



Workers' Compensation Newsletter November 2014



THE TOP 5 LIST

Top 5 List: Top 5 Things Claimants Tell You That You Should Question

By: [Rich Lenkov](#)
Chair, Bryce Downey & Lenkov Workers' Compensation Department

In our ongoing quest to help our readers defend workers' compensation claims, here are some statements often made by claimants that you should always question:

1/"I am still treating"

This is one of the most common reasons claims don't move quicker. People that are legitimately treating generate medical records. If there is no evidence of treatment, then the claimant is probably not treating.

2/"I am looking for a job"

If the claimant is off work and receiving benefits, he or she has an affirmative duty to try to seek employment. That job search has to be proven by job search logs, interview sheets and other evidence. If the claimant isn't complying, cut off benefits.

3/"I can't do any type of work"

Even significantly injured claimants can perform some type of work. The longer a claimant stays off work, the more complacent he or she becomes and the harder it is to find the claimant work. You should aggressively use all means necessary to get that person off his or her couch and back to some sort of employment.

4/"My case is worth a lot more money"

If you are talking directly to a claimant, chances are they don't have counsel. If the claimant does not have counsel, you can bet there is a reason for that. If the case really was worth a lot more than you are offering, rest assured there would be an attorney involved. Moreover, explain to the

claimant that the benefit to them in settling the case with you is that they won't have to pay attorney's fees.

5/"I have no prior medical history"

Claimants often deny prior medical history because they are concerned about causation implications. It is important to always do your due diligence and dig deeply into claimants' medical history. There is often something there that might mitigate your exposure.

As always, we'd like to hear from you. What other things do claimants tell you that you question? Email me at rlenkov@bdlfirm.com and I'll publish your comments in our next newsletter.

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Legal Faceoff - WGN.FM



Legal Faceoff is a fast paced, high energy legal podcast airing every other Friday on WGN.FM. Each week, Jason Whiteside (an exceptional Chicago plaintiff's attorney) and Rich Lenkov provide a legal point/counterpoint perspective on the hottest issues in sports, Hollywood, politics and current events. Of course, with a couple of jabs here and there.

[Our fourth episode was released on 10/24 and you can listen to it here: wgn.fm/category/legal-face-off](http://wgn.fm/category/legal-face-off)

Please [like us on Facebook](#) and [follow us on Twitter](#). Email LegalFaceoff@gmail.com to interact with the show. Send us your questions and we will answer them on air—nothing is off limits.

New Illinois Governor Could Mean Sweeping Changes For Workers' Compensation System

By: [Rich Lenkov](#)

On 11/4/14, Illinois voters elected Republican businessman Bruce Rauner to replace Democratic incumbent Pat Quinn as governor. Rauner made workers' compensation reform a key component to his campaign, stating:

"A few years ago, the legislature approved a workers' compensation law that was highly touted for its bipartisan "reforms." Despite the acclaim it received at the time, in the end it accomplished very little. Illinois' workers' compensation system remains uncompetitive with neighboring states and our economy continues to suffer."

Rauner has promised changes to the workers' compensation system (which we agree are sorely needed). However, the Illinois house and senate are still controlled by the Democrats, who are unlikely to take on any significant changes so soon after the 2011 reform package. Stay tuned.

BDL Gets Top Overall Grade For Target

Bryce Downey & Lenkov Target attorneys Rich Lenkov and Chris Puckelwartz are very honored to have received the highest overall score for all Target general liability attorneys for the third quarter of 2014. Comments from Target's claims team included:

"Good settlement evaluation in response to plaintiff's damages claim leading to favorable settlement."



"Good early settlement."

"Both Rich and Christopher did a great job in preparing this case for early negotiations despite unfavorable liability."

"Great job in getting tender accepted in lieu of legal fees after client denied file cross claim."

We thank Target and Sedgwick for this evaluation.



Commission News

New Arbitrator Assignments

Effective 11/14/14, Arbitrator Friedman will take over the Chicago call formerly handled by Arbitrator Kelmanson. Arbitrator Nowak will take over the Collinsville/Belleville call formerly handled by Arbitrator Zanotti.

Good News: WC Rates To Drop 5.5%

Beginning on 1/1/15, workers' compensation rates will **drop** 5.5%. The National Council on Compensation Insurance reported that this will yield an overall drop of 19.3% in costs since 2011, which has saved Illinois businesses more than \$450 million. Additionally, the biennial report by the Oregon Department of Consumer and Business Services shows Illinois recorded the sharpest reductions in workers' compensation insurance premiums in the nation over the last two years.

This is good news for Illinois employers, but there is still room for improvement.

Exposure For Ebola?

By: [Maital Savin](#)



I was recently asked whether an employer would be liable for injuries resulting from Ebola that was contracted by an employee while on a business trip. If an employee contracted Ebola in the course of business travel, a related claim would be compensable only if contracted while performing a "reasonable" and "foreseeable"

activity. The key question would be what activity the employee was performing when the employee contracted Ebola. However, since it can take anywhere from 2 to 21 days for Ebola symptoms to surface, it would be hard for an employee to prove the exact activity he or she was performing when he or she contracted the virus.

Practice Tip

Remember, it's Petitioner's burden to prove causation. Given the difficulty in pinpointing exactly what activity an employee was performing when he or she contracted Ebola, it will be difficult for a claimant to secure a causal connection opinion or otherwise prove causation. As in all cases, it is important to carefully document your file and conduct prompt investigations so that you can scrutinize and rebut a petitioner's often changing story of how the alleged injury occurred.



Temporary Total Disability Rewards Continue

By: [Jeanmarie Calcagno](#)



In *Matuszczak v. Illinois Workers' Comp. Comm'n*, 2014 IL App (2d) 130532WC., while working light-duty, Petitioner was terminated for stealing cigarettes from Respondent on several occasions. Petitioner testified at trial that when he stole the cigarettes he understood that stealing was

a crime and that his actions could result in termination. Petitioner also acknowledged that if he had not stolen the cigarettes, he might still be working for Respondent in a light-duty capacity.

The arbitrator awarded ongoing TTD benefits following Petitioner's termination because Petitioner remained on light-duty restrictions and was not MMI. On appeal, the Commission vacated the arbitrator's TTD award. On review, the Circuit Court of DuPage County reinstated the arbitrator's TTD benefits.

Respondent appealed to the Illinois Appellate Court. The Court held that *Interstate Scaffolding* prohibits the automatic denial of TTD benefits to an injured employee who has been discharged from work by his or her employer. Further, it noted that when an employee who is entitled to benefits under the Act is terminated for conduct unrelated to his injury, the employer's TTD obligation continues until the employee's medical condition has stabilized. Relying on *Interstate Scaffolding*, the Court found that Petitioner's entitlement to ongoing TTD benefits is a separate issue that cannot be conditioned on the propriety of the discharge. The inquiry should have been whether Petitioner's medical condition had stabilized at the time of his termination. Finding that Petitioner was not at MMI at the time of his discharge, the Court affirmed the Circuit Court's decision, awarding TTD benefits to Petitioner.

NOTE: As of 11/5/14, this opinion has not been released for publication in the permanent law reports and is subject to revision or withdrawal.

Case Comment

This is bad case law for Illinois employers. Given the Court's refusal to address the underlying issue of ongoing TTD benefits to an employee that was terminated for actions that he knew could lead to his termination, it is time for our legislature to address the issue. Without appropriate laws in place, the potential ramification on business is huge and may cause current Illinois employers to take their operations to other more business-friendly states.

Never Say Never: Notice Defense Bars Benefits

By: [Maital Savin](#)

In *Denek v. Cook County of/Dept. of Public Health*, 22 ILWCLB 140 (Ill. W.C. Comm. 2014), the Commission addressed for the first time whether Petitioner's delayed notice in reporting a work-related accident caused Respondent undue hardship.

Petitioner, an office supervisor, alleged that after a period of increased typing, she began to develop hand pain in December 2004. Thereafter, she used an ergonomic keyboard and did not have any symptoms until June 2005, when she returned to using a standard keyboard. In July 2005, she was diagnosed with carpal tunnel syndrome and underwent surgery on 1/26/06. She did not report an injury until 2/8/06 and did not complete an accident report until 3/17/06. Petitioner's Application alleged a manifestation date of 6/15/05. (The manifestation date for repetitive trauma injuries is the date on which the petitioner became aware of the condition and reasonably should have known it may be work-related.) Notably, Petitioner testified that she reported a work-related injury when she realized that she was out of sick days after her surgery.

The arbitrator awarded benefits. However, the Commission reversed, denying benefits, finding that Petitioner's notice of her claim was untimely as it was provided two weeks after her surgery. The Circuit Court remanded to the Commission for a determination of whether there was any undue prejudice to Respondent due to the timing of Petitioner's notice.

Practice Tip

Traditionally, notice has not been a strong defense. However, as we saw in Denek, notice may allow respondents to deny an entire claim if they can show undue hardship due to a petitioner's delayed notice. Although in Denek the delay was approximately eight months, there is no set period of time that is required to show undue hardship. Instead, employers should focus on showing that the delay prevented them from quickly investigating the facts and that there was no justification for the delay.

On remand, the Commission held that prompt notice is required so that employers may quickly investigate the facts related to alleged work accidents. The Commission noted that Petitioner knew that she would be having surgery for weeks, yet did not complete her accident report until 3/17/06. Moreover, the Commission noted that as a supervisor, Petitioner was familiar with the procedure for reporting injuries. The Commission found that there was no justification for Petitioner's failure to provide timely notice to Respondent. Accordingly, the Commission found that Petitioner's delayed notice to Respondent was unreasonable and created an undue hardship, thereby denying benefits to Petitioner.

FREE Webinars

Bryce Downey & Lenkov hosts monthly webinars on pressing issues and hot topics.

Here is what attendees had to say about our September webinar

"Very informative and reviewed actual cases that are applicable to what we see."

"Always an interesting webinar. I like the interaction/poll questions."

"It was very informative. Love going over the specific cases."

Upcoming

11/13/14 - [Click Here to Register](#)

Rich Lenkov & Tony May, Litigation Solutions LLC
Using Surveillance In Your Workers' Compensation Claim

11/18/14 - [Click Here to Register](#)

Jeff Kehl & Storrs Downey
Illinois & Indiana Premises Liability

11/21/14 - [Click Here to Register](#)

Jeff Kehl
Exploiting The Internet For Pre-Suit Investigation

Recent

Preferred Provider Programs

Illinois vs. Indiana:

5 Key Issues & How Each State Deals With Them
AMA Guidelines: A Legal And Medical Perspective
Traveling Employees In Illinois Workers' Compensation
Defending Pain Claims: A Medical & Legal Perspective
Defending Back Pain Claims: A Medical & Legal Perspective
Illinois Case Law Update

If you would like a copy of any of our prior webinars, please email Marketing Coordinator Jason Klika at jklika@bdlfirm.com.

Bringing Cookies To Work Will Not Get Claimant Workers' Compensation Benefits

By: [Maital Savin](#)

In *Anderegg v. Illinois Workers' Comp. Comm'n*, 2014 IL App (4th) 130418WC-U, the Illinois Appellate Court affirmed the Commission's decision to deny benefits to Petitioner. Petitioner fell while entering her workplace holding baked goods for an office party. The Court held that the risk involved in Petitioner's fall was not distinctly associated with her employment and there was no evidence that the fall resulted from a defect on the premises. The case did not involve an employment risk, rather, Petitioner's fall resulted from a neutral risk, which would only be compensable if Petitioner was able to prove that she was exposed to the risk to a greater degree than the general public. The Court found that Petitioner failed to present any evidence that she was exposed to the risk to a greater degree than the general public. The Court relied upon Petitioner's testimony that she was not carrying any work-related items at the time of the fall, that it was her decision to bring in baked goods and that no one required her to bring in baked goods. Accordingly, the Court held that there was no connection between Petitioner's employment and the fall.

Practice Tip

*Although the Commission has frequently ruled that injuries occurring while entering an employer's premises are compensable, it is important to carefully scrutinize the type of activity the claimant is engaged in at the time of injury. In *Anderegg*, the Court found that bringing baked goods to a work party on the employer's premises did not constitute an employment activity.*

Employers should always promptly investigate all accidents to determine whether they are work-related.



Upcoming Seminars

- On **11/19/14**, **Rich Lenkov & Jill Dulich**, Senior Director of Marriott Claims Services, will present "Top 10 Ways to Reduce Legal Expenses Now" at the **National Workers' Compensation & Disability Conference in Las Vegas**. This seminar will give you real-world, practical takeaways to mitigate your litigation expenses. [For more info and to register, Click Here](#)



23rd Annual
**National
Workers' Compensation
and Disability
Conference[®]
& Expo**

NOVEMBER 19 - 21, 2014
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For 22 years, the National Workers' Compensation and Disability Conference[®] (NWDC) has provided the best workers' compensation and disability management training available — attracting thousands of industry professionals each year.

Top 10 Ways To Reduce Your Legal Expenses NOW

Join Marriot Claims Services Senior Director **Jill Dulich** and Bryce Downey & Lenkov Partner **Rich Lenkov** at the 23rd Annual National Workers' Compensation and Disability Conference & Expo as they teach you how to reduce—and in many cases—eliminate legal expenses.

- Force vendors to stick to a budget
- Analyze legal bills
- Recognize appropriate trial strategies
- Cut through legal jargon

And many more practical tips!



Click Here to Register

Register by 11/3/14 with promo code BDL14 to save \$325 off the conference's standard rate

Other Newsletters

Bryce Downey & Lenkov regularly issues several practice area newsletters. If you would like a copy of any of the below articles from other BDL newsletters, please email our Marketing Coordinator Jason Klika at jklika@bdlfirm.com.

General Liability

- Illinois Court of Appeals Broadens Distraction Exception to Open and Obvious Doctrine
- Two Illinois Appellate Courts Reach Different Conclusions in Accumulation of Ice Cases

Labor & Employment Law

- Medical Marijuana Update: Eye on the Pot
- Game Changing News: NLRB Rules Northwestern Football Players are Employees

Corporate & Construction

- Trade Secrets: If It's Not A "Trade Secret," How Do I Protect It?
- Federal, State And Local Incentives Available For Businesses

- On **1/19/15**, **Rich Lenkov** will present "Trial/Mediation Observation 'Mock Trial'" in Danville, IL for CEU Institute
- On **1/22/15**, the CLM Greater Chicago chapter hosts "What Are They Thinking: Secrets Revealed From Risk Professionals". Visit www.TheCLM.org for more information
- On **2/5/15**, **Rich Lenkov**, **Sherri Johnson** (Senior Director of Corporate Claims, Interstate Hotels & Resorts) and **Cameron Shirley** (Director, Claims Management, Starwood Hotels & Resorts Worldwide, Inc.) will present "General Liability and Workers' Compensation Issues Unique to the Hotel Industry" at the 2015 Retail, Restaurant & Hospitality Committee Conference in Orlando, FL. For more information, [Click Here](#)
- On **3/25/15**, **Rich Lenkov** will present "Negotiation Skills That Every Workers' Compensation Professional Needs To Know" at CLM's 2015 Annual Conference. For more information, [Click Here](#)
- On **6/9/15**, **Rich Lenkov** will present "Workers' Compensation Fraud: What You Can Do About It" at the 35th Annual National Workers' Compensation and Occupational Medicine Conference. For more information, [Click Here](#)

Giving Back

"How To Be Successful In Labor & Employment Law"



On **10/22/14**, **Maital Savin** co-moderated "How To Be Successful In Labor & Employment Law" for the Chicago Bar Association YLS Labor & Employment Committee. The event included speakers representing defense, plaintiff, government and in-house perspectives and was followed by a networking reception.

"CHILL" With Bryce Downey & Lenkov

Bryce Downey & Lenkov is a longtime supporter of the Respiratory Health Association and is a benefactor at its upcoming event on **11/13/14**. The CHILL event is a 2 ½ hour wine and food grazing event among the kitchen and bath showrooms on the first floor of the Merchandise Mart. Guests will mingle, and sample food and



wine, and tour the Mart's first floor showrooms. All proceeds support RHA and its mission to protect clean air and ensure proper lung health care.

"Suits for Success"

On **11/22/14**, **Maital Savin** will be volunteering for "Suits for Success," a program through the Chicago Bar Association seeking to prepare high school students for their first job interviews. The program provides students with resume review, mock interviews and a gently used suit. In preparation for the event, Maital has reviewed the students' resumes and solicited donations of gently used suits. On the day of the event, Maital will conduct mock interviews to help prepare students for the real thing. Special thanks to those that donated suits to this wonderful cause!

Hustle up the Hancock 2015

It's time for Team BDL to Hustle! On **2/22/14**, more than 4,000 people will climb to the top of John Hancock Center to raise funds for lung disease research, advocacy and education. Last year we had a team of 25 climbers and raised \$6,000!

Meet The Team

Thomas Strzalka



I have been practicing before the Illinois Workers' Compensation Commission since 1980 and have experience in handling both Petitioner and Respondent claims. My experience includes all aspects of workers' compensation cases from arbitration through hearings at the Illinois Supreme Court.

Prior to coming to Bryce Downey & Lenkov in 2011, I worked as house counsel for Wausau Insurance, Nationwide Insurance and Liberty.

I am a 1976 graduate of the University of Illinois at Chicago with a degree in Criminal Justice. I graduated from DePaul University College of Law in 1979.

I am also a past Chair of the Workers' Compensation Committee of the Chicago Bar Association.

Meet Our Clients

Bill Frese

Director of Risk Management
Bob Evans Farms



What are your responsibilities? I am responsible for the oversight and direction of the Risk Management Department for Bob Evans Farms, including both the restaurants and manufacturing facilities. We manage general liability, workers' compensation, auto and property claims. I am responsible for the Bob Evans Risk Financing Program. I handle safety and related training for the restaurants. I also participate as a monitor for the organization's Enterprise Risk Management Program.

Where are you originally from and where are you currently based? I was born and raised in Philadelphia, Pennsylvania and moved to South Jersey after law school in 1993. In 2010, I moved to Columbus, Ohio to work for Bob Evans.

What is the biggest challenge facing your workers' compensation program? Like most companies, escalating medical costs pose the largest challenge for workers' compensation. We recently changed our TPA to take advantage of what we believe will be stronger nurse case management services and better network savings. Hopefully, we will begin to see a positive impact on medical costs.

What is your biggest pet peeve about Illinois workers' compensation? The primary peeve is the same one faced by a lot of employers. Despite the reforms enacted in Illinois a couple of years ago, Illinois workers' compensation costs remain high. There are some efforts underway to fix the "causation" issue in Illinois, which would be of great help. Too many questionable or pre-existing injuries are compensable. This continues to counteract the cost-cutting initiatives included in the reforms of 2011.

What do you do for fun when you're away from work? I like to play golf, travel, play poker, go to concerts and watch the Eagles.



ILLINOIS RATES AT A GLANCE

EFFECTIVE DATES	MAXIMUM TTD	MINIMUM PTD and DEATH	STATE AVERAGE WEEKLY WAGE
7/15/04 to 1/14/05	1034.56	387.96	775.92
1/15/05 to 7/14/05	1051.99	394.50	788.99
7/15/05 to 1/14/06	1078.31	404.37	808.73
1/15/06 to 7/14/06	1096.27	411.10	822.20
7/15/06 to 1/14/07	1120.87	420.33	840.65
1/15/07 to 7/14/07	1148.51	430.69	861.38
7/15/07 to 1/14/08	1164.37	436.64	873.28
1/15/08 to 7/14/08	1178.48	441.93	883.86
7/15/08 to 1/14/09	1216.75	456.28	912.56
1/15/09 to 7/14/09	1231.41	461.78	923.56
7/15/09 to 7/14/10	1243.00	466.13	932.25
1/15/10 to 7/14/10	1243.00	466.13	922.45
7/15/10 to 1/14/11	1243.00	466.13	925.08
1/15/11 to 7/14/11	1243.00	466.13	930.39
7/15/11 to 1/14/12	1261.41	473.03	946.06
1/15/12 to 7/14/12	1288.96	483.36	966.72
7/15/12 to 1/14/13	1295.47	485.80	971.60
1/15/13 to 7/14/13	1320.03	495.01	990.02
7/15/13 to 1/14/14	1331.20	499.20	998.40
1/15/14 to 7/14/14	1336.91	501.34	1002.68
7/15/14 to 1/14/15	1341.07	502.90	1005.80

EFFECTIVE DATES	MAXIMUM PPD
7/1/04 to 6/30/05	567.87
7/1/05 to 6/30/06	591.77
7/1/06 to 6/30/07	619.97
7/1/07 to 6/30/08	636.15
7/1/09 to 6/30/10	664.72
7/1/10 to 6/30/11	669.64
7/1/11 to 6/30/12	695.78
7/1/12 to 6/30/13	712.55
7/1/13 to 6/30/14	721.66
7/1/14 to 6/30/15	Will be posted 1/15

Minimum Rate Death & Total Permanent Disability:
50% of the Statewide Average Weekly Wage

Maximum Rate Death Benefit:
The greater of \$250,000 or 20 years
Effective 2/1/06 – the greater of \$500,000 or 25 years

Temporary Total Disability (TTD) Rate:
66-2/3% (.667) x AWW

Permanent Partial Disability (PPD) Rate:
60% (.6) x AWW

MINIMUM	SINGLE	MARRIED	1 DEP.	2 DEP.	3 DEP.	4+ DEP.
TTD & PPD 1/15/08-7/14/08	200.00	*	230.00	260.00	290.00	300.00
TTD & PPD 7/15/08-7/14/09	206.67	*	237.67	268.67	299.67	310.00
TTD & PPD 7/15/09-7/14/10	213.33	*	245.33	277.33	319.00	330.00
TTD & PPD 7/15/10-7/14/13	220.00	*	253.00	286.00	319.00	330.00
TTD & PPD 7/15/13-1/14/14	220.00	*	253.00	286.00	319.00	330.00
TTD & PPD 1/15/14-7/14/14	220.00	*	253.00	286.00	319.00	330.00
TTD & PPD 7/15/14-1/14/15	220.00	*	253.00	286.00	319.00	330.00

*number if children and/or spouse = number of dependents

SCHEDULE OF INJURIES FOR DISABILITY IMPAIRMENT

NOTE: New 2005 rates:

◀ column indicates the rates for incidents that occurred **before July 19, 2005, and for incidents that occurred from November 16, 2005, through January 31, 2006.**

▶ column indicates the new rates for incidents that occur **on or after February 1, 2006, and for incidents that occurred from July 20, 2005, through November 15, 2005.**

BODY PART	WEEKS		BODY PART	WEEKS	
	◀	▶		◀	▶
Man as a Whole*	500	500	8c Disfigurements – Max	150	162
Eye	150	162	Thumb	70	76
Leg	200	215	Index Finger	40	43
Foot	155	167	Middle Finger	35	38
Arm	235	253	Ring Finger	25	27
Hand	190	205	Little Finger	20	22
Great Toe	35	38	Other Toes	12	13
Loss One Testicle	50	54			
Loss Both Testicles	150	162			
Hearing Loss One Ear Accident	50	54	Hearing Loss One Ear Occupational Disease	100	100
Hearing Loss Two Ears Accident	200	215	Hearing Loss Two Ears Occupational Disease	200	200

BODY PART	ADD # WEEKS	
	◀	▶
Leg Amputation – above the knee	25	27
Leg Amputation – at the hip	75	81
Arm Amputation – above the elbow	15	17
Arm Amputation – at the shoulder	65	70
Eye Enucleation	10	11

STATUTORY FRACTURES	MINIMUM AWARD
Vertebra	6
Facial Bone	2
Transverse Process	3
Skull	6
Nasal Bone	2

Free Seminars!

Our attorneys regularly provide free seminars on a wide range of workers' compensation topics. We speak to a few people or dozens, to companies of all sizes and large national organizations. Among the national conferences at which we've presented:

- Claims and Litigation Management Alliance Annual Conference
- Illinois Work Comp Forum
- National Workers' Compensation and Disability Conference® & Expo
- SEAK Annual National Workers' Compensation and Occupational Medicine Conference
- REBEX
- RIMS Annual Conference

Some of the topics we presented are:

- *Turning The Tables: Using An Employee's Own Actions As A Defense To Their Workers' Compensation Claim*
- *Closing The Nightmare Case*
- *Workers' Compensation 101*
- *Mandatory CMS Reporting Requirements: What You Need To Know*
- *Managing & Closing WC Claims In A Cost-Effective Manner*
- *Obtaining A Winning Medical Opinion*
- *The Mediation Process*
- *Balancing Aggressive Pursuit Of Lien Recovery With Associated Litigation Expenses*
- *Dealing With Difficult Claimants*
- *Health-Related Leave: Workers' Compensation, ADA, and FMLA*

If you would like us to come in for a free seminar, please email Rich Lenkov at rlenkov@bdlfirm.com.

Bryce Downey & Lenkov is a firm of experienced business counselors and accomplished trial lawyers who deliver service, success and satisfaction. We exceed clients' expectations while providing the highest caliber of service in a wide range of practice areas. With offices in Chicago, Crown Point, IN, Memphis and Atlanta and attorneys licensed in multiple states, Bryce Downey & Lenkov is able to serve its clients' needs with a regional concentration while maintaining a national practice. Our practice areas include:

Business Litigation
Business Transactions & Counseling
Corporate/LLC/Partnership
Organization and Governance
Construction

Employment and Labor Counseling & Litigation
Entertainment Law
Insurance Coverage
Insurance Litigation
Intellectual Property

Medical Malpractice
Professional Liability
Real Estate
Transportation
Workers'
Compensation

The attorneys at Bryce Downey & Lenkov are committed to keeping you updated regarding the latest developments in workers' compensation law in Illinois and Indiana. If you would like more information on any of the topics discussed above, or have any questions regarding these issues, please contact Rich Lenkov at 312.327.0032, Storrs Downey at 312.327.0007, or any member of the Workers' Compensation team. © Copyright 2014 by Bryce Downey & Lenkov LLC, all rights reserved. Reproduction in any other publication or quotation is forbidden without express written permission of copyright owner. The content of this newsletter has been prepared by Bryce Downey & Lenkov LLC (the Firm) for informational purposes and does not constitute legal advice. This information is not intended to create, and receipt of it does not constitute, a lawyer-client relationship. You should not act upon this information without seeking advice from a lawyer licensed in your own state of country.

Chicago: 200 N. LaSalle Street Suite 2700 Chicago, IL 60601 Tel: 312.377.1501 Fax: 312.377.1502	Indiana: 11065 S. Broadway Suite B Crown Point, IN 46307 Tel: 219.488.2590 Fax: 219.213.2259	BRYCE DOWNEY & LENKOV LLC	Memphis: 1661 International Place Drive, Suite 400 Memphis, TN 38120 Tel: 901.753.5537 Fax: 901.737.6555	Atlanta: P.O. Box 800022 Roswell, GA 30075-0001 Tel: 770.642.9359 Fax: 678.352.0489
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