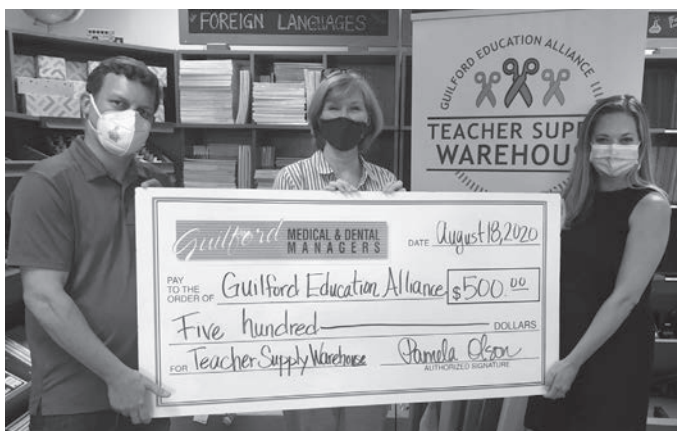
Taking extra health and safety measures now during the COVID-19 pandemic is our way of helping patients stay in control of their long-term health.

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and wellness.

## GMDM DONATION TO TEACHER SUPPLY WAREHOUSE



Left to right: Tyler Hmiel, chair of the GMDM Community Service Committee, presents a \$500 check to Louise Pinckney Courts, director of development for the Guilford Education Alliance, while Pamela Olson, GMDM president, looks on.

## MONTHLY E-COURAGEMENT

PROVIDED BY RICH SCHLENTZ, FOUNDER OF EXTRAORDINARY! INC.  
VISIT RICH AT [WWW.EXTRAORDINARYINC.COM](http://WWW.EXTRAORDINARYINC.COM)  
CONTACT HIM AT [RICH@EXTRAORDINARYINC.COM](mailto:RICH@EXTRAORDINARYINC.COM)  
336-317-4603



## DIY PROFESSIONAL DEVELOPMENT

What if professional development isn't a part of your company culture? When there's no budget earmarked for your development ... do it yourself. Instead of waiting on someone else, seek opportunities that intrigue you. Elevate your engagement – become an internal investor:

- Browse through the business section at Barnes and Noble on your lunch break. Carve out 15 minutes a day to read or listen to a book that excites and challenges you.
- Subscribe to a thought-provoking podcast that you can enjoy during your commute or workouts. Google: "6 Career-Boosting Podcasts You're Going to Love Listening to" (Forbes.com).
- Watch one TED Talk a week. If you don't know what TED Talks are ... visit TED.com to explore "ideas worth spreading."

Allow yourself to be curious and creative. Take responsibility for your career trajectory. It's in your control.

## CONE HEALTH PLANS TO MERGE WITH SENTARA HEALTHCARE

Cone Health announced Aug. 12 that it has signed a letter of intent to merge with Norfolk, Virginia-based Sentara Healthcare. The merger will create a combined organization with a unique value-based approach that is focused on keeping people healthy and well, while providing high-quality, accessible and affordable health care in more ways and in more places, Cone Health said in a press release.

The Cone Health Board of Trustees voted unanimously to move forward with this letter of intent.

The merger is subject to state and federal review and customary closing conditions. It should be formalized by mid-2021. It is expected to take up to two years to fully combine and integrate the organizations. In the meantime, both organizations and their leadership teams will operate as usual.



## 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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COVID-19 has changed the world – and business. How are you communicating your organization's changes to your clients or patients? Have you been upfront about the safety protocols you are following? Have you communicated regularly with your stakeholders? Or have you decided to take your business in a new direction in response to the changing marketplace? Wherever your company finds itself in this pandemic, Thompson Communications can help you inform and engage your target audience across multiple platforms.

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## THE PUZZLER ???

Who were the low-ranking employees of the Emerald City?

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 the name of the ad in which the answer appears to

Shay Rumsey at  
[shayrumsey@northstate.net](mailto:shayrumsey@northstate.net)

# STEFANIE ALLEN RECEIVES 2020 GMDM SCHOLARSHIP, HOPES TO MAKE A DIFFERENCE FOR PATIENTS

(continued from page 1)

Congratulations to GMDM's 2020 scholarship recipient, **STEFANIE ALLEN**, who received \$1,000 from GMDM in August to help with the costs of her nursing education. If her name and face seem familiar, that's because she is a former member of GMDM.



Stefanie spent nearly two decades working in healthcare administration – in roles ranging from billing specialist to physician liaison to office manager – before returning to school in 2018 to pursue her dream: earning a Bachelor of Science degree in nursing. She is pursuing her degree through a dual program at Winston-Salem State University and Forsyth Technical Community College.

"I was 36 years old when I began, and the prospect of going back to school seemed a bit overwhelming," Stefanie said. "But I decided to face my fear and go for it!"

She credits her time in GMDM with helping inspire her decision to make the leap.

"I love the organization, and many of the speakers I heard

through the years at GMDM monthly meetings helped to fuel the desire within me to further my education," she said.

## SUPPORT HAS MADE IT POSSIBLE

Stefanie has continued working part-time for her longtime employer, Carolina Vein Specialists, while going to school and caring for her family, which includes husband Michael and children ages 16 and 10. Key to her success in juggling multiple roles, she said, is the support of her family and the two physician co-owners of Carolina Vein Specialists – Brent Greenberg, MD, and Mark Featherston, MD – who have "encouraged me at every step and have offered me great flexibility with my schedule so I can attend classes."

This fall, Stefanie will have to cut her part-time hours further as she begins clinical rotations.

"Receiving this scholarship would be a blessing and would allow me to bridge the gap between what I owe in tuition, fees and books and what I am currently receiving in financial aid each semester," she wrote in applying for GMDM's scholarship.

## NURSING IS A CALLING

Seeing the important role that nurses are playing in the COVID-19 pandemic has made Stefanie more passionate than ever about pursuing this career.

"I often tell family and friends that I feel that nursing is a calling," she said. "I have felt this even more strongly since the COVID-19 pandemic has hit our country. Despite the very real risk nurses face contracting the virus, I have longed to be able to jump in and help in an appreciable way. I want to make a difference and care for people during some of the most vulnerable times of their lives. I can think of no greater privilege or blessing."

GMDM has awarded scholarships to deserving students pursuing higher education in health-related fields for more than 25 years.



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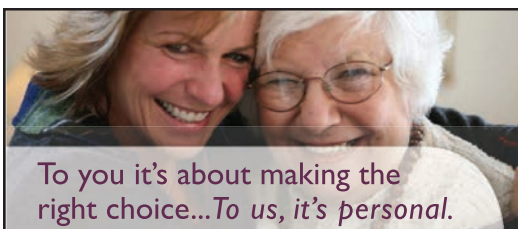
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