



STATE OF MAINE
WORKERS' COMPENSATION BOARD
Board of Directors Business Meeting

December 9, 2025

A business meeting of the Maine Workers' Compensation Board of Directors was conducted remotely via Teams and in person at the Board's Central Office at 442 Civic Center Drive, Suite 100, Augusta, on Tuesday, December 9, 2025.

BOARD MEMBERS PRESENT: John Rohde (*Executive Director/Chair*), Glenn Burroughs, Paul Gendreau, Ronnie Green, and Lynne Gaudette (*Directors*), and Richard Hewes (*General Counsel*) attended in person. Director Serina DeWolfe attended via Teams.

CALL TO ORDER

Executive Director Rohde called the meeting to order at 10:01 a.m. with over 30 people participating in person and via Teams. Board members introduced themselves for the recording.

I. APPROVAL OF MINUTES

1. Draft Minutes of the November 12, 2025 Business Meeting of the Board of Directors

Director Green MOVED TO ACCEPT THE MINUTES OF THE NOVEMBER 12, 2025, BOARD MEETING AS WRITTEN; Director Burroughs SECONDED. **MOTION PASSED 6-0.**

II. SUBCOMMITTEE REPORTS

1. IME Subcommittee

The IME subcommittee has another applicant to interview in January. Interviews with randomly selected doctors will also be scheduled in the new year.

2. Personnel Subcommittee

The Personnel subcommittee plans to interview five applicants for the position of mediator in January.

3. Framework Subcommittee

The next Framework meeting will be scheduled for January and will include stakeholders.

4. Budget Subcommittee

The Budget subcommittee met to review the reconciliation process, audits, and the reserve account.

Minutes of December 9, 2025 Workers' Compensation Board Meeting
Approved January 13, 2026 VOTE 6-0

III. EXECUTIVE DIRECTOR REPORT

1. Personnel

Executive Director Rohde congratulated Sandy Osterby for being awarded Employee of The Year and Lindsay Lizzotte for receiving Manager of The Year award.

2. Caribou Office

After the lengthy delay due to the sprinkler system issue, the work at the new Caribou office is progressing. Contractors were on-site last week. Once the space is free of construction debris, MaineIT and Building Control can go in and complete their respective tasks.

3. Training

The Board will conduct training sessions in the coming months. On February 5, 2026, there will be an Adjuster 201 Training. In April, a Legal Year in Review will also be scheduled. There will also be another Adjuster 101 training held. The Adjuster 101 training was very well attended last June. Information about training sessions will be posted on the Board's website.

IV. GENERAL COUNSEL REPORT

1. Hardship Petition

The pro se employee in the case of *Charles v. Maine Staffing Services* has filed a petition for an extension of benefits due to extreme hardship under §213(1). The Board will review this petition after the January Board meeting. The employee has not exhausted available benefits under §213 and a petition for benefits is pending before ALJ Rooks.

2. Personnel

Portland Advocate Trent Hunter will be moving to the Augusta office to fill one of the two vacancies there. The other vacant advocate position is posted. The hiring process remains slower than usual due to changes at DAFS.

V. OLD BUSINESS

1. Rules Group Updates

The rules group met twice in November to work on Chapters 1, 3, and 20 of the Board's rules. Additional meetings will be scheduled after the holidays.

2. Legislation Updates

The Board does not anticipate any bills will be brought forward this session to amend Title 39-A.

VI. NEW BUSINESS

1. CompCon – Psychological Injuries Presentation

During a presentation at CompCon, it was noted it is standard procedure to file notices of controversy in cases involving psychological injuries and make it difficult for employees to pursue those claims.

Executive Director Rohde felt that this is counter-productive to the work the Board has done to destigmatize treatment of psychological injuries. While this is not an action item for the Board at this time, Executive Director Rohde wanted to flag the issue for conversation, especially as our understanding of psychological injuries has come a long way since the initial standards for these injuries were introduced in the 1980's.

VII. ADJOURNMENT

Director Gendreau MOVED TO ADJOURN. Director Gaudette SECONDED. **MOTION PASSED 4-2.** (*Directors Burroughs and Green opposed.*)

The meeting formally adjourned at 10:27 a.m.