

# Onsite Wellness and Massage Program provided by Mark Glesener D.C.

## Explanation of First Aid massage and ART

I provide wellness care and massage for employee discomforts which affect work productivity. The following is a brief synopsis of ART and the type of work I do which is massage. In my work I utilize my hands with the occasional aid of massage tools. My goals are to: stay within the published OSHA guidelines, reduce employee discomfort which affects productivity and ability to work, improve employee satisfaction, and provide a readily accessible point of contact for early intervention of potential work related conditions.

ART treatment definition- "Shorten the tissue, apply a contact tension and lengthen the tissue or make it slide relative to the adjacent tissue." (ART website)

First Aid Massage- I apply targeted massage to densified areas of the soft tissue which include the muscle and its fascial wrapper. This massage releases the densified area to improve soft tissue glide.

Both techniques target the muscle and its fascial wrapper which become shortened and dense. This change in tissue character causes discomfort at rest and with use. Restoring the tissue function with mechanical methods, commonly referred to as massage, allows relief of discomfort.

OSHA's opinion of massage for the relief of work related discomfort is summarized as follows. An employee who has muscle soreness from work which has reached the abnormal condition threshold, **does not have a recordable work related injury** unless they miss work, are not able to do their job or receive treatment beyond first aid.

- (1.) OSHA has published an opinion specific to ART. On their second try, ART was successful in having OSHA classify their technique as massage.
- (2.) According to the CPT coding manual published by the American Medical Association, moving a body part through a range of motion involves active participation by the precipitant and is more appropriately coded as exercise. According to OSHA, performing exercise on an employee with muscle soreness is classified as medical treatment and automatically makes the condition work related. Kudos to ART for making OSHA decide their procedure was massage.

By definition, the techniques which I use are passive in nature and do not involving active participation and movement by the recipient. My massage is a passively receive procedure thereby falling more appropriately under the true definition of massage as first aid, per OSHA. In short, the massage which I use to relieve muscle soreness and discomfort does not need to be defined in a letter by OSHA because it is clearly massage.



**Dr. Mark Glesener**

*"The health of the employee is the health of the company."*

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