

OSEA Says Dismissal of Columbia Park Physician is Arbitrary; Asks Review

OSEA has objected to the dismissal of a physician by Columbia Park Hospital and Training Center as "arbitrary" and "without proper basis," and has asked the Personnel Division to review the action.

Dr. Juliana Markiw was fired near the completion of her trial service period by C.W. Palmateer, superintendent.

Palmateer said she was "unwilling to change to the situation around you," refused to accept another physician as "being competent to supervise you," did not "become a member of the team," and had "injected yourself into the ward management team in such a way as to interfere with the roles assigned to nurses and aides in carrying out their daily ward management duties."

OSEA staff attorney John S. Irvin said the charge that Dr. Markiw is unable or unwilling to change to the situation around her "is true only in that she was unwilling to accept an abominable situation, such as letting injuries to residents remain unrepaired or letting nurses tell her what medication to prescribe."

Irvin admitted that Dr. Markiw does not accept another physician

as being competent to supervise her. "This lack of competence on his part can be proven," he said.

"The only way Dr. Markiw chose not to fit into any team was by doing the right thing medically for the residents when the team was doing the wrong thing," Irvin declared. "Any turmoil was the result of the team's resistance to proper medical practices."

The OSEA attorney said all interjection of Dr. Markiw into ward management was "completely appropriate in her role as a doctor and was appropriate for improvement of the care of the residents."

He said she worked "quite well within the structured situation at Columbia Park by doing what was proper and necessary for the residents."

"The problem was that a substantial number of persons, some of whom were in influential positions, practiced a punishment and sedation approach to the residents and their mission was control of the residents rather than real care," Irvin charged.

"Dr. Markiw was terminated because she did not comply with this approach and this mission, did not let nurses do her work and put the resident's welfare before all else," he said.

Nationwide's New Variable Rating Plan Ties Insurance Cost to Driving Record

A new plan which ties the cost of automobile insurance to an individual's driving record has been adopted by the Nationwide Insurance Company.

The company has placed all of its automobile insurance policyholders on a "variable rating plan." It went into effect March 1.

"For years the public has demanded that those drivers with problems should be charged more so that those drivers without accident violations could be charged less. The variable rating plan does that," a Nationwide spokesman said.

"The variable rate plan is in use by almost all automobile insurers

and is designed to give the lowest rates to accident-free drivers," he noted. "It increases the rates for drivers who have chargeable 'at fault' accidents. Traffic violations are counted only if a financial responsibility filing is required as a result."

A "chargeable accident" is defined as one in which the Nationwide policyholder is at fault and in which Nationwide makes payments on behalf of the policyholder totaling more than \$100 under the property damage, bodily injury and/or collision coverages under the policy.

"Once an accident becomes chargeable," the spokesman said, "it will result in a higher rate level for a three-year period. Policyholders, by keeping their accident record clear, will keep their rates lower."

Nationwide is not counting any accidents to present policyholders that occurred prior to March 1, the spokesman pointed out. "That means practically all present policyholders will be getting the accident-free rates. I want to make it clear, however, that should a policy lapse because the premium isn't paid on time and is then reinstated, accidents prior to March 1 will be counted and the proper rate applied at reinstatement," he said.

There are several advantages to present policyholders under the variable rating plan, according to Nationwide. "First, drivers who have had chargeable accidents with their present companies will be charged when they come to Nationwide."

"In addition, Nationwide will now be able to continue insuring policyholders who otherwise would have been cancelled because of their accident or traffic violation record," the company said.

The reduction in the number of cancellations results from the application of "more adequate" premiums to the accident-violation group.

Grievance Filing Must Meet Time Limitation

State employees who want to file a grievance must do so within 60 days or lose their right to initiate the action.

The 60 day time limitation is set forth in a new rule recently adopted by the Personnel Division. It says:

"82-300—Limitation on Grievances. No grievance shall be initiated later than 60 days after the employee could have reasonably known of the occurrence of the act or omission on which the grievance is based. This limitation shall not apply to an act or omission that is a violation of law or a violation of a rule adopted by the Personnel Division."

Under the rules, any employee has the right to file a grievance with an agency if he believes "that an unjust or inequitable act or omission has occurred."

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