

**GUILFORD MEDICAL & DENTAL  
 AUGUST SCHOOL SUPPLY DRIVE**



GMDM members responded generously with school supplies for the Annual School Supply Drive, a project of the GMDM Community Service Committee, which benefits the Guilford Education Alliance's Teacher Supply Warehouse. Teachers are able to shop for needed items in their classrooms at no expense to them.

*Standing left to right:* Louise Courts, development director for the Guilford Education Alliance; Tyler Hmiel, Community Service Committee chair; Djuana Parker, president of GMDM; and Kevin Pearce, vice-president of GMDM

**THERE IS NO  
 LUNCHEON  
 MEETING  
 IN OCTOBER.  
 IN ITS PLACE IS:**

**BOSSSES'  
 NIGHT**

Join us as we celebrate 42 years of GMDM success and service to the community with our annual Bosses' Night:

**Thursday, October 13, 2022**

*(Not Wednesday. Please correct your calendars. Excuse our newsletter error.)*

at Natty Greene's  
 345 S. Elm St.  
 Greensboro NC

We will recognize current and former members, sponsors and others, while enjoying great food, drinks and music. This is one GMDM event you don't want to miss.

5:30 pm – Networking and Cocktails  
 6:15 pm – Program and Dinner  
 7:00 pm – Dancing, Entertainment  
 and More

GMDM members, practice leaders and providers are free. Additional guests are \$35 each. All must RSVP by October 3, 2022, to nedra.baldwin@pacetriad.org to attend. Professional attire is requested.

*For more information, call Nedra Baldwin, Bosses' Night chair, at 336-550-4054.*

**NEW EMAIL FOR PUZZLER CONTEST**

**shayrumsey1018@gmail.com**

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:  
**shayrumsey1018@gmail.com**

*The drawing is held at the regular luncheon meeting.  
 You might win a very nice prize. Plan to play!*

**ANNUAL CHRISTMAS PROJECT**

BRING GIFT CARD TO THE  
 GMDM MEETING IN NOVEMBER.

See Page 3 for details!

*Join • Connect • Grow*



**MESSAGE FROM THE PRESIDENT**

*Djuana Parker*



September represents a significant system shift here in North Carolina. It starts with Labor Day, which celebrates the American worker and signals the unofficial end of summer. We wave goodbye to pool parties, vacations, sleepovers and beach trips. Public education, at this point, hits its full stride all over our region. Temperatures begin to swing back in the other direction as Mother Nature tweaks the thermostat. Psychologically, we know that change is afoot. And more is on the way.

This seasonal transition gives us a grand opportunity to assess all that we've been invested in during 2022. We know well that we are in the final quarter of a year that began under the veil of COVID-19 and is now emerging with most of the remnants of the dreaded pestilence in our rear-view mirror. What should we continue? What should we cease doing? What should we revamp? Where do we go from here?

While pondering these questions, be true to YOU. Our decisions are often made with others in mind because we care about what others think of us. But I challenge you to think of YOU. How do YOU want to continue? What do YOU need to cease doing that is not beneficial for you? What do YOU need to revamp to help you be the best version of yourself? Where do YOU go from here?

Whatever is to be the hallmark of your reflections, remember this quote from Ralph Waldo Emerson, "To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment.

*"Life is an opportunity, benefit from it. Life is beauty, admire it. Life is a dream, realize it."* – Mother Teresa

**GETTING TO KNOW YOU – ASSOCIATE MEMBER**

NAME AND PRESENT POSITION:

NATALIE BONER, is a practice administrator at Cone Health Patient Care Center.



JOINED GMDM:

Joined in 2022.

EDUCATION: Bachelor's degree from the University of Florida.

HOMETOWN/FAMILY: Born in Upland, IN. Married to Kerry Boner and celebrating 15 years of marriage in October. I have two sons: Ryan (age 25 – mechatronics engineer at Qorvo) and Logan (age 22 – senior at Florida State University studying physics and astrophysics).

HOBBIES: Shopping (shhh, don't tell my husband), hiking, traveling, crafting and decorating.

ONE OF THE THINGS I'VE LEARNED THROUGH GMDM: :

I have made valuable connections with other healthcare professionals. I enjoy the monthly presentations and the community support GMDM offers through the many programs that give back.

I WOULD LIKE PEOPLE TO

REMEMBER ME AS: Someone who pours herself into being a mom, wife and daughter.

WAYS TO RELAX: Enjoying a beautiful sunrise or sunset or reading.

COMFORT FOOD(S): Pizza and popcorn.

FAVORITE TRAVEL SPOT: Aruba, Belize, Hawaii and anywhere in the mountains.

FAVORITE MUSIC/BOOK: I like all genres of music but listen to country the most. Currently reading Colleen Hoover books and loving them.

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**Danny Rudisill, President**

**OUR SPOTLIGHT THIS MONTH**

**IS ON:**



**CONE HEALTH**  
**Patient Care Center**

Cone Health Patient Care Center offers primary care for insured and uninsured patients. In the same clinic, there is a day hospital which treats patients with sickle cell disease while they are in pain crisis.

Cone Health Care Connect and Clara F. Gunn in Rockingham County is a safety net practice that connects the uninsured members of the community to resources such as healthcare, housing, food and transportation.

At Cone Health Patient Care Center, you'll receive compassionate, comprehensive care from our internal medicine and family medicine staff, which includes a doctor and two nurse practitioners all specially trained in sickle cell disease and primary care.



## The Lawyer's Corner

By Karen McKeithen Schaede

KSchaede@Revolution.Law

### **Q:** What are the updates to the Equal Employment Opportunity Commission (EEOC) COVID-19 testing guidance?

**A:** On July 12, 2022, the EEOC made updates to its COVID-19 FAQs. They also issued updated guidance regarding permissible testing, workplace screening, and return-to-work policies for employers.

#### Mandatory Viral Testing

Previously the EEOC was of the position that, due to the nature of the pandemic, workplace COVID-19 testing was considered a permitted "medical examination" under the Americans with Disabilities Act (ADA). Now, the EEOC no longer recognizes this presumption.

According to the July 12 update, employers may only continue workplace COVID-19 testing as a mandatory screening measure if the employer can show that doing so is a "business necessity" related to the job. What qualifies as a "business necessity" is defined by the fluctuating guidelines of the Centers for Disease Control and Prevention (CDC), the Food and Drug Administration (FDA), and state public health agencies. When making such a determination employers should consider:

- The level of transmission and the number of vaccinated employees.
- The likelihood of transmission between variants.
- The severity of the variant.
- The accuracy of different COVID-19 testing kits.
- The type of employee contact needed for the job performance.
- The potential hazards of infected employees entering the workplace.

#### Antibody Testing

Furthermore, the EEOC now prohibits employers from requiring employees to have antibody testing performed before returning to work. This is because antibody testing does not clearly differentiate whether an employee is currently infected or is immune to infection.

#### Applicant Screening

Employers are advised to use COVID-19 testing in the post-offer screening process only if the employer does so for all new employees in similar positions. Under this new rule, an employer may withdraw a job offer only if (a) the position requires an immediate start;

## MEMBERS REMEMBER: BOSSSES' NIGHT

Thursday, October 13, 2022 at Natty Greene's  
345 S. Elm St. • Greensboro NC

(b) the CDC recommends the person should not be near others; and (c) the job requires employees to be in close contact. Employers must explore reasonable alternatives, like adjusting start dates or remote work, to accommodate an infected employee before rescinding a job offer.

#### Return-to-Work Policies

COVID-19 is not always considered a disability under the ADA. In instances where an employee's COVID-19 status escalates to the level of personal disability, employers may require an employee to provide a doctor's note approving their safe return to work. As always, the EEOC encourages employers to keep up with CDC guidance when establishing workplace COVID-19 policies. The EEOC's revised guidance must still be implemented equitably and does not excuse employer conduct that is unlawfully discriminatory.

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 Revolution Law Group and the reader.

## HOLIDAY COMMUNITY SERVICE PROJECT FOR THE SALVATION ARMY

Please bring a gift card to the **November meeting** to benefit a child or senior during the holiday season.

#### FOR SENIORS:



This year, we are also needing donations for purchasing oil for seniors in rural areas to help keep them warm during the winter months.



#### FOR CHILDREN AND SENIORS:

Suggestion is a \$50 Walmart gift card for a child and a \$25 Walmart gift card for a senior.

## WONDER WOMAN PULLS IT OFF

GMDM member **Teresa Rakestraw** was up to her eyeballs planning her first daughter's wedding. You might say "no big deal." However, she also had big changes going on in her office, was needed at the GMDM golf tournament for the day to take photos, and never missed a board meeting or luncheon meeting. Whew! Admirable multi-tasking! Congrats, Teresa.



The newlyweds: Tristan and Byron Walker.



Teresa (on right) with the bride.



# MONTHLY E-COURAGEMENT

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 336-317-4603



## CHANGE IS EMOTIONAL

There's a lot of effort focused on the change management process in the workplace – as if change is an intellectual experience that can be managed.

Change is emotional.

Emotion precedes process.

The initial step in a change/transition experience is creating space for healthy conversation.



Based on our unique perspective of the impending impact, we cling to one of two emotional states:

### Fear of loss. Hope of gain.

These vantage points are determined by how the change came about:

- When change is thrust upon us, we feel a fear of loss.
- When change is initiated by us, we feel a hope of gain.

If you are thrusting change upon others, be cautious about thinking that your process will speed up how people adapt. It won't. Progress slows down by rushing past the critical steps of identifying and validating human emotion.

Perhaps we'd improve our success rate of guiding our self and others through change by committing to a more gentle starting point:

Change doesn't start with a *process*. It begins with a *pause*.

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### THE PUZZLER???

What is a low-tech hair dryer?

Hint: (five letters)

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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  
[Shayrumsey1018@gmail.com](mailto:Shayrumsey1018@gmail.com)

# GMDM PARTY BUS AND SOCIAL



## CONE HEALTH BEHAVIORAL HEALTH CENTER EXPANDS CARE FOR PEOPLE EXPERIENCING A MENTAL HEALTH OR SUBSTANCE USE CRISIS

*The unique facility fills the gap between a therapist's session and a hospital visit for behavioral health care.*

People experiencing a mental health or substance use crisis now have expanded access to care in Guilford County with the launch of additional longer-term services at the Guilford County Behavioral Health Center (GCBHC). The center has been providing mental and behavioral health care for all ages, 24 hours a day, seven days a week, since opening in June 2021. Today, Guilford County government, in partnership with Cone Health, opened 16 longer-term crisis care beds to provide an immediate, safe place for observation and care for adults with significant mental and emotional health care needs.

Those who may need crisis services should seek an evaluation at the 24/7 Behavioral Health Urgent Care, also located at GCBHC.

With the opening of the crisis center, the Guilford County Behavioral Health Center becomes the first in the state to offer both urgent and crisis-level behavioral health care in one location, while also offering medical screenings for conditions like diabetes or asthma, where other behavioral care facilities would not accept such patients in need of both behavioral and medical care.

GCBHC is at 931 Third Street in Greensboro and can be reached at (336) 890-2700.

Members met at Salvino's Restaurant to travel on the party bus to share the GMDM story and recruit new members at area healthcare offices. They later attended a social in a private room at Salvino's for appetizers, drinks and networking.

Our thanks to **Sherri Isenhour**, Hospitality/Membership chair, for arranging the activity.



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