



A Monthly Newsletter

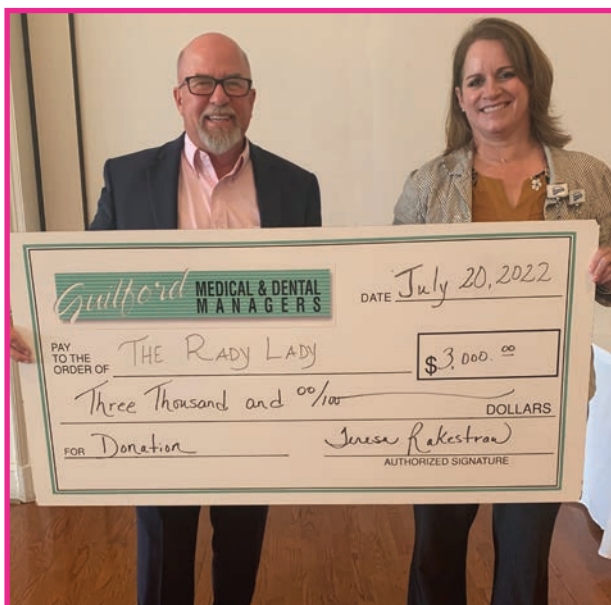
August 2022

## THREE SCHOLARSHIP WINNERS ANNOUNCED



Front row, left to right: Becky Evans, Amber's mother; **Amber Evans**, scholarship winner; Jen Arrington, Scholarship Committee Chair; **Ashlee Dixon**, scholarship winner; Torrie Thompson, Ashlee's mother; Back row, left to right: Tommy Evans, Amber's father; Lynne Lewallen, Associate Dean, UNCG School of Nursing; Lamya Thompson, Ashlee's father. Inset: **Hanna McKeithan**, scholarship winner. **More scholarship info on Page 2.**

## GOLF TOURNAMENT PROCEEDS



**B**ruce Barton, chair of the GMDM Golf Committee, presents a check for \$3,000 to Sherry Nance, president and founder of Rady Lady, one of the recipients of proceeds from the annual GMDM Charity Classic golf tournament.

This foundation brings awareness to all cancer types and illnesses, along with providing many other types of assistance.

The GMDM Scholarship Committee, which awards annual financial assistance to needy medical and dental students, also received \$3,000 from the golf proceeds.

## ABOUT THE PROGRAM

**"Mental Health in the Workplace: What Employers Should Be Doing,"**

**T**he speaker will discuss noteworthy trends involving mental health, especially as it pertains to the workplace, as well as related issues involving manager training, discrimination risks, disciplinary actions, paid or unpaid leave, employee assistance programs, workplace safety, instructive court cases, legislative measures, or regulatory actions, additional guidance and best practices for employers on mental health and wellness issues in the workplace.

## ABOUT THE SPEAKER

**C**laire O'Brien is an associate in Brooks Pierce's Greensboro law office. She counsels clients on a variety of healthcare issues, including compliance with federal and state regulations and day-to-day operations of healthcare facilities. O'Brien has significant experience advising on regulatory compliance across a broad range of industries, including counseling companies and individuals on interactions with HHS, FDA, USDA and the FTC.



## NEXT MEETING

**RESERVATIONS ARE REQUIRED**

**Date and Time:**

Wednesday, August 17, 2022  
11:45–1:00 p.m.

**Meeting Place:**

Starmount Forest Country Club

**Program:**

**"Mental Health in the Workplace:  
What Employers Should Be Doing,"**

**Speaker:**

**Claire O'Brien,**  
Associate with Brooks Pierce Law

**Cost: \$25.00 for a guest**

## ABOUT OUR 2022 SCHOLARSHIP WINNERS

The Scholarship Committee (Myrna Angle, Bruce Barton and Jen Arrington, chair) were pleased to select three students to receive scholarships for the 2022-2023 academic year. All three students are rising seniors at the UNCG School of Nursing. They were selected for their exceptional grades, high recommendations from professors and enthusiasm for their course of study. In their acceptance remarks, each conveyed admirable plans to continue their education into advanced nursing programs. The winners, pictured on Page 1, are **Ashlee Dixon**, **Amber Evans** and **Hanna McKeithan**, each of whom will receive \$1,000 to support their education.

## BOSSSES' NIGHT: SAVE THE DATE!

GMDM Reflections:

*Celebrating 40-Plus Years of  
Education, Networking and Service*

(Bosses' Night event)

**Thursday, October 13, 2022  
5:30 – 7:30 p.m.**

The Greene Room, Natty Greene's Brewing Company, 345 S. Elm St., Greensboro, NC 27401

Enjoy great food, drinks and entertainment as we celebrate GMDM accomplishments, recognize practice leadership and sponsors, and salute current and former members.

This is a great opportunity to advertise your business/organization as a sponsor. The sponsor levels are Platinum: \$2,000 or more; Gold: \$1,000; Silver: \$500; and Bronze: \$250. Call Nedra Baldwin, Bosses' Night chair, at 336-550-4054 or email her at [nedra.baldwin@pacetriad.org](mailto:nedra.baldwin@pacetriad.org) for more information.

## GETTING TO KNOW YOU — ASSOCIATE MEMBER



Shay with son Rhodes, and Gigi  
on Tybee Island, GA.

### NAME AND PRESENT POSITION:

SHAY RUMSEY is a healthcare marketing/PR consultant and has worked in this field for over 30 years. She is the owner of Medical/Dental Communications.

**GMDM COMMITTEES:** Editor of organization's newsletter since the inception of GMDM in 1980; ongoing chair of Communications Committee; charter member of GMDM.

**EDUCATION:** Bachelor of Science degree in physical education and a minor in health from the State University of New York; healthcare marketing and sales courses throughout career.

**HOMETOWN/FAMILY:** Native of New York state. Son Rhodes, daughter Lisa, three grandchildren Alec, Kaite and Chandler. Also, my rescued poodle Gigi, and six granddogs.

**HOBBIES:** Reading, crossword puzzles, walking my dog twice a day, interior decorating, and just enjoying time with family and friends. I am an ex-golfer and ex-skier and miss both immensely.

### FAVORITE BOOKS/AUTHORS:

Genres I enjoy most are mysteries, historical and suspense. Authors I enjoy are Henning Mankell, Karen Fossom, Viveca Sten, Jeffrey Deaver and Ruth Rendell, to name a few.

**COMMENTS ABOUT GMDM:** As a charter member of GMDM, which was organized in 1980, I have seen so many transitions that the organization has gone through. It is very gratifying to see GMDM survive and grow into such a vibrant organization. It's a great place to learn and keep up with current healthcare issues and a place to make many lasting friends.

### SOMETHING YOU DON'T KNOW

**ABOUT ME:** I was on the synchronized swimming team in college and competed against other colleges in the state. Each year we produced a synchronized swimming show for the student body.

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### MEMBERS:

Please bring your school supplies  
to the August meeting.

*Most-requested items are  
pencils, copy paper, construction paper,  
colored pencils, markers, post-it notes,  
scissors, scientific calculators, hand sanitizer,  
tissues and marble notebooks.*



Shay and Gigi  
*Back to the Masks!*





## The Lawyer's Corner

By Karen McKeithen Schaede

KSchaede@Revolution.Law

**Q:** How do you handle employee vacation policies?

**A:** Employers face many decisions when structuring their business policies and procedures. These can range from dispute resolution to performance tracking, but prominent among these are policies about the accrual and use of paid vacation time. Per N.C.G.S.A. § 95-25.12, no employer is obligated to provide paid vacation, but for obvious reasons, it is a hot topic in employee recruitment and retention.

The difficulty employers can find themselves in after deciding on a vacation policy is in ensuring that they have been thorough enough to cover all of their bases. The series of guiding statutes, N.C.G.S. §§ 95-25.2(16), 95-25.12, and 95-25.13, require employers who offer paid vacation leave to:

- Remain compliant with their policies, should they adopt any;
- Present and notify employees about these policies at the time of hire;
- Make the policies available through a posted notice or in writing; and
- If changes in a policy are going to take effect, employees must be warned in writing at least one pay period in advance of the changes taking place. However, vacation benefits can be retroactively increased without the required advance notice.

These alone are not the full obligation either. On top of properly informing employees about the policy and sticking to it, employers must craft their policy to meet certain guidelines dictated by the administrative code (13 NCAC 12.0306). These include:

- How and when vacation is earned so that the employees know the amount of vacation to which they are entitled;
- Whether or not vacation time may be carried forward from one year to another, and if so, in what amount;
- When vacation time must be taken;
- When and if vacation pay may be paid in lieu of time off; and
- Under what conditions vacation pay will be forfeited upon discontinuation of employment for any reason.

Failure to make these points clear can result in some serious frustration for employers as vague or ambiguous policies are interpreted against the employer to favor the employee under the direction of the code. Even

something as simple as an earning period needs to be explained in detail. As a correction or revision will only impact vacation pay moving forward, any accrual before will be interpreted in the way most beneficial to the employee.

While the State of North Carolina generally provides employers a lot of latitude in how they chose to handle employee vacation pay, they do require that these policies be thoughtfully constructed and thoroughly followed. For more in-depth information or specific questions, please contact our office via Revolution.law or call 336-333-7907.

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.

## ASSOCIATE MEMBERS GATHER FOR BREAKFAST



Sitting, left to right: Shay Rumsey, Deanna Thompson, Myrna Angle, Valen Conoy.  
Standing, left to right: Jeff Shell, Mike Meitl, Bob Ring, Wayne Ford, Rita Smith, Rafe Martin.

Ten of GMDM's associate members came together for breakfast and networking at the annual GMDM Associate Member Meeting on Tuesday, June 7, at Green Valley Grill. Also joining the group were Bruce Barton, director of practice enhancement for Cone Health, who sponsored the event, and President-elect Kevin Pearce.

## GMDM PARTY BUS AND SOCIAL

Thursday, August 11

**Party Bus, 2 p.m.:**

Members are invited to meet at Salvino's Restaurant to travel on the Party Bus to share the GMDM story and recruit new members at area healthcare offices.

**Social, 5 - 7 p.m.:**

All members are invited to a GMDM Social in a private room at Salvino's Restaurant. Appetizers and drinks will be provided. Salvino's Restaurant is located at 2917-D Battleground Avenue in Greensboro.

Please make plans now to join us on the Party Bus (if you can) and at the Social.  
This is a great opportunity for members to network while having fun!



## MONTHLY E-COURAGEMENT

PROVIDED BY RICH SCHLENTZ, FOUNDER OF EXTRAORDINARY! INC.  
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### FEAR IS GOOD

Fear.

We prefer avoiding it.

It can confuse us and at times consume us.

It's as if we fear ... fear.

What if fear is good?

Think of fear as the oil light on your car dashboard. Its job is to communicate. When illuminated, it provides a signal. That signal alerts you of a situation that deserves your attention and requires action. Without the signal, you're at risk of serious engine damage.

Fear is that signal for you. It's an alert indicating that you're venturing outside your comfort zone. It provides awareness of impending risk. It causes you to evaluate whether or not to continue.

Next time you feel afraid, pay attention. Rather than subduing fear, listen to it. What information is it providing? How should you respond?

If your next step is to move forward ... be sure to pick up some courage.





Cone Health Urogynecology at MedCenter for Women offers expertise in areas that impact the female pelvic floor, including prolapse and incontinence. Michelle Schroeder, MD, is a fellowship-trained urogynecologist who is passionate about providing comprehensive care for women with these issues. She works to individualize treatment for each patient.



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## THE PUZZLER???

What is known as "The Eternal 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)

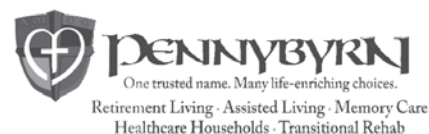


## PENNYBYRN CELEBRATES GRAND OPENING OF THE LILLIAN CONGDON TRANSITIONAL REHAB CENTER



Above are representatives from Pennybyrn, Congdon Family Foundation, Business High Point, and Jamestown Mayor Lynn Montgomery. Standing on the left is Pamela Olson, GMDM member.

“The Lillian Congdon Transitional Rehab Center will provide short-term rehab services in a wonderful environment and in a special way that reflects Pennybyrn’s clinical excellence and unsurpassed hospitality as we build upon our 75 years of service,” said Rich Newman, Pennybyrn president.



The ceremonies followed Pennybyrn’s announcement in June 2019 that it was developing a stand-alone transitional rehab center. The Lillian Congdon Transitional Rehab Center will allow individuals to receive short-term rehabilitative services with the care and hospitality experience that Pennybyrn has delivered since it began.

The Lillian Congdon Transitional Rehab Center will offer innovative accommodations for inpatient rehabilitative care, a service Pennybyrn has provided for the past several years. The stunning 25,000-square-foot facility includes 24 large private suites with in-suite bath, a state-of-the-art commercial kitchen managed by a dedicated chef, and an

1,800-square-foot therapy gym, also with state-of-the-art equipment. In addition, there are large, inviting common area spaces, which include a living room, dining room, den and sunroom as well as covered porches and a peaceful, inviting therapy garden. “With the addition of the Lillian Congdon Transitional Rehab Center, our Pennybyrn community, High Point and surrounding communities will greatly benefit from something that simply cannot be matched anywhere in North Carolina,” said Vonda Hollingsworth, Pennybyrn vice president.



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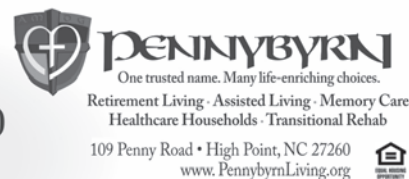
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