



Physical Therapist Licensing Board

NEWSLETTER

FALL 2002

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Clinical Advisor/Investigator

Dot Danovich
Administrative Assistant and
Licensing Coordinator

CONTRACT INVESTIGATOR

Frank T. Mussell
Chief Investigator

ADDRESS/PHONE/FAX . . .

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BOARD WEBSITE

www.ptboard.state.or.us

OFFICE HOURS

Monday through Friday
8:00 AM to 4:30 PM
(Closed Holidays)

MESSAGE FROM THE BOARD CHAIR

Since I have been a member of the Physical Therapist Licensing Board, the Board has received an extraordinarily high number of complaints that are sexual in nature. The Board has revoked, suspended and accepted the surrender of three licenses in the last four years because the licensee has engaged in unlawful sexual contact with a patient. The Board has also dismissed several complaints of a sexual nature where it was apparent that no misconduct was involved.

How does one get involved in a mess like this??? For the most part these issues involve failure to communicate! All of these complaints have been filed by female patients against male therapists.

So . . . that prompted me to make a list, for all of you, male and female clinicians alike, identifying practices that are a GOOD IDEA and practices that are NOT A GOOD IDEA.

THINGS THAT ARE A GOOD IDEA!

1. **Talk** to your patients about what you're about to do and why you're doing it.
2. **Explain** to them what you think their dysfunction or problem is.
3. **Explain** to them what treatment you recommend for their problem.
4. **Explain** to them what they should expect to experience during and after treatment(s).
5. **Tell** them where you are going to touch them and why.
6. **Ask** them if they are comfortable being touched there.

7. **Show or demonstrate**, any treatment you need to perform, where you may be close to a private area of the patient's body.
8. **Get their permission** to perform the technique.
9. **Bring another person** in the treatment room with you (same sex as the patient) to assist with the technique, be a witness for you and make the patient more comfortable.
10. **Document** what took place during the procedure and make certain to note if anything unusual occurred during the treatment session.

THINGS THAT ARE NOT A GOOD IDEA!

1. Taking a patient, especially one of the opposite sex, into a treatment room and **closing the door completely**.
2. **Not** offering the patient a gown to wear.
3. **Not** stepping out of the room while the patient changes into the gown.
4. **Not explaining** to the patient what you're about to do.
5. **Not talking** to the patient about the treatment you're performing, just doing what you feel needs to be done and getting on to your next patient.
6. **Pulling your patient's undergarments down**, without permission, and starting soft tissue work on their lower trunk/buttocks without saying a word!
7. **Working** around a female's breasts or other private areas without explanation or permission.
8. **Engaging in sexual banter** with a patient.
9. **Continuing to treat** a patient in whom you may be romantically interested and not getting another colleague to treat the patient.

- 10. **Beginning** a sexual relationship with a patient.
- 11. **Wearing revealing clothing** while treating patients.
- 12. **Discussing your marital problems** with a patient or encouraging a patient to discuss their problems with you.

Now, when you stop chuckling, understand, that all of these things have happened and have been brought before the Board. A lot of you may read this and think that nothing is ever going to happen to you, because you're "ethical" and would never violate your patient's trust. Believe me, we have investigated many licensee's who did not actually commit a violation, but who used incredibly poor judgment! They thought their treatment was appropriate even if they failed to tell the patient what was happening. Because the patient had no idea what "appropriate" looked like, however, they thought they were treated inappropriately and filed a complaint. The result? The clinician gets to hire an attorney and explain to the Board what they did or did not do, and the Board gets to explain to the licensee and his/her attorney how they should change their practice to avoid future complaints. You could be next! I cannot stress the importance of communication, **in terms the patient can understand!** Protect yourself and don't do anything that is **NOT A GOOD IDEA!!!**

Cathy Zarosinski, PT, MS became a member of the Board in 1997 and was elected Board Chair in June 2000. In her work life, Cathy is the Regional Clinical Coordinator for HealthSouth. Her office is in Portland.

MESSAGE FROM THE EXECUTIVE DIRECTOR

Hi, everyone! It seems impossible that I have been here just over two years now! I've enjoyed getting to know some of you in person and have spoken with many of you on the phone. It's a pleasure to work with you and I look forward to meeting more of you as time

goes on. Please feel free to contact us if you have questions or concerns about regulatory matters. We welcome your calls and appreciate hearing from you.

**NEW BOARD POSITION:
CLINICAL ADVISOR/
INVESTIGATOR**

It gives me great pleasure to announce the appointment of **Sherri Barash Paru, PT** as the Board's Clinical Advisor/Investigator effective July 24, 2002. Sherri comes to us with excellent credentials and experience and we are thrilled to have her on board (no pun intended!).

Sherri's arrival will enable us to respond to your inquiries in a more timely manner and have a physical therapist, in the office, with clinical expertise. Sherri will provide clinical know-how with investigations and serve as a liaison between the Board, licensees, the OPTA and other organizations. She will also be in charge of issuing a quarterly newsletter.

Sherri may be reached at **503-731-4047 x 221**.

Please help welcome her aboard!

WHO DO I CONTACT???

**THE PHYSICAL
THERAPIST
LICENSING BOARD
OR
THE OREGON PHYSICAL
THERAPY ASSOCIATION?**

A BRIEF "WHO DOES WHAT"

PHYSICAL THERAPIST LICENSING BOARD

The **Physical Therapist Licensing Board's** function is public protection and the regulation of the profession.

It is charged with assuring that only qualified individuals practice physical therapy in Oregon and that professional standards are maintained. The Board regulates the practice through the enforcement of statutes and rules, which include the licensure of physical therapists and physical therapist assistants, investigation of complaints, and the determination of appropriate sanctions, as needed.

The Board consists of seven volunteer members and includes: four physical therapists, one physical therapist assistant, one physician member and one public member.

The Board works closely with the Oregon Physical Therapy Association to make certain that mutual goals are recognized, both for public protection and for improvement of the profession. The Board asks the OPTA to put forth legislation for them and to obtain information about concerns or rule changes the association would like to see occur.

OREGON PHYSICAL THERAPY ASSOCIATION

The **Oregon Physical Therapy Association (OPTA)** is a chapter of the American Physical Therapy Association and promotes the practice of physical therapy and serves as a resource for those in the profession. Any licensed physical therapist or physical therapist assistant may belong.

The OPTA provides an opportunity for licensees to meet, to discuss business practices, changes in the profession, to obtain continuing education and receive support from colleagues. The OPTA organizes and obtains instructors for the Medical Screening Course and the Medical Screening Refresher Course, for physical therapists with Practice without Referral. It holds conferences during the year, which offer professional education courses and attend to the business needs of the association.

The Board encourages licensees to join their professional association, to participate in its functions, to have a collective voice for positive change and to benefit from its services.



**OH BOY!
QUESTIONS & ANSWERS!
MY FAVORITE!**

QUESTIONS & ANSWERS

Signatures on Physician's Orders

Is the referring physician required to hand sign orders?

To satisfy Oregon law signatures may be written signatures or initials, rubber stamp signatures, or computer key. Employers, facilities and third party billing entities may have other requirements.

Physicians' Orders in a Skilled Nursing Facility

Are physician referrals required in a skilled nursing facility?

State law does not require a physician's referral for patients in a skilled nursing facility.

CPR Certification

Do PTs and PAs need to have a current CPR certification card to maintain their license?

"NO". As of now, only PT Aides and PTs with Direct Access are required to maintain a current American Heart Association "Healthcare Provider" level CPR card (or equivalent). This rule will probably change in the future. We will keep you informed.

Practice without Referral Credits for Doctoral Classes

Do classes taken towards a physical therapy doctoral degree count as continuing education credits for Practice without Referral?

"YES". PT students must submit the number of credit hours, per semester, in writing and include the dates and the name of the instructor of the course. NOTE: You are still required to take the Medical Screening Refresher course, every three-year period, calculated from the initial date you received Practice without Referral.

Physical Therapy Referrals

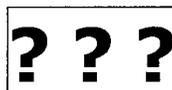
May a PT accept a diagnosis or referral from a practitioner other than a physician?

"YES". Per ORS 688.130 (b), PTs may receive a diagnosis or referral from the following practitioners: physicians (MD, DO, or podiatrist), dentists, naturopathic physicians, chiropractors, physician assistants and certified nurse practitioners.

Referral from an Out-of-State Practitioner

May a PT in Oregon take a referral from a Practitioner in another state?

"YES". Per ORS 688.130 (c), PTs may receive a diagnosis or referral made by a physician (MD, DO or podiatrist) licensed by an authority of that state similar to the Board of Medical Examiners for the State of Oregon or by a dentist licensed by an authority of that state similar to the Oregon Board of Dentistry.



Dating Patients

May a therapist date a current patient?

"NO", "NO" and "NO"!!

Entering into a "dating" relationship, during treatment, is not considered professional for any practitioner. If you discover that you, as a therapist, have romantic feelings for a patient or you feel that a patient has romantic feelings toward you, terminate your treatment of that patient immediately and refer them to another therapist for treatment. This rule of practice is very important, strictly enforced and could cost you your license if you don't comply.

Is there a waiting period before a therapist may date a current patient?

There is no specified "waiting period" before dating a former patient. This is a situation where the need for **good judgment and caution** is paramount. If you have any doubts or questions about what is appropriate, please contact the Board for advice.

Use of Ultrasound and Exercise in a Physician's Office?

May a medical assistant in a physician's office perform ultrasound, teach exercises and do other forms of "physical therapy"?

"YES". As long as the person is under the direction of a physician, they can do "physical therapy" in his/her office. It is NOT a violation unless that person represents him/herself as a "Physical Therapist".



DIRECT ACCESS

DIRECT ACCESS IN TERMS YOU CAN UNDERSTAND. . . HOPEFULLY!

If you are certified for **practice without referral** (Direct Access), there are a few basics you need to know.

1. Your **INITIAL CERTIFICATION DATE** (the date you took the Medical Screening Course) is the date you **always** use to count forward and determine your subsequent three-year time frames. If you took the course on March 12-13, 1998, your "initial certification date" is: **March 13, 1998**. Every three-year period thereafter is determined based on that date.
2. The Direct Access rule states, that after you pass the initial Medical Screening Course, you must complete a minimum of **50 hours** of continuing education every three years, **10 hours** of which must be the Medical Screening Refresher Course.

Example: If your initial certification date is 03/13/98, your first three-year period ends 03/13/01. Your new three-year period begins on 03/13/01 and ends on 03/13/04, and so forth. The month and date do not change, only the year.

The Refresher Course must be taken six months prior to the beginning of the new three-year period or within the first year of the new three-year period. For example:

<u>03/13/98</u>	18 hrs	Initial certification date
<u>03/13/01</u>	32 hrs	End of first three-year period
09/13/00 through 03/13/02	10 hrs	Time frame to complete Medical Screening Refresher course for second three-year period
<u>03/13/04</u>	40 hrs	End of second three-year period
09/13/03 through 03/13/05	10 hrs	Time frame to complete Medical Screening Refresher course for third three-year period
<u>03/13/07</u>	40 hrs	End of third three-year period

3. The OPTA does not require you to take the exam for the Screening Course in any particular time frame, however, you must take it, pass the test and allow time for the Board to be notified **PRIOR** to your expiration date for that three-year period. You are not considered "recertified" for the next three-year period until the Board receives your passing scores from the OPTA. If you fail the exam, you will be required to retake the class. If the class is not given again until after your three-year time period has expired, you will be out of compliance, not permitted to practice without referral and must start

over by retaking the Medical Screening Course.

NOTE: If you fail to complete the Medical Screening Refresher course or the 40 hours of continuing education within the time frame permitted you must begin over again, by taking the 18 hour Medical Screening course. You will be asked to: (1) return your license to the Board's office immediately; (2) pay a processing fee for a license that does not reflect "Practice without Referral Certification" on it; and, (3) you will not be permitted to practice without referral until you retake and pass the Medical Screening Course with a score of 80% or higher.

Remember, **it is incumbent upon the PT with Direct Access to understand the requirements and assure completion of the continuing education requisites.** If you have any questions regarding Direct Access in general or need assistance in determining your continuing education timelines, please call **Sherri Paru, PT** at the Board's office at **503-731-4047 x 221**. She will be happy to assist you.

SUBMITTING COURSEWORK

All PTs with Direct Access are required to submit to the Board's office:

1. **Proof of current CPR certification, AHA HealthCare Provider level or equivalent (copy BOTH sides of the card).** If another agency provides your CPR training, the class must teach CPR skills for: (a) victims of all ages, including ventilation with a barrier device, a bag-mask device and oxygen; (b) use of an automated external defibrillator (AED); and (c) relief of foreign-body airway obstruction (FBAO).
2. **A copy of the Certificate of Completion for all continuing education courses taken to meet the requirements of Direct Access.** The certificate must include the date of the class, total hours attended, the name of the course and the name/signature of the instructor. You do not need to submit a copy of the course curriculum, however, you should keep a copy for your files, as the Board may request this information if they have questions about the course. This documentation will be kept in your licensing file and entered into our computer database for tracking purposes. Send the required documents **as you complete the coursework.** PLEASE MAIL ALL COURSEWORK NECESSARY FOR MEETING THE REQUIREMENTS FOR YOUR CURRENT 3-YEAR PERIOD.

DIRECT ACCESS COURSES OFFERED IN 2002/03

Please contact the Oregon Physical Therapy Association (OPTA) at 503-262-9247, to find out when the Medical Screening Course and Medical Screening Refresher Courses will be offered each year.

NEW LICENSEES**PHYSICAL THERAPISTS****FROM 05/31/02 TO 09/19/02**

Kathleen Aiello, PT
 Allison Aldrich, PT
 Gary Anglin, PT
 Annette Annesley, PT
 Kristin Ayers, PT
 Jeanne Baldwin, PT
 Patricia Barbour, PT
 Angela Bates, PT
 Elizabeth Black, PT
 Vincent Blaney, PT
 Jaime Bringhurst, PT
 Christopher Boor, PT
 Michael Cantwell, PT
 Gunn Carlsen, PT
 Megan Carroll, PT
 Nicolle, Christoff, PT
 Julie Dendy, PT
 Danielle Deschler, PT
 Cynthia DiFrancesco, PT
 Kimberlee DiFede, PT
 Nadine Dockey, PT
 Lance Eisenhauer, PT
 Joel Everard, PT
 James Every, PT
 Sarah Fate, PT
 Kier Fischbach, PT
 Steffanie Fischels, PT
 Jill Friedman, PT
 Brandy Fulwider, PT
 Michael Gable, PT
 Brigid Gearen, PT
 Lisa, Gentzler, PT

Sascha Gervais, PT
 Antje Gillard, PT
 Heatherann Giles, PT
 Jennifer Guinn, PT
 Justin Harle, PT
 Kerry Haugh, PT
 Lee Hayes, PT
 Andrea Martin, PT
 Bryn Martinez, PT
 Damon Massey, PT
 Kristin McVay, PT
 Tad Melichar, PT
 Georgia Merrifield, PT
 Lisa Mills, PT
 Dale Moote, PT
 Jennifer Morishima, PT
 Jocelyn Naple, PT
 Brenda Nelson, PT
 Tara Newman, PT
 Christie Newsom, PT
 Mollie Norris, PT
 Carlee Olsen, PT
 Karissa Pelson, PT
 Curtis Persons, PT
 Kevin Pertucci, PT
 Danielle Pertucci, PT
 Michael Quesnell, PT
 Jamie Rabon, PT
 Jaime Racine, PT
 Joy Rocchio, PT
 Jennifer Robinson, PT
 Lori Rosensweig, PT
 Brian Saling, PT
 Darlene Santner, PT
 Darin Schell, PT
 Kevin Schmidt, PT
 Kristin Swarck, PT
 Trevor Stephenson, PT

Chad Thorson, PT
 Frank Tudini, PT
 Barbara Udell, PT
 Eric Walburg, PT
 Phyllis Waltman, PT
 Susan Weedall, PT
 RaeAnne Wilson, PT
 Diane Wrisley, PT

PHYSICAL THERAPIST**ASSISTANTS****FROM 05/31/02 TO 09/19/02**

Cara Bischoff, PTA
 Ruth Bossert, PTA
 James Chaney, PTA
 Cynthia Doran, PTA
 Gesila Driver, PTA
 Amy Farley, PTA
 Erica Farrington, PTA
 Rhonda Halverson, PTA
 Jayme Hannah, PTA
 Maureen Hilburger, PTA
 Derek Hite, PTA
 Janis Jackson, PTA
 Nicole Lew, PTA
 Estella Luria, PTA
 Cindy Mathey, PTA
 Kathleen Miller, PTA
 Natalie Miller, PTA
 Julie Stiffler, PTA

CONGRATULATIONS!

DISCIPLINARY ACTIONS

NAME, LICENSE NO, CASE NUMBER	DATE ACTION TAKEN	ACTION TAKEN	REASON FOR DISCIPLINARY ACTION
Marjorie Austin , PTA License No: 7095 Case No: PT-66-10/01	05/10/02	CONSENT ORDER: \$500 civil penalty; two week license suspension, stayed in lieu of time suspended by employer and served; five years probation.	Failed to renew license for a period of 18 months; continued to practice as a physical therapist assistant without a valid license (violation of ORS 688.020).
Sara Barba , PTA License No: 8143 Case No: PT-71-12/01	06/10/02	CONSENT ORDER: \$250 civil penalty.	Failed to renew license for a period of eight months; continued to practice as a physical therapist without a valid license (violation of ORS 688.020).
Karen Brady , PT License No: 1537 Case No: PT-54-4/01	05/21/02	CONSENT ORDER: \$200 civil penalty.	Failed to renew license for a period of 10 days and continued to practice physical therapy without a current license (ORS 688.020).
Rick Burrill , PT License No: 1537 Case No: PT-51-3/01	06/01/01	CONSENT ORDER: \$500 civil penalty.	PT employer allowed physical therapist assistant to practice for a period of just under one year without a current license (ORS 688.020).
Steffanie Fischels , PT APPLICANT Case No: PT 72-12/01	06/24/01	CONSENT ORDER: Within three months of employment as a physical therapist, applicant shall begin psycho-therapy with a clinical psychologist who has been pre-approved by the Board. The psychotherapist shall submit, directly to the Board, quarterly written reports regarding her attendance and progress. Applicant shall not engage in any conduct involving theft or dishonesty.	Applicant was convicted of Forgery in the District Court of Black Hawk County Iowa and was convicted of Theft in the Fifth Degree three times in the District Court of Johnson County, Iowa (violation pursuant to ORS 688.140 (1) (a) (2) (e) and OAR 848-010-0050 (1) (c).
Joni Fischer-Jones , PT License No. 1097 Case No: PT 49-3/01	06/07/01	CONSENT ORDER: \$500 civil penalty	PT employer allowed physical therapist assistant to practice for a period of just under one year without a current license (violation of ORS 688.020).
Dan R. Ibara , PT License No. 3599 Case No: PT 94-12/01	06/10/02	CONSENT ORDER: \$500 civil penalty	PT employer allowed a physical therapist assistant to practice for a period of eight months without a current license (violation of ORS 688.020).
Jeff S. Jones , PT License No. 1850 Case No: PT 56-4/01	05/24/01	CONSENT ORDER: \$250 civil penalty	Failed to renew license for a period of just under one month and continued to practice physical therapy without a valid license (violation of ORS 688.020).
Kathleen Litke , PT License No. 4051 Case No: PT 53-4/01	06/29/01	AMENDED CONSENT ORDER: \$100 civil penalty	Failed to renew license for a period of one week and continued to practice physical therapy without a current license (violation of ORS 688.020).

DISCIPLINARY ACTIONS Continued

NAME & STATUS	DATE OF ACTION TAKEN	ACTION TAKEN	REASON FOR DISCIPLINARY ACTION
Moses Munar , PT License No. 3356 Case No: PT 52-3/01	06/01/01	CONSENT ORDER: \$500 civil penalty	PT employer allowed physical therapist assistant to practice for a period of just under one year without a current license (violation of ORS 688.020).
Karis A. Roth , PTA License No. 8132 Case No: PT 50-3/02	06/04/01	CONSENT ORDER: \$250 civil penalty	Failed to renew license for a period of just under one year and continued to practice as a physical therapist assistant without a current license (violation of ORS 688.020).
Shawn Shaughnessy , PTA License No. 7261 Case No: PT 47-3/01	05/23/01	CONSENT ORDER: \$250 civil penalty	Failed to renew her license for a period of just under one year and continued to practice as a physical therapist assistant without a current license (violation of ORS 688.020).
Tyrone T. Teal , PT License No. 1629 Case No: PT 79-3/02	04/08/02 Case Pending Hearing	EMERGENCY SUSPENSION ORDER NOTICE PROPOSED LICENSE REVOCATION	Licensee allegedly engaged in sexual conduct with several patients during treatment sessions (violation of ORS 688.140 (2) (d) and ORS 183.430 (2); OAR 848-010-0050 (1) (g) (i)).
Suzanne M. Trebnick , PT License No. 1004 Case No: PT 48-3/01	06/05/01	CONSENT ORDER: \$500 civil penalty	Licensee allowed a physical therapist assistant to practice for a period of just under one year without a current license (violation of ORS 688.020).
Carla Mueller , PTA License No. 7263 Case No: PT 61-5/01	07/30/01	CONSENT ORDER: \$200 civil penalty	Licensee/PTA employer failed to renew her license to practice as a physical therapist assistant two years in a row and practiced without a current license for 10 days in both years (violation of ORS 688.020 and OAR 848-010-0035).
Victoria Vestal , PT License No. 0865 Case No: PT-44-1/01	10/11/01	CONSENT ORDER: probation until the licensee can provide the Board with a revised policies and procedures manual as it pertains to the proper training, documentation and utilization of physical therapy aides. Will provide forty hours of on-the-job training for all aides and show evidence of this to the Board.	Licensee failed to properly train, document and utilize physical therapy aides at her clinic (violation of OAR 848-020-000 through 848-020-0060)
Michael Wolk , PT License No. 1881 Case No: 60- 5/01	05/06/02	AMENDED CONSENT ORDER: civil penalty in the amount of \$5000, \$4500 of which shall be stayed contingent upon the licensee abiding by all the rules of practice and remaining in compliance; six months of probation, the end of which time, the remaining civil penalty shall be vacated.	Licensee saw patients, under Practice without Referral certification, past the thirty day limit, without obtaining a referral from a practitioner listed in ORS 688.130 (b) and sent a flyer to his patients that was unprofessional and inappropriate (violation of ORS 688.132 (b) and OAR 848-030-0010 (2) (b)).

OH NO! NOT ANOTHER REMINDER!

MANDATORY NOTIFICATION OF HOME AND WORK ADDRESS & PHONE NUMBER

Pursuant to ORS 688.180 (2), the Board is required, by law, to keep a **current** record of each licensee's legal name, their current **home** and **work address** and their current **home and work phone number**.

It is the responsibility of each licensee to notify the Board, **immediately**, if any changes occur. Please help us comply with the law by notifying us if you move, change jobs, change name, or your phone number(s) change.

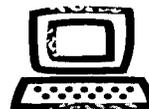
THANK YOU!



WRITE US!



PHONE US!



E-MAIL US

Physical Therapist Licensing Board 503-731-4047 x 220 dorothy.danovich@state.or.us
ATTN: Dot Danovich
800 NE Oregon Street, Suite 407
Portland, OR 97232-2162

PHYSICAL THERAPIST LICENSING BOARD WEBSITE

DID YOU KNOW?

Copies of the Newsletter are available on the Physical Therapist Licensing Board website at www.ptboard.state.or.us.

To access the Newsletter, follow the instructions below:

- (1) go to www.ptboard.state.or.us
- (2) click on "Newsletters"
- (3) select the date of the Newsletter you wish to access.
- (4) view or print copy



PHYSICAL THERAPIST LICENSING BOARD WEBSITE continued . . .

DID YOU KNOW?

The Physical Therapist Licensing Board's Oregon Revised Statutes (ORS) and Oregon Administrative Rules (OAR) are also on the website.

To access and print a copy, follow the instructions below:

- (1) go to www.ptboard.state.or.us
- (2) click on "Licensees"
- (3) click on "Oregon Revised Statutes Compilation" (ORS)
- (4) click on "Oregon Administrative Rules Compilation" (OAR)
- (5) view and print copy



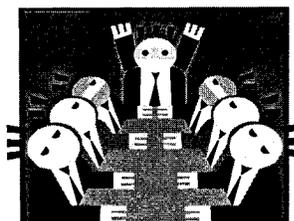
Please check the website often to make certain you are aware of any new rule changes or other pertinent information the Board may disseminate. Now and in the future, we plan to utilize the website as a source for licensees to obtain information.

DID YOU KNOW?

The Physical Therapist Licensing Board Website will be undergoing a "renovation" in the next year. It's format will change, more information will be provided, including links to important facts or changes you need to be aware of and it will continue to be a source of information for licensees, other professionals, agencies and the public.

NEXT BOARD MEETING

DATE: WEDNESDAY, NOVEMBER 20, 2002
TIME: 8:30 AM
PLACE: PORTLAND STATE OFFICE BUILDING,
 800 NE OREGON STREET, ROOM 445,
 PORTLAND, OR 97232-2162



<p>HAPPY THANKSGIVING!</p>		<p>HAPPY HOLIDAYS!</p>		<p>HAPPY NEW YEAR!</p>	
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Look for the next Newsletter in JANUARY 2003!

Written and published for your edification and reading enjoyment by Sherri Paru, PT and Patti Gustafson!