



Copic Receives Top Workplaces of America 2025 Award!

We have some exciting news to share—Copic has been named a Top Workplace of America, awarded in Colorado. Being named a Top Workplace is a big deal as only 150 companies made this year's list. And we feel especially honored with this distinction because it is solely based on employee feedback gathered through a third-party survey.

"Earning a Top Workplaces award is a badge of honor for companies, especially because it comes authentically from their employees," said Eric Rubino, CEO of Engage, the employee engagement technology partner that administered the survey. "That's something to be proud of. In today's market, leaders must ensure they're allowing employees to have a voice and be heard. That's paramount. Top Workplaces do this, and it pays dividends."

What our employees say (based on sentiments from the survey):

92%

Feel like they are part of something meaningful and that Copic operates by strong values

87%

Feel genuinely appreciated and included at Copic

82%

Feel new ideas are encouraged and Copic enables them to work at their full potential

Being named as a Top Workplace also puts us alongside other notable companies that have received this award such as Craig Hospital, HCA HealthONE, Empower, and Intermountain Health.

We want to thank all of our employees for the contributions they make every day and how they exemplify Copic's mission of improving medicine in the communities we serve.

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FAQs for Online Payments Through Copic's Website

How do I pay my bill online?

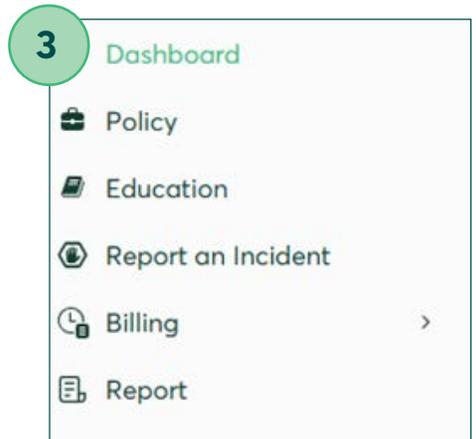
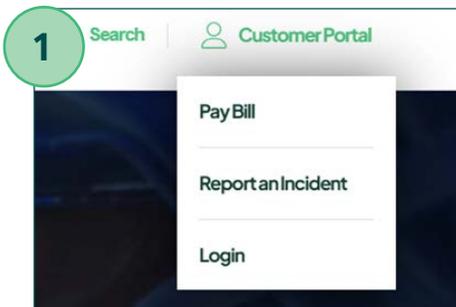
Go to www.copic.com and click Login on the upper right under Customer Portal.



Then enter your email address and password and you will be taken to the Customer Portal.



Once you are on the main dashboard page of the Customer Portal, you can select the Billing option on the left side navigation.



PLEASE NOTE: Since Copic moved over to its new website in August 2024, all users need to update their login credentials (if they haven't done so already). If you need to reset your login information, please contact Customer Support at 720.858.6160 or customersupport@copic.com.

What activities can I do in the billing section?

- View statements and paid invoices
- Set up Auto-Pay
 - Auto-Pay is a convenient option through which bills will be paid automatically each billing cycle on their due dates using your default credit card or bank account.
 - The Auto-Pay date will not appear on the home page under Upcoming Scheduled Payments. However, when on the Scheduled Payments page, Auto-Pay will show.
- Schedule payments
 - Scheduled payments are one-time payments that are scheduled for a specific date prior to the bill due date. The date of a scheduled payment can be changed as long as it is adjusted before the date scheduled.
- Update your payment method
 - You can pay with credit or debit card or you may issue an electronic check from your bank account (checking or savings). You can use any combination of payment types per transaction. Note that credit card payments are limited to \$25,000 per transaction.

Can I tell if my payment has been posted?

Yes, log in to your account and select "Paid Invoices." Your payment will post immediately.

If I sign up to go paperless, how will I receive my bills?

You will receive an email notification each time a new bill is ready for you to view and pay. In addition, you will receive an email reminder as your due date approaches and if it becomes past due. You can also print a copy of your bill for your records.

How will I know that my payment has been accepted?

After you submit your payment, you will see a payment confirmation screen. You will also receive a confirmation email after your transaction is submitted. If your electronic check does not pass through the bank, you will receive an email informing you of the rejected payment.

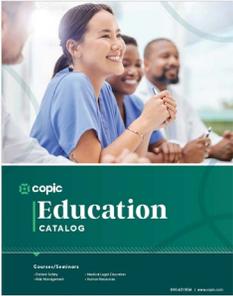
How long does it take for online payments to process?

Credit card transactions are authorized immediately and typically take 48 hours to settle. Electronic checks typically take 48–72 hours to settle.

Questions?

Call us at 720.858.6211 during regular business hours (8:00am–5:00pm, Mountain Time).

New Copic Publications



Education Catalog

Curious about the seminars Copic offers? As an accredited provider of CME and CNE education, Copic's Education Catalog highlights our diverse array of educational seminars. Dive into topics like reducing diagnostic errors, understanding informed consent, exploring major risks by medical specialty, practicing safe methods with PAs and NPs, navigating HIPAA and EMTALA regulations, and much more. The Education Catalog provides a comprehensive list of available seminars and can be downloaded at www.copic.com/education.

To learn more about our seminars or to schedule one at your practice/facility, contact our Patient Safety and Risk Management department at 720.858.6396 or grkm@copic.com.



Copic's 2024 Annual Report

Copic's 2024 Annual Report is a vibrant reflection of the past year, highlighting notable news, accomplishments, financial details, and more. The report centers on our 40th anniversary, showcasing how the company has evolved while staying true to the ideals it was founded upon. Download a copy of the report at www.copic.com/resource/2024-copic-annual-report.

Upcoming Copic Programs



Virtual Mock Trial: Tuesday, June 10, 5-8pm (Mountain Time)

This program offers a look into the courtroom proceedings

during a medical liability trial. It offers an on-screen enactment of an actual trial featuring members of Copic's Defense Counsel team, Risk Management, and Claims departments, as well as practicing physicians. Attendees serve as jury members, putting forth a verdict after hearing testimony. The Mock Trial serves as an education tool to learn and understand the chain of events from the time a lawsuit is filed.

To register, please contact Gina Rowland at growland@copic.com or 720.858.6065. Registration is limited; please register early. Please note: if you attended a virtual Mock Trial in 2024, this will be the same case and program material of the spinal epidural abscess diagnosis.

** Eligible attendees will receive 2 Copic points, and 3 CME credits. Providers insured under a facility policy can attend but are ineligible to earn Copic points.*



Bite-Size Webinars

Looking for a little learning over the lunch hour? Dive into Copic's Bite-Size Webinars educational series, where we explore timely topics in healthcare, from the

latest legal and regulatory updates to navigating patient interactions. Mark your calendars and join us for these upcoming presentations, happening from 12-1pm Mountain Time.

- **June 4:** Choose Your Words Carefully: Medical Records and Liability Risk
- **Aug. 6:** Peer Review
- **Sept. 3:** Guidelines for Clinical Documentation and Record Preservation

Attendance at the live virtual presentation earns insured facilities 1 Copic point. Please contact Cathi Pennetta at cpennetta@copic.com or 720.858.6228 for registration information.



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CopicNews

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Did you miss a previous edition of a Copic newsletter? Don't worry. Access an archive of past newsletters on www.copic.com.

Reminder: Deadline to Earn Copic Points is 10/31/25



There is still time to earn points through on-demand courses, upcoming webinars, and other programs. For more information, contact our Patient Safety and Risk Management department at grkm@copic.com or visit www.copic.com/copic-points-program.

Board of Directors

- Gerald Zarlengo, MD
Chairman and CEO
- Catrina Bubier, MD
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- Davis K. Hurley, MD
- Michelle Lucero, JD
- Sophia Meharena, DO
- Steve Neumann
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- Alan Synn, MD
- Rebecca Vogel, MD, FACS

Connect with Copic

Copic Insurance Company

Switchboard
720.858.6000 or
800.421.1834

Fax
877.263.6665

24/7 Risk Mgmt. Hotline
(for urgent, after hours
inquiries)
866.274.7511

**To Make an Incident
Report**
720.858.6395

Claims Department
720.858.6157

**Patient Safety & Risk
Management Dept.**
720.858.6396

Sales Department
720.858.6199

Customer Support
720.858.6160

Underwriting
720.858.6176

Credentialing
720.858.6160

Copic Financial

720.858.6280

Fax
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Website
www.copicfinancial.com

Copic Medical Foundation

720.858.6060

Fax
720.858.6005

Website
www.copicfoundation.org

www.copic.com |



Announcing the 2025 Grant Recipients

Patient safety is a top priority, and when care breaks down in our fragmented healthcare system it can lead to serious issues like readmissions, missed diagnoses, medication errors, delayed treatments, and unnecessary tests and procedures. These problems not only reduce the quality of care but also cause frustration for both patients and providers.

Copic Medical Foundation is committed to finding solutions to these challenges. We support initiatives that can be scaled or replicated, focusing on testing new ideas and expanding existing solutions to make a broader impact.

We're thrilled to announce the 2025 cohort of grant recipients. This year we're supporting six diverse organizations making a difference in healthcare across the country. Copic Medical Foundation has awarded over \$950,000 in grants to these recipients:

Children's Hospital Colorado Foundation (Colorado)

Children's Hospital Colorado Foundation is expanding its Transition Care Management program to serve more children by building interdisciplinary teams that address post-discharge challenges and improve outcomes for medically complex and underserved patients.

Children's National Medical Center (Pharm-PATHS) (Washington, DC)

Children's National Medical Center is studying Pharm-PATHS, a pharmacist-led telehealth intervention designed to improve medication safety at home for children with medical complexity and reduce care fragmentation.

University of Nebraska Foundation (on behalf of Nebraska Medicine Innovation Design Unit) (Nebraska)

The University of Nebraska Foundation is piloting a regional virtual nursing program to improve care coordination, support staff, and establish a model for expanding virtual care across the region.

Stigler Health & Wellness Center (Oklahoma)

The HWC Continuing Care Program will provide patients who have recently had a hospital or emergency department visit with in-home nursing visits and telehealth consultations. This program ensures patients understand treatment goals, have necessary supplies and resources, and receive timely visits, especially for those with serious conditions, to manage ongoing issues effectively.

St. Mary's Health Clinics (Minnesota)

St. Mary's Health Clinics is implementing the Community Health Empowerment Initiative to reduce care fragmentation for 1,200 uninsured, Spanish-speaking immigrants through bilingual health workers, medication management, and culturally tailored education.

Nebraska Hospice and Palliative Care Association (Nebraska)

Implement the MyDirectives platform as a statewide advance care planning document (ACP) registry to streamline access to ACP documents.



A Journey of Service and Impact

By Michelle Lucero

When I joined Copic's Board of Directors I was introduced to the phenomenal work of the Copic Medical Foundation (CMF) during my orientation. Over time, through board reports and detailed discussions about the Foundation's initiatives and grantees, I gained a deeper understanding of CMF's impact. However, it wasn't until a dinner with some of the grantees during the Grantee Summit a year ago that I truly "got it." Witnessing firsthand the profound impact CMF is making in communities across the United States was truly inspirational.

My interest in joining the CMF board was deeply rooted in my lifelong commitment to community service and philanthropy. Growing up, giving back to the community was instilled in me by my mother, inspired by her example. She was my biggest role model. I approach each day as an opportunity to make the world a better place for everyone. CMF's mission to build healthy communities through grantmaking aimed at improving healthcare outcomes resonated with my belief in what healthcare should be about and was a natural fit for me.

Throughout my career, I have held significant roles at Children's Hospital Colorado, Centura Health, and the City and County of Denver. Each of these positions has been instrumental in shaping my career, primarily by providing opportunities to lead and build exceptional teams. These experiences have been invaluable in preparing me for my current role on the CMF board.

My background in strategy, impact, and healthcare systems of care allows me to understand how these elements can affect the communities we serve.

I have been honored with numerous accolades for my leadership, including the 2023 C-Suite "Trailblazer" award and the 2020 "Athena Award." Effective leadership, in my view, encompasses several key qualities: being a good listener, prioritizing the team and organization over oneself, making tough decisions, championing and cheering for one's team, and being an excellent communicator. Additionally, having fun is an essential aspect of leadership for me.

In my TEDx Talk on "Urgency as a Virtue," I advocate for embracing urgency as a positive trait. While patience is a virtue, urgency can drive progress and innovation. My talk aims to help those who live with a sense of urgency understand and harness this trait effectively.

As a board member of CMF, my primary goal is to serve the mission of the Foundation and make a tangible difference in the communities we serve. I envision a future where healthcare continues to rely on human interaction, understanding, and compassion while embracing innovation in delivery methods. My role on the board is to ensure that these factors remain at the forefront as we pursue our mission.

4th Annual CMF Grantee Summit

Each year, the Copic Medical Foundation hosts the CMF Grantee Summit, bringing together past and current grantees along with community partners, to foster collaboration and innovation in patient safety. This year's summit, held on May 1 and 2 in Denver, focused on the theme "Change and Transition"—exploring the future of medicine, including AI and emerging trends, and their impact on our work in patient safety and reducing fragmentation across care settings.

The event provided a platform for partners from across the country to connect, share insights, and explore collaborative opportunities related to our grant focus area, "reducing fragmentation across care settings." This summit is a crucial part of our mission to improve the quality of healthcare delivery by reducing adverse outcomes and supporting innovation. We hope that attendees left the event with new ideas, new partners, and fresh perspectives to enhance their efforts in advancing patient safety on a larger scale.



Participants at the 2025 Copic Medical Foundation Summit.



The Legislative Landscape

The Colorado General Assembly adjourned on May 7, 2025. The dynamics of a new presidential administration, a term-limited governor, and a very active state legislature made for an eventful legislative session.

The state legislature debated more than 600 bills at the capitol during the 120-day session. Governor Jared Polis has until June 6 to sign or veto bills or let them become law without his signature. Below are a few passed bills that the Copic team would like to highlight:



Safeguarding Against Frivolous Lawsuits

After pushback from a large bipartisan group of legislators, Senate Bill 157 failed to pass the Senate. The bill, titled "Deceptive Trade Practices Significant Impact Test," would have removed the significant impact requirement from the Colorado Consumer Protection Act (CCPA). The requirement in current law is that to bring a CCPA claim, there must be proof that a deceptive trade practice occurred in dealing with the public, significantly impacting the public as actual or potential consumers. Doing away with this test would have meant more lawsuits against the greater business community, including healthcare providers.

What does this mean for you?

The Copic team has consistently opposed this bill on behalf of our insureds. We recognize that a more litigious environment would impact access to healthcare, especially in rural and underserved areas.



Providing Emergency Medical Services

Senate Bill 130 was the legislature's move to preserve the Emergency Medical Treatment and Active Labor Act (EMTALA) in state law, particularly the Biden administrative guidance clarifying that abortion care is included within the required services when it is necessary to stabilize the patient, should the federal law be repealed. The bill is a response to concerns that the new administration may repeal the abortion care protections added to EMTALA in 2022. The Copic team engaged alongside our colleagues at the Colorado Medical Society and Colorado Hospital Association, among others to provide draft language to this bill.

What does this mean for you?

The final version of the bill aligns with federal standards and we anticipate little impact on requirements for providers.



Provider Confidentiality in Licensing Applications

House Bill 1176, titled "Behavioral Health Treatment Stigma for Providers," is headed to the governor's desk for signature. The bill clarifies that an individual who is subject to the licensing requirements of the Colorado Medical Practice Act is not required to disclose a physical illness, physical condition, behavioral health disorder, mental health disorder, or substance use disorder that no longer impacts the individual's ability to practice their respective healthcare profession or occupation with reasonable skill and safety to patients or clients.

What does this mean for you?

*This legislation has been adopted in 29 other states and seeks to address provider mental health. This legislation attempts to support physicians seeking, who have sought, or want to seek care by removing questions that stigmatize such care on a healthcare provider's licensure application and renewal questionnaire. The legislation clarifies that providers are not required to disclose personal medical or health information that is not relevant to the applicant's current ability to provide safe and ethical patient care. However, the bill also clarifies that a healthcare professional **must** additionally provide notice of a substance use disorder and specifies that the healthcare professional is only required to provide notice of a current condition. The bill defines "current" as recently enough to justify a reasonable belief that a health-related condition may have an ongoing impact on an individual's ability to practice medicine.*

Legislative Landscape (from page 1)

The highlighted legislation is just a sample of the bills that passed through the Colorado Legislature in the 2025 session. We are currently watching to see what bills will be signed by Governor Polis into law. Other significant bills that passed the state legislature this session:

- **Senate Bill 5** Worker Protection Collective Bargaining (Vetoed)
- **Senate Bill 45** Healthcare Payment System Analysis
- **Senate Bill 48** The Diabetes Prevention and Obesity Treatment Act
- **Senate Bill 71** Prohibit Restrictions on 340B Drugs
- **Senate Bill 83** Limitations on Restrictive Employee Agreements
- **Senate Bill 129** Legally Protected Healthcare Activity Protections
- **Senate Bill 152** Healthcare Practitioner Identification Requirements
- **Senate Bill 166** Healthcare Workplace Violence Incentive Payments
- **Senate Bill 290** Stabilization Payments for Safety Net Providers
- **House Bill 1024** Requiring a medical professional to disclose certain information to patients if the medical professional delegates medical-aesthetic services to an individual who is not a licensed healthcare provider
- **House Bill 1063** Lawful use of crystalline polymorph psilocybin that is approved by the United States Food and Drug Administration
- **House Bill 1070** Conditions when electroconvulsive treatment may be performed on a minor
- **House Bill 1270** Patient's Right to Try Individualized Treatments

Copic's Public Affairs team remains focused on working closely with our colleagues at the Colorado Medical Society and the Colorado Hospital Association to navigate the current healthcare environment, monitor legislation through the rulemaking process, and keep you informed on how these policies may impact the practice of medicine and the delivery of quality care.

Visit Copic's Healthcare Advocacy page at www.copic.com/healthcare-advocacy for more information on bills we track during the legislative session, to sign up for newsletter updates, or to find your elected officials. If you have questions, please contact Copic's Senior Manager of Public Affairs, Sarah Meirose at smeirose@copic.com.



Doc2Doc Wellbeing Consulting Program

The Colorado Physician Health Program (CPHP) is a **confidential and free** resource to help all medically licensed professionals in Colorado. CPHP provides true peer support (physician to physician) for all health problems and wellbeing issues such as burnout, stress from the workplace, a bad outcome or malpractice case, depression, anxiety, substance related issues, and chronic illness. CPHP provides evaluation, treatment referral, monitoring, and supportive services to safeguard your best health and wellbeing.

CPHP's latest offering, in collaboration with the Colorado Medical Society, is the Doc2Doc Wellbeing Consulting Program where Colorado medically licensed professionals may access brief impactful consultation related to one's health or wellbeing by a physician peer expert, bypassing lengthy documentation or evaluation. This service is geared especially for burnout but can assist all professionals who just need a peer to talk with. This program is free and confidential.

Copic and CPHP know that healthy doctors give better care. See our collaborative research here: pubmed.ncbi.nlm.nih.gov/23606266/. This study demonstrates that treatment and monitoring at CPHP is associated with a lowered risk of malpractice claims and suggests that patient care may be improved with monitoring.



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MEDICAL SOCIETY

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Physician Health Program



The Legislative Landscape

The Iowa Legislature adjourned at 6:30am on May 15 after a 21-hour final legislative day. The budgeted per diem for legislators ran out on May 2, so the session went 13 days overtime and unpaid! The session was full of activity, sending 147 bills to the governor's desk for signature into law. Keep reading for your legislative update below.

Governor Kim Reynolds, who has been in office since 2017, announced that she will not be seeking a third term in 2026. Governor Reynolds is the state's first female governor and has worked to make healthcare more affordable and available in the state, including championing non-economic damage cap legislation in 2023.

What didn't make the cut?

The Copic team tracked about 90 bills in the Iowa legislature this session. Of the priority bills, the following did not make it through the legislative process this year, but we expect to see these bills resurface next session.

- **Senate File 180** The right to refuse certain medical services for reasons of conscience
- **House Study Bill 210** Relating to medical liability claims, including certificate of merit affidavits
- **Senate File 586** Regulating litigation financing contracts.

Improving Rural Healthcare Access

In a win for healthcare access and delivery in rural areas of the state, House File 972 was sent to the governor's desk on May 13 for signature into law. The bill was the governor's headline initiative this session and aims to make significant investments in Iowa's rural physician workforce. House File 972 makes record-level investments in the physician workforce by increasing general medical education (GME) residency slots, strengthening maternal health services, and nearly doubling funds for healthcare loan repayment programs. The topline of the bill include:

- Draws down \$150 million in federal funds for GME residency training slots, creating 460 new positions over four years;
- Increases funding to \$8 million for rural healthcare provider loan repayment and consolidates existing programs for greater flexibility;
- Invests \$640,000 for unbundled Medicaid maternal health rates; and
- Invests \$1 million for research into Iowa's high cancer rates.

What does this mean for you?

This bill has been applauded by our partners at the Iowa Medical Society and Iowa Hospital Association. The Copic team is proud to insure many rural healthcare providers, and hope these resources benefit recruitment to your practices and ensure access to quality care in your community.

[Continued on page 2](#)

Legislative Landscape (from page 1)

The below highlighted legislation is just a sample of the bills that passed in the 2025 session.

- **Senate File 233** The Right to Try Act
- **House File 300** (Senate File 312) Physician Assistant Licensure Compact
- **House File 383** Controlled Substance Crystalline Polymorph Psilocybin
- **House File 516** Establishing requirements relating to the residency of persons accepted for admission to the state University of Iowa's colleges of medicine, nursing, and dentistry
- **House File 547** Respiratory Care Compact
- **House File 887** Removing birth centers from the meaning of institutional health facility

Copic's Public Affairs team remains focused on working alongside our colleagues at the Iowa Medical Society and the Iowa Hospital Association to navigate the current healthcare environment, monitor legislation through the rulemaking process, and keep you informed on how these policies may impact the practice of medicine and the delivery of quality care.

Visit Copic's Healthcare Advocacy page at www.copic.com/healthcare-advocacy for more information on bills we track during the legislative session, to sign up for newsletter updates, or to find your elected officials. If you have questions, please contact Copic's Senior Manager of Public Affairs, Sarah Meirose at smeirose@copic.com.



2025 IMS/Copic Humanitarian Award: **Dr. Elaine Berry**

Copic and the Iowa Medical Society (IMS) are proud to announce that Dr. Elaine Berry is the 2025 recipient of the IMS/Copic Physician Humanitarian Award. Dr. Berry is a Cass County-based physician who is board certified in both family medicine and hospice/palliative care. Over the years, she has demonstrated an unwavering commitment to excellence, professionalism, and the dignity of every person she encounters.

Dr. Berry has been a pillar of her community since she began her career at Cass Health in 1988. Through 2022, she worked as a family medicine physician primarily at Atlantic Medical Center, but also in satellite clinics in Griswold and Massena. You could often find her making rounds on the inpatient floor providing care to her patients or helping in the Emergency Department.

Dr. Berry also served as the Medical Director of UnityPoint at Home (formerly Cass County Home Care/Hospice). Patients, families, and other physicians regularly turned to her for guidance on managing end-of-life care for patients. Compassionate with all her patients, she has a special commitment to ensuring

patients end their journey with dignity and respect.

Her other roles included Cass County Medical Examiner, Medical Director for Emergency Services, Hospice Medical Director, and her current position as Chief Medical Officer at Cass Health. She has been instrumental in disaster preparedness, EMS advocacy, and mentoring future medical professionals. Dr. Berry has also participated in medical mission trips to countries like Egypt, India, and Honduras, and has supported newly immigrated families in her church community.

Each year, the recipient of this award is asked to designate a \$10,000 donation from Copic to be provided

to a healthcare-related nonprofit organization within their community. Dr. Berry has designated Cass Health Foundation to receive this donation, specifically to support the Nurse Apprenticeship program, an innovative initiative to train nurses and address the healthcare workforce shortage.



Dr. Elaine Berry at the Iowa Medical Society Award Reception with Copic's Beverly Razon, Ed Whitver, and Kristin Stepien.

To learn more about the Copic Humanitarian Award or to nominate a physician, visit our website: www.copic.com/about-copic/copic-humanitarian-award or email Laura Wadleigh at lwadleigh@copic.com.



The Legislative Landscape

The Nebraska Legislature is scheduled to adjourn on or before June 9, 2025. The legislature is allowed by the state constitution to meet up to 90 days of normal business in odd-numbered years, but in the world of politics, "normal" may be tough to define!

Governor Jim Pillen is up for re-election in 2026. We anticipate that his team will be ramping up campaign activity over the next year, which includes racking up some political wins. The Copic team will keep a close eye on his agenda.

At the time of this publication, 136 bills have passed out of the legislature and are headed to Governor Pillen's desk for signature into law. As a reminder, bills that are not passed this year can be carried forward to 2026 alongside any new legislation that is introduced. While there have been a significant number of healthcare-related bills introduced this session, two major pieces of legislation dominated this year.

New Regulatory Framework for Medical Marijuana

Nebraskans voted in favor of legalizing medical cannabis (MMJ) in last November's election by way of ballot initiative. Following the vote, the legislature began work to codify how MMJ would be regulated with the introduction of Senator Ben Hansen's "Nebraska Medical Cannabis Regulation Act." This new law would have established the Nebraska Medical Cannabis Commission, a new regulatory body to provide oversight over the rules and guidance for MMJ. Nebraska's Attorney General Mike Hilgers released a statement against the legislation earlier this month, informing legislators of an ongoing lawsuit challenging the validity of the initiative and citing concerns that the legislation is a pathway to recreational use of MMJ. In a late session development, the bill died eight days before the legislature adjourned. However, Governor Pillen has committed to faithfully execute the will of the voters who approved the ballot initiative, stating that the petition did create a Cannabis Commission to regulate MMJ and there is no reason for the legislature to intervene. The timing on the formation and rules of the commission remains to be determined.

What does this mean for you?

Copic has weighed in with our partners on the regulatory framework and best practices for physicians using our experience in other states that have passed such laws or

initiatives. We advised throughout the bill drafting process, recommending that an established physician-patient relationship exist prior to a referral for MMJ, providing guidance on the process for referrals, and supporting physician immunity. Now that a regulatory framework is not in place for referrals for MMJ, it could lead to increased liability for healthcare providers. Stay tuned for more information.

Midwives Scope of Practice

The midwives made a push for licensure this session, with the introduction of both the "Licensed Midwives Practice Act," which licenses direct-entry midwives and a separate bill allowing certified nurse midwives to practice independently. The Nebraska Medical Association led the effort to negotiate on a variety of topics including a cap on damages, licensure pathways, and the implications of adding certified nurse midwives to the state's Excess Liability Fund.

What does this mean for you?

While Copic does not normally engage on scope of practice issues, nor do we provide coverage for independently practicing certified nurse midwives, or any provider delivering home births, we did work to inform language related to liability if a patient is transferred to a hospital emergency room after receiving such care. We continue to monitor the legislation as amendments are discussed.

The legislation below is a sample of the bills that have passed so far in the 2025 session.

- **Legislative Bill 41** Change Blood Test Requirements for Pregnant Women
- **Legislative Bill 118** Change Supervising Authority for a Pharmacist
- **Legislative Bill 168** Adopt the 340B Contract Pharmacy Protection Act



Continued on page 2

Legislative Landscape (from page 1)

Copic's Public Affairs team remains focused on working alongside our colleagues at the Nebraska Medical Association and the Nebraska Hospital Association to navigate the current healthcare environment, monitor legislation through the rulemaking process, and keep you informed on how these policies may impact the practice of medicine and the delivery of quality care.

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Unlock Expert Risk Management Insights on the Go!



We know life moves fast—so take us with you and tune in to our podcast *Within Normal Limits* as we explore timely topics in patient safety and risk management. Each episode is around 20 minutes and offers case study reviews, in-depth discussions, and practical guidance about avoiding common risks and best practices to improve patient care. Hosted by Eric Zacharias, MD, an internal medicine doctor and Copic's Chief Medical Officer, the podcast offers valuable insight through conversations with Copic's team of experts and recognized physician leaders. Recent episodes include:

- ▶ **CMF Grant Recipient: Healing Hands Community Doula Project:** This episode features Darlene Turner from Healing Hands Community Doula Project, which aims to support expectant mothers, particularly in the Black community, through their pregnancy journey. The grant from the Copic Medical Foundation is being used for a program that trains perinatal community health workers to provide extensive support, including birth and postpartum planning, lactation guidance, family dynamics, and more.
- ▶ **Addressing the Issue of Pediatric Medication Errors:** Medication errors are traditionally defined as an avoidable event, but they don't just happen during the prescribing phase. In fact, it's important to remember that there are many steps—transcribing, dispensing, and administering—where an error can occur. Join us to hear about ways to avoid adverse outcomes and mitigate risks with young children, appropriate ways to handle transfer of prescriptions, and continuing education to prevent mistakes.
- ▶ **Executive Orders and Federal Legislation: Considerations for Healthcare Providers:** Matt Groves, Copic's General Counsel, talks about the impact of federal executive orders and legislation on healthcare providers. Matt explains the differences between executive orders and legislation, and the concept of federal preemption over state laws. In addition, the episode addresses issues related to immigration enforcement, gender-affirming care, and abortion, providing guidance on how healthcare providers can navigate these complex legal areas.

Within Normal Limits is available on popular platforms such as Apple Podcasts, Google Podcasts, and Spotify. You can also go to www.copic.com/podcast for more information. New episodes are posted throughout the year, so be sure to subscribe and enjoy!

Value in Our Resources

Medical liability insurance is something you buy hoping you'll never have to use it. We get that—and it's why we work so hard to help you manage your risk. From your first day with Copic, we aim to support you through the unique challenges of working in healthcare, and we offer far more than just standard coverage. Copic puts our expertise to work for you in countless ways including an array of resources available at your fingertips on our newly designed website.

Find our Resource Center at www.copic.com/resource-center. From there you can choose from:

- **Consent Forms:** Downloadable sample consent forms to edit for your practice's needs.
- **Newsletters:** Current and past issues of Copic newsletters, including *Copiscope*, our quarterly risk management newsletter.
- **Opioid Resources:** Educational resources focused on opioids and pain management.
- **Podcast:** Information on *Within Normal Limits*, Copic's podcast, and links to access our library of episodes.
- **Peer Review Toolkits:** State-specific professional/peer review resources for medical practices.
- **Tools & Other Resources:** A mix of resources developed by Copic to help with key areas within healthcare where medical liability risks emerge.

