

# what's happening

Maine Medical Center  
Portland, Maine 04102

February 4, 1987

Vol. 18, No. 25

## MMC examines changes for changing times

The Maine Medical Center Board of Trustees has accepted a committee recommendation to pursue the concept of revising MMC's corporate structure. Board Chairman Mrs. Herbert S. Holmes, Jr., says the action "is not a decision to restructure, or a recommendation of a specific course of action. It is, however, a recognition that restructuring may be necessary to meet more effectively the Medical Center's mission of providing health care as a community and referral hospital and as an educational institution."

In essence, restructuring would change MMC from a single entity to part of a larger entity. In the preliminary model recommended by the committee, a nonprofit holding company would be created to hold MMC and other subsidiaries such as VRL, Inc. (formerly Ventrex Reference Laboratories). The existing structure, governance, and operations of the hospital would be unchanged.

Many months of committee work went into the decision to proceed with design and implementation planning. MMC Executive Vice President and Treasurer Donald L. McDowell says the committee "did a great deal of homework, looking at other hospitals that have restructured and calling in special counsel to guide its investigation. The members had to convince themselves that restructuring was worth pursuing," he says, "before they came to the Board with a model to be discussed."

The committee's report cites several major reasons to consider restructuring: **FLEXIBILITY** Hospitals today need to move quickly when presented with opportunities and changes, such as the advent of new technology. The increasing complexity of federal and state regulation of hospitals often makes a fast re-

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**THE FIRST BABY BORN** each year in Maine Medical Center's Hatch Pavilion receives a gift of \$1,000 from an endowment established by the Margaret Milliken Hatch Charitable Trust. Mallori Maureen LaPointe, born at 3:10 AM January 1, is this year's winner. She was born to Kathleen and Timothy LaPointe of Kennebunk. The Margaret Milliken Hatch Charitable Trust of New York City along with the Cobble Pond Foundation provided a substantial portion of funding for the new parent/child care pavilion at MMC, know as the Hatch Pavilion. (A/V Photo)

## "Thanks" is Employee Appreciation theme

Employee Appreciation Week 1987 is February 9-13. The week is MMC's tribute to the hard work and commitment that each employee gives throughout the year. The hospital's employees, as President Edward C. Andrews, Jr., M.D., says, "are the major reason for MMC's reputation for providing quality care. During this week we want to make an extra effort to say 'thank you' for a job well done."

"Appreciation Bucks" are once again part of Employee Appreciation Week, and Food Services has a tempting menu for the week. Ethnic cuisine will be featured, with offerings like Chow Mein, Barbecued Steak or Chicken, Gyros, Roast Lamb, Buklava, Lasagna, Tortoni, and Pot Roast.

Each employee will receive four "Appreciation Bucks" with paychecks on February 5. The bucks are good for any Cafeteria item, and will be honored through February 20.



## Ski passes are back for the season!

The Employee Activity Committee has discount ski passes for several mountains at a variety of savings. Call Joyce, x2672 for information on passes. Following are the discount prices.

**Sugarloaf** adult—\$18.50, Jrs.—\$12.50; **Sunday River** weekend—\$21.50, weekday—\$15.50; **Mt. Abrams** weekend—\$16.50, weekday—\$9.50; **Pleasant Mountain** weekend—\$19.50, weekday—\$12.50, Jrs.—\$12.50. Saddle-back pass applications also available.

Tickets may not be purchased on Thursdays.

## Please Note

The Employee Activity Committee has several new discount offers:

*Svenska Tanning Salon* is offering MMC employees a corporate rate of 5 half-hour sessions for \$25 and 10 half-hour sessions for \$50. Call 774-0203 for hours.

*Tire Warehouse* is offering MMC employees a 10% discount on any tire in stock. Call 883-5308 for prices.

*Cap'n Newick's Fish Market* is offering MMC employees 10% off all fresh fish and lobster orders.

*Portland Stage Company* is offering MMC employees \$2 off coupons for its next two productions: "Long Day's Journey into Night," by Eugene O'Neill, and "Year of the Duck," by Israel Horowitz. Call Joyce at x2672 for coupons.

## Storm policy sets foul weather rules

Maine Medical Center's storm policy, revised last December, clarifies employee responsibility and hospital pay practices during severe weather conditions. Executive Vice President and Treasurer Donald L. McDowell says the preamble which precedes the policy (both printed below) sets forth the spirit and intent of the policy.

*Maine Medical Center provides essential public services and must remain in operation 24 hours a day, every day of the year, in all seasons and kinds of weather. Every MMC employee is essential to the hospital in his or her primary role, or in an emergency, filling in where the need is greatest.*

*The hospital's policy regarding employee responsibility and pay practices during severe weather conditions is based on our public obligations as members of the MMC health care and support team. It recognizes that some employees may be delayed in reaching the hospital, some may be unable or unwilling to come to work during severe storms, and some who are at the hospital during storms may have to work overtime for long hours when their colleagues do not arrive for their regularly scheduled work time. Those circumstances put extra strain on employees at the hospital, interfere with efficient delivery of high quality care, and increase the cost of health care. Therefore, it is imperative that absences in-*

*duced by storm conditions be reduced to an absolute minimum.*

*When the Executive Vice President determines that severe storm conditions exist and implements the hospital's Storm Policy:*

1. *Each employee is expected to make every reasonable effort to report to work as scheduled.*

2. *An employee who is unable to get to work because of the storm should notify his or her supervisor as far in advance as possible. In that case the employee may take an excused absence without pay or, with his or her supervisor's approval, use accrued vacation or holiday time.*

3. *An employee who is delayed by storm conditions, but arrives within two hours of the scheduled start of his or her shift, will be paid from the beginning of that shift.*

4. *An employee who wishes to leave work early because of storm conditions may do so only with his or her supervisor's permission and may not be paid for that time except from accrued vacation or holiday time.*

5. *Normal MMC pay practices will apply to those employees asked to work beyond their scheduled shift to cover for late or absent employees, just as for any other reason.*

6. *Supervisors will make arrangements for coverage of vacant positions, including placement of substitute personnel in positions where regular personnel are not available.*

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sponse difficult. A revised corporate structure will allow improved response time, while retaining a framework for appropriate review and approval.

**INTEGRATED CARE** The ability to bring numerous services together under a single corporate umbrella would create an "integrated health care system." It would provide more efficient and cost effective services, of a quality acceptable to the Medical Center, to a larger patient population. Integration might include services for patients before and after hospitalization, and acute care at MMC and other hospitals.

**DIVERSIFICATION** A properly restructured health care system could position itself to undertake new activities with physicians and other providers in a manner that would better serve patient needs and build closer working relationships.

New associations and corporations could be for-profit or nonprofit, whichever was best suited to provide the services efficiently and cost-effectively. The Medical Center would remain nonprofit.

Other potential benefits of reorganization include greater security for the Medical Center's endowments against unreasonable demands and the ability to involve more members of the community on the Boards of the subsidiaries.

The decision to develop a detailed restructuring proposal was made following considerable analysis and discussion. Trustees insisted on the preservation of the hospital's mission and operational integrity, even though other entities within the revised structure may emphasize different aspects of that mission.

"The Board made it crystal clear that the only reason to change the hospital's

corporate structure would be to preserve and enhance its ability to carry out its mission," says President Edward C. Andrews, Jr., M.D. "Any new structure would have to be designed so that Maine Medical Center remains foremost, and other entities exist only to support its health care mission.

"Our Trustees recognize that restructuring may be necessary," Dr. Andrews says, "but they will have to be satisfied that the hospital's nonprofit status, its commitment to equal access to care, and its role as a teaching hospital will be preserved in any restructuring."

The Board will seek advice and consent from several quarters, including the Medical Staff, in developing any final proposals for restructuring. A proposal would ultimately have to be approved by the Corporators and state regulators.



## Employee Attitude Survey schedule

MMC's Employee Attitude Survey will be taken this week and next, according to the following schedule. Employees should allow an hour to complete the survey, and prompt arrival is essential.

### WEDNESDAY February 4

7-8 AM	Auditorium
8:30-9:30 AM	Classroom 3
10:30-11:30 AM	Classroom 7
1:30-2:30 PM	Auditorium
2:30-3:30 PM	Auditorium
4:45-5:45 PM	Auditorium
10-11 PM	Auditorium

### THURSDAY February 5

7-8 AM	Auditorium
10:30-11:30 AM	Auditorium
1:30-2:30 PM	Auditorium
2:30-3:30 PM	Auditorium
4:45-5:45 PM	Auditorium

### FRIDAY February 6

2-3 AM	Auditorium
7-8 AM	Classroom 4
8:30-9:30 AM	Classroom 7
10:30-11:30 AM	Classroom 7
1:30-2:30 PM	Classroom 7
2:30-3:30 PM	Classroom 7
4:45-5:45 PM	Classroom 7

### SUNDAY February 8

7:30-8:30 AM	Auditorium
1:30-2:30 PM	Auditorium
2:30-3:30 PM	Auditorium
3:30-4:30 PM	Auditorium

### MONDAY February 9

7-8 AM	Auditorium
8:30-9:30 AM	Auditorium
10:30-11:30 AM	Auditorium
1:30-2:30 PM	Auditorium
2:30-3:30 PM	Auditorium
4:45-5:45 PM	Auditorium
10-11 PM	Auditorium

### TUESDAY February 10

2-3 AM	Auditorium
7-8 AM	Auditorium
8:30-9:30 AM	Auditorium
10:30-11:30 AM	Auditorium
2:30-3:30 PM	Auditorium
4:45-5:45 PM	Auditorium

### WEDNESDAY February 11

7-8 AM	Auditorium
8:30-9:30 AM	Classroom 4
10:30-11:30 AM	Classroom 3
1:30-2:30 PM	Auditorium
2:30-3:30 PM	Auditorium
4:45-5:45 PM	Auditorium

### THURSDAY February 12

7-8 AM	Auditorium
10:30-11:30 AM	Auditorium
1:30-2:30 PM	Auditorium
2:30-3:30 PM	Auditorium
4:45-5:45 PM	Classroom 7
10-11 PM	Auditorium

## 'Lunchtime Box Office' film series offered

The lunchtime film series offered by the MMC Office of Training and Development continues next month. Each film will be shown between Noon and 12:30 PM. You can sign up to see the films by calling the Office of Training and Development.

**MEETINGS, BLOODY MEETINGS** In this film John Cleese is an inefficient chairperson who dreams he is brought before a judge for his negligence in conducting meetings. "Meetings, Bloody Meetings" is a must for anyone who's ever felt they waste too much time on useless meetings. 30 minutes. *February 9, Classroom 1.*

**MANAGERS WITH IMPACT: VERSATILE AND INCONSISTENT** Managers with impact are extraordinarily rare, according to Wickham Skinner, who narrates this film. Skinner feels many managers are prisoners of their own experience; that they fall into ruts and do the same things over and over again. 32 minutes. *February 23, Classroom 1.*

**PASSION FOR EXCELLENCE** Tom Peters author of the book *Passion For Excellence*, appears in front of a live audience as he describes passionate cus-

tomer service heroes. Mr. Peters uses slides and video segments to reinforce his ideas in this dynamic presentation. 55 minutes. *March 19, Classroom 1.*

## AACN presents its February program

The Southern Maine Chapter of the American Association of Critical Care Nurses will present a program on Immuno Deficiency Syndrome at its February meeting. The program will be presented by Michael Bach, M.D.

The program is Wednesday, February 11, 7-8 PM, in Classroom 7 at MMC. A \$3 guest fee will be charged.

## More Marketplace

**WANTED:** Babysitter for adorable 19 mo. old girl. Prefer vicinity of State St. Call 772-6119 after 6:30 PM.

**WANTED:** Flat water canoe racer looking for training partner. Call 883-0166 after 9 PM.

**MEDICAL TRANSCRIPTION:** Experienced for all transcribing needs. Free pick-up and delivery; reasonable rates; quality word processing. Call 854-4237 or 854-8741.

**INCOME TAX PREPARATION:** Reasonable rates. Call 892-3087.

## McAfee on JCAH Steering Committee

Robert A. McAfee, M.D., Portland, has been appointed to the national Steering Committee of the Joint Commission on Accreditation of Hospitals (JCAH). The Committee will guide the creation of new JCAH standards to define and measure quality of care as part of the accreditation approval process. Dr. McAfee is on the staff of the Maine Medical Center and Mercy Hospital.

## New Employees

**NURSING:** Kathleen M. Canarie, Diane M. Carter, Kathryn E. Coleman, Thomas E. Deschenes, Cynthia K. Dexter, Bonnie J. Duguay

**PARKING:** Dana A. Davis

**CENTRAL SUPPLY:** Judy A. Gendreau

**FOOD SERVICES:** Kathleen M. Gilliam, James T. Greenleaf, Layne A. Laster

**HOUSEKEEPING:** Mary A. Huntley, Lucy G. McCormick, Ana Vives, Timothy E. Works

**MEDICAL TECH. PROGRAM:** Steven W. Ramer

**PERSONNEL:** Carol A. Schifman



**MARKETPLACE MECHANICS:** *This column is maintained as a service to the extended MMC family of employees, physicians, trustees, corporators, volunteers, and their own immediate families. It is meant to be an informal forum for the exchange of goods and services and is based on a belief in the basic honesty of all participating. Those buying and those selling do so at their own risk. What's Happening cannot be held responsible for any problems arising from transactions made through Marketplace.*

*Ads must be submitted (by phone, in writing, or in person) to the Public Information Office by noon on Wednesday preceding publication. In the event of space problems, ads are printed on a first-come, first-served basis. Ads can only be run once; repeat ads must be resubmitted.*

*MMC employees may not use hospital telephone extensions in ads without the express consent of their supervisors.*

*The editor reserves the right to abbreviate, edit, or reject advertising material.*

**PLEASE NOTE:** Marketplace ads submitted by mail must be accompanied by the name, hospital department and extension number of the employee placing the ad.

## Marketplace

**FOR RENT:** 2 blocks from MMC. Newly renovated spacious condo with hardwood floors. 2 BR, den, LR with fireplace, DR, and fully appliances KT. Parking avail. No pets. \$850/mo. plus utils. Call 774-9801 or 879-0400.

**FOR RENT:** 199 Forest St., Westbrook. 2 BR, KT, LR, full bath, basement, and off-street parking. \$500/mo. plus utils. Call 854-1672.

**FOR RENT:** 2nd floor, 2-3 BR apt. with DR, stove/refrig. Beds avail.; drapes up; rugs in LR, DR, BR. \$500/mo. 3rd BR and ½ bath avail. for additional cost. Call Marie at 774-7142 eves; 772-4638 days.

**FOR RENT:** 2 BR apt. in owner occupied 2 family house in Portland. LR, den, large eat-in KT, porch, large yard, W/D hook-up. \$430/mo. plus utils.; hot water included. Call 773-5460.

**FOR RENT:** Biddeford. 5 room 2 BR apt. LR, DR, KT, and bath. Heat, utils., stove/refrig., parking included. \$400/mo. plus sec. dep. and lease. Call 774-6621.

**FOR RENT:** Thornton Heights, So. Portland. Cozy, small 3 room house in quiet neighborhood. Partially furnished. \$375/mo. heated. Sec. dep. and refs. No pets. Call 772-4229 after 5 PM.

**FOR RENT:** 146 Neal St. Bright 1 BR apt. with hardwood floors. \$425/mo. with parking, heat and hot water included. Call Carl at 871-0586.

**FOR RENT:** Neal St. 3 beautiful 1½-3 BR luxury apts. Avail. in March. \$550-\$800/mo. Call 774-4732.

**FOR RENT:** Year-round, furnished 2 BR in Ferry Beach area. Beautiful view; beach rights. Adults preferred; no pets. Sec. dep. and refs. Call 284-6952; 282-4328; 775-1077.

**ROOMMATE WANTED:** Female professional looking for same to share 2 BR condo in Scarborough. Completely furnished. \$250/mo. includes all utils., parking, laundry, cable TV. Nonsmoker; no pets. Call Cathy at 883-3239 before 8 AM or after 7 PM.

**ROOMMATE WANTED:** Female nonsmoker to share house in Cumberland Center. Quiet neighborhood close to town and x-country skiing. \$250/mo. plus sec. dep. and share utils. Call 829-5624.

**FOR SALE:** 1978 AMC Concord with new exhaust and brakes; 64,500 miles. \$900. Call 775-2707.

## what's happening

WHAT'S HAPPENING is published every Wednesday at Maine Medical Center, Portland, Maine for members of the hospital community and for friends of the institution throughout Maine and northern New England. Comments, questions and suggestions may be addressed to Public Information Office, MMC, Portland, ME 04102. Telephone: (207) 871-2196.

Wayne L. Clark, Editor.

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**FOR SALE:** 19" Sony TV; needs transistor, \$75. Castro Convertable queen size sofa bed with innerspring mattress, \$275. Rocker/recliner, blue, \$75. Magnavox stereo/phonograph, maple, \$50. Microwave cupboard, pine, \$125. Ethan Allen BR set, pine, double bed, triple dresser, 4-drawer night table, \$650. Royal manual typewriter, blue, \$20. Panasonic AM/FM radio, \$10. Snow scoop, aluminum, \$20. Call 775-2707.

**FOR SALE:** 1973 Dodge Dart. Auto., 100,000 miles, brown. Good condition. Asking \$350. Call April at 774-7835 after 6 PM.

**FOR SALE:** 1981 BMW 320i. Silver gray, 5-spd., snow tires, stereo/tape. Excellent condition. \$7,000. Call 773-3020 days.

**FOR SALE:** 1981 Datsun 200SX hatchback. Southern driven; 1 winter in Maine. Runs great. Asking \$1,300. Call 846-6063.

**FOR SALE:** 1981 Plymouth Champ Custom. Standard transmission, power shift, 50,000 miles; excellent condition. \$2,795. Call 799-8453 eves.

**FOR SALE:** DP Gympac 1500 fitness system; like new. 24" console RCA color TV; needs little color work. Call 772-1172 after 4:30 PM.

**FOR SALE:** Panasonic stereo system with AM/FM radio, turn table, cassette deck, and thruster speakers, \$100. Call 797-5996.

**FOR SALE:** Minolta camera suited for medical photography including close ups with flash. Recent demo photos avail. \$150. Call 775-3526.

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