

NEWSLETTER

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Get to know Dunamis Alliance.

(Click image to view video)



Three more months of 2020 and then what?

It's safe to say that 2020 has not been the best year. The economy is in turmoil, our healthcare system is crumbling and our faith in humanity is diminishing. But even through all the negativity, we need to remember and see the positive actions and kindness around us. Neighbors are cooking for their community, people are volunteering at food banks and providing cool drinks to their delivery drivers. These small acts of kindness can go a long way and if we can get more people involved in assisting others, then we can all grow and thrive in this new environment. We have to stay strong and think positively so we can end 2020 well and start 2021 strongly.

Workers' Compensation will be changing in 2021 and we have to prepare for the challenges that will come with these changes. Will there be enough QMEs to evaluate the backlog of cases? Will your claimant have to wait a year for their first evaluation? Will that claimant even be alive by the time of their evaluation? How will records acquisition change due to the new laws? Currently we have more questions than answers, but it's thinking about these questions that will help us prepare for 2021. The more we discuss these difficult topics, the more we prepare ourselves and our companies for success.

Dunamis Alliance is here for you through the good and hard times. We want to be your go-to company for all your needs which is why we have partnered with the best to bring you high quality services and products. Below is the current list of services we offer through our partnerships with the best companies in their respected fields.

Issue	Solution	Links
Filing All Documents with the DWC	JetFile/TrueFile - quick, reliable and free. True File is a complete filing system which you can safely and securely file over 260 different forms with the DWC.	Click here
Discovery Experts	Use a reliable, experienced and dedicated service. Dunamis Alliance has partnered with ARS and Compex, one of the most reliable companies with over 36 & 48 years of experience respectively. Our partners are experts in the procurement of all types of records and services in all areas of law.	Click here
Return to Work Application and Supplemental Job Displacement Vouchers	Turn around time, experience and compassion with claimants is crucial to the success of these vouchers. P. Steve Ramirez Training Center handles everything from start to end.	Click here
Independent Medical Review	IMRs are time consuming yet have strict timelines which cannot be missed. Dunamis has a dedicated team member solely for IMRs, so you can trust and depend on us successfully submitting your IMRs on time and complete.	Click here Click here
Subsequent Injuries	The fund has sadly been understaffed for years and	Click here



Benefit Trust Fund	with SIF, the situation hasn't improved. But you can still file the applications via fax and EAMS. Dunamis can assist with teaching your team on how to identify SIBTF cases and assist with the application process.	
Vocational Expert	Vocational Experts can be instrumental in closing a case, especially within SIBTF. You want someone with a vast amount of experience, fast report turnaround time and availability. P. Steve Ramirez has decades of experience and a solid team to assist and support all vocational expert requests.	Click here
Medical Cost Projections and Medicare Set Asides	Sometimes a case needs their own independent MSA to ensure the best & fair outcome for their client. MASSIVE has been in business since 2009 and is dedicated to provide you with a detailed cost projection <u>and</u> medicare set asides quickly and at a reasonable cost (payment plans available).	Click here Click here
Interpreting	When an interpreter doesn't show up to the evaluation or is not certified, it can cost and time delays for everyone involved. Selecting a reliable, multilingual, qualified, and cost effect company is crucial. Selecting Trinity Language is the way to go and they can assist with last minute cancellations as well.	
Grandio Center	They specialize in personalizing their customer services to fit your office needs. They have virtual personal assistants, lead management, bilingual customer service personnel and outbound campaigns all at an affordable rate.	Click here
PD Calculators *new*	All Dunamis Alliance Clients are offered free access to our PD Rater account. Contact us for more information.	Click here

All Dunamis Alliance team members are trained and experienced with our partnered services and we strive to provide you the highest customer service from start to end.

Our Team

We will be introducing one of our phenomenal team members in each newsletter. In this edition, we are excited to introduce to you: **Kyle Ryan**



Birthday: 06/05 **Favorite color:** Grey

A little about Kyle: He is currently serving as the Northern California Sales Manager. He was born and raised in Northern California, specifically the Bay Area, which makes him a perfect fit for this position. He is an avid sports fan who especially loves soccer, basketball, and football although he is still coping with the loss of the Raiders in Oakland. In his free time, Kyle enjoys playing soccer and is part of a sports training company that focuses on developing talented youth prospects with a special focus on underprivileged communities.

Why did he join the Dunamis Alliance team? Dunamis offers something new to the industry that made too much sense not to join. Most companies in the industry only focus on a few service areas and because of that, they often push those services to a degree that comes at the expense of the law office. Dunamis offers a more efficient option allowing law offices to reduce inefficiencies significantly by being able to service all of their vendor needs or tailoring a specific service package that fits the law firm. With Dunamis, Kyle has the ability to efficiently help offices with everything as opposed to the offices having multiple contacts and tracking software for multiple services. For example, Dunamis can offer a complete jetfile system that allows offices to file everything from a DOR with a date picker to settlement documents, which is extremely helpful during the pandemic. Another example is how Dunamis can assist with vouchers by helping applicants through the whole



process and by providing expert witness reports when needed. The idea of offering a complete package of services under one umbrella is unmatched and only available at Dunamis Alliance.

Favorite thing(s) about working in this industry: Helping injured workers, especially undocumented and underserved applicants, as well as utilizing his network to help applicant attorneys.

Favorite pastime/hobbies: Playing soccer and spending time with his family and friends. He really enjoys training youth athletes and is a part of a sports training company alongside some childhood friends located throughout the East Bay. They focus not only on increasing performance, but also creating an encouraging environment that pushes young kids towards college aspirations.

What do people not know about him? Kyle helps host a toy drive every Christmas for at-risk youths in the Oakland and Richmond area. He also volunteers with the non-profit group Dreamer Fund which supports undocumented law school students. He has started learning how to play the violin during the pandemic and is a total geek when it comes to sci-fi/fantasy books. A few weird things about him are that he can't share a glass of milk with anyone, but any other beverage is fine and when he bakes cookies he loses control and eats them all in one night.

If you could dine with anyone (alive or dead), whom would it be and why? His grandfather. He was unfortunately too young to have any memories with him, but the foundation his grandfather made for his family and his family's values coupled with his sheer determination are something Kyle has always wished he could have experienced firsthand.

Favorite work comp case currently?

Kris Wilson vs State Of CA Cal Fire - ADJ10116932. This case is extremely interesting to him because of the impact it could have on the applicant side of current and future workers' compensation cases. Kyle recently moderated a roundtable discussion with applicant attorney, John Hernandez, and Certified Brain Injury Specialist, Daniel Ignacio, on the importance of this case. Please check the video on our website to learn more and to educate your doctor network in regards to this case.

You can contact Kyle via  .

Hot Topic

Will companies who hire gig workers give into the requirements set forth by AB-5 or will California say goodbye to this line of business?

California Assembly Bill (AB5) also known as the “[gig worker bill](#)” was signed into legislation in Sept 2019 by Governor Gavin Newsom. It took effect on Jan 1, 2020 and required companies who hire independent contractors to reclassify them as employees which would mean they now qualify for benefits, overtime pay, workers’ compensation, etc. The main targets are Uber, Lyft and DoorDash who have thousands of independent workers who do not qualify for the benefits that come with the title of employee. AB5 has been praised by some, but other professions, like trucker drivers, [photographers](#), interpreters and musicians, are not in favor of being reclassified as employees. They have stated that [their professions](#) do not benefit with being classified as an employee and have seen a loss in business opportunities.

[Proposition 22](#) is a measure on the November ballot meant to remove companies like Uber and Lyft from being required to reclassify their drivers as employees. [Companies](#) like DoorDash, Postmates & Instacart, are pouring millions of dollars to change AB5 with Uber and Lyft threatening to leave California if required to reclassify their drivers as employees. Lyft went as far as releasing a statement on Aug 20th that they were going to suspend service, but then changed their mind after the [CA appeals court](#) extended the time requirement for Uber and Lyft to comply with the new order. These companies are putting their hopes in that voters will pass Prop 22, so that they can continue running their current business strategy. But this is the best practice for these drivers?

It’s fair to say that maybe not all independent workers should be classified as employees, but what happens when a small company becomes a megagiant like Uber and Lyft? When does the focus of fair pay, medical benefits and sick time become necessary to provide to your staff? Uber has around 209,000 drivers and it’s net worth is estimated to be at [\\$75.5 billion dollars](#). Lyft has around 305,00 drivers and is estimated to be worth [\\$29 billion dollars](#). How is it that small businesses that generate a substantially smaller revenue than these multi-billion dollar enterprises that are Lyft and Uber are able to provide benefits to their employees, yet these mega-giant rideshare companies are unable to do so? Are drivers not worth protecting and caring for especially now during a pandemic?

Many of you might have clients who were or are rideshare drivers. Where do you stand on this subject? Do you support or reject Prop 22? How will you change your approach to workers’ compensation claims from independent drivers if Prop 22 is approved or denied? We will see how workers’ compensation will change for independent drivers after the November election results are determined.

Guest Authors: Your colleagues viewpoints

How can you adapt the running of a law firm during a pandemic?

By: Juan J. Spencer and Hon. Élan Consuella Lambert

As you are no doubt aware by now, Shelter in Place orders have shuttered businesses worldwide. It has become clear that we have no idea how long the current conditions will exist. Fluctuations in numbers of those infected with coronavirus (COVID-19) and the uncertainty have caused many firms to struggle. As the COO of a large firm, it has been essential to review the myriad options available for economic relief. Are you aware that many options are available, including the paycheck protection program (PPP), economic injury disaster loans, and express bridge loans? We have used our firm's banker to explore our options, and suggest you contact your banker.

To promote sustainability, we have outlined a course of action that we hope will allow our survival and growth during these unprecedented times. First, we reviewed and eliminated unnecessary overhead costs. Reviewing where money is being spent and whether it is necessary first and foremost. Being unable to move cases forward toward trial or alternate resolution is a hurdle. In the interim, creditors and vendors may be willing to work with you temporarily. Nothing is lost by exploring what options are available. One option we found was pausing unnecessary services. Short term savings can reduce the overall stress and anxiety of these uncertain times.

While the financial element of survival is necessary, paramount to your survival is the ability to continue providing excellent service to your clients while generating income. To that end, now is an excellent time to review your infrastructure; an analysis of your ability to execute effortlessly from outside the office makes all the routine law office tasks efficient. Ask yourself the following:

- Are you using cloud-based software?
- Is your phone system internet based?
- Are incoming and outgoing faxes electronic?

Also, worthy of your analysis is the wisdom of employees working from the office. Have you considered what happens if two or three employees become symptomatic simultaneously. What impact would that create on your ability to provide quality legal services to clients? To that end, you might consider the reasonableness of having employees work remotely. Their safety and their sense of security is paramount to productive employees.

Likewise, remote working presents unique challenges that should be reviewed for strengths and weaknesses. Ask yourself the following:

- Are you in constant communication with your employees?
- Have you audited the firm's processes during the pandemic to allow you to adapt quickly to unique challenges presented by working remotely?
- Are you scheduling online training and other group activities to keep the sense of teamwork and camaraderie alive? The emotional toll of this period of isolation and shelter in place means creating more opportunities to come together.

Now is the time to review your internal processes and upgrade your infrastructure to align with today's realities of representation. Increased efficiency allows my firm to increase the quality of representation and ultimately generate more income. Of course, files need to be worked; cases need to be resolved. Identify solutions that allow cases to move forward. For example, find providers who will see your clients via phone or telemedicine appointments. Schedule depositions via telephone or video conferencing. File for settlement conferences on cases that are not progressing. Audit existing cases reconnect with the clients, and make sure the files are up to date. The audit process is a great time to call your clients, find out their status, and see how they are doing during the pandemic.

Now is the time to develop creative ways to stay in "touch" with people. Using platforms like FaceTime, Google Duo, and Houseparty allow you to see, talk, and "hangout." For example, Houseparty allows you and up to seven other people to connect and play games with each other. I have hosted video happy hours and birthday parties on Houseparty and online poker tournaments with video connection, using a video poker app. These group activities allow you to meet new people, expand your potential referral networks, and catch up with old friends.

We are all trying to survive these unprecedented times. Remember that relationships are key and that people opt to work with people they like and trust. Being likable, trustworthy, and authentic goes a long way in that regard. Contacting the people in your network and checking in on them to see how they are doing shows you are willing to take the time to nurture and deepen your relationships.

The world, as we knew it, has become our virtual reality. Gone are the days of daily commutes and outside meetings. Take this time to update the firm's website and individual biographies. Review your social media for consistency and make sure the content is consistent with the image you want your clients to have of you. This is an excellent time to curate the best possible online image of yourself and your firm. If your clients are happy with your representation and contact, consider asking them to write an online review.

Without a doubt, this pandemic has affected us all in some way. Our best chance at collective survival is to embrace the changes and use the situation to improve our technology, the quality of our work, our efficiency, our relationships, and our business development activities. By staying positive and active, we will be stronger when this is all over.

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Dynamic Concepts

Paradigm Shift

This week in Westmorland, California there were a swarm of more than 80 earthquakes within a 4 hour period (from 4pm to 8pm on Wednesday, September 30th). While it is not unusual for the ground to shake this town near California's border with Mexico, the large volume of quakes is unusual. The most powerful earthquake peaked at 4.9 on the Richter Scale yet the quakes were not felt by most folks, but this occurrence reminds me of the social shifting going on in our state.

I often talk to my team about understanding a person's Decision Making Paradigm when communicating with them. A person's Decision Making Paradigm means understanding the lens of someone else's point of view; what are their values, priorities, practices, interests, etc. The importance of this understanding is to educate ourselves on the foundational factors a person considers before making a shift (making a decision).

Interestingly, and yet not surprising, the swarm of pandemic, social, personal and economic quakes has caused a Paradigm shift professionally. For example, yesterday I received several calls regarding how the SIBTF fund has shifted to settling certain cases much sooner rather than take them to trial. Another example is the shift towards using electronic communications between Applicant and Defense attorneys more frequently than prior to the pandemic. This is a major shift from the pre-pandemic protocol of preferring communicating via paper mail over email. Cases are being resolved at a faster pace over the phone and via web-based applications like Zoom. These shifts might seem small to an outsider, but to the folks in the trenches, the attorney's and injured workers, they are paramount. I admire the firms that have committed to adapting to these paradigm shifts early on by finding resolutions in the face of adversity. I am also cheering on those firms who paused for just a brief moment to assess the quake before shifting their paradigm to adjust to these unforeseen situations.

What is now more apparent than ever before is that the ground is shifting beneath us. Maybe you have tried to ignore the shakes or didn't feel them, but the issues can no longer be disregarded. Together we have to acknowledge the changes occurring around us and create solutions during and prior to these paradigm shifts. I know we have the temperament, drive and creativity to overcome these quakes, no matter the peak on the Richter Scale.



To contact Dunamis Alliance, please click on any of the following icons:



Interested in being an author in our next newsletter? If yes, please email info@dunamisalliancellc.com

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