COVID-19 Updates

Today’s Topics:

1. Latest on COVID-19
2. Vaccine
3. Supporting your workforce

1.07.21
• Today’s Topics:

1. Latest on COVID-19

2. Vaccine

3. Supporting your workforce
The Coronavirus pandemic is an ongoing, continuously evolving situation. Northern Light Health encourages everyone to follow federal and state governmental guidance and mandates.

Northern Light Health does not know the particulars of your situation, so the information presented today is general in nature and is based upon Northern Light Health’s own experience, which may or may not apply in your specific situation, and which may be revised as we learn more about the Coronavirus.

Accordingly, following any guidance Northern Light Health presents today in no way guarantees that you, your employees and/or your customers and clients will not contract or spread the Coronavirus.
Ask us questions – give us feedback – this hour is for you

- Please use the **chat** function to ask your questions at anytime.
Poll Question:
For your business, how does 2020 compare with other challenging times?

- **2020 HAS BEEN THE TOUGHEST YEAR EVER FOR MY BUSINESS.** (40%, 73 VOTES)
- **2020 HAS BEEN TOUGH, BUT THE GREAT RECESSION OF 2007-2009 WAS TOUGHER.** (17%, 32 VOTES)
- **2020 HAS BEEN TOUGH, BUT THE MONTHS AFTER THE 9/11 ATTACKS WERE TOUGHER.** (2%, 3 VOTES)
- **2020 HAS BEEN A YEAR OF UPS AND DOWNS, NOTHING EXTRAORDINARY.** (14%, 25 VOTES)
- **2020 HAS BEEN A GOOD YEAR FOR MY BUSINESS.** (27%, 50 VOTES)
Latest on COVID-19
## COVID-19 Numbers

### Cases overview

<table>
<thead>
<tr>
<th></th>
<th>Total cases</th>
<th>Recovered</th>
<th>Deaths</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Maine</strong></td>
<td>25,592</td>
<td>-</td>
<td>359</td>
</tr>
<tr>
<td></td>
<td>+347</td>
<td>-</td>
<td>+1</td>
</tr>
<tr>
<td><strong>United States</strong></td>
<td>20.7M</td>
<td>-</td>
<td>352K</td>
</tr>
<tr>
<td></td>
<td>+201K</td>
<td>-</td>
<td>+1,353</td>
</tr>
<tr>
<td><strong>Worldwide</strong></td>
<td>85.2M</td>
<td>47.9M</td>
<td>1.84M</td>
</tr>
</tbody>
</table>

- **14 days**
- **Total cases**
Where are we now?

Statistics

Daily change

New cases  | United States  | Maine  | All time  
---|---|---|---

1,000

500

0

May 22  | Jul 15  | Sep 7  | Oct 31  | Dec 24  

173

November 16

Each day shows new cases reported since the previous day. Updated less than 14 hours ago.

Source: The New York Times  •  About this data

Business to Business Zoom Conference Series
• Vaccine Numbers in Maine
• What’s the plan for the future?
• Where are they and how do I get mine
Vaccine Update
Adding new measures for prevention: COVID-19 vaccines

Multiple COVID-19 vaccines are in development, several of which are in large scale (Phase 3) trials.

FDA’s Emergency Use Authorization is a process that helps facilitate the availability and use of medicines and vaccines during public health emergencies, such as the current COVID-19 pandemic. COVID-19 vaccines are being held to the same safety standards as all vaccines.

70,000+ volunteers for Pfizer and Moderna studies
COVID-19 vaccines having received FDA Emergency Use Authorizations (EUAs)

Two vaccines have received Emergency Use Authorizations (EUAs) from the FDA:

✓ Pfizer/BioNTech (BNT162b2): 2 doses given at least 21 days apart
✓ Moderna (mRNA-1273): 2 doses given at least 28 days apart

Both vaccines were tested in tens of thousands of adults from diverse backgrounds, including older adults and communities of color.

Clinical trial data show that both vaccines are safe and effective at preventing COVID-19. It is unknown how long protection from vaccines might last.
How mRNA Vaccines Work

1. Find a target protein mRNA sequence (Spike protein)
2. Make the RNA copies and make it deliverable
3. Administer the vaccine

4. mRNA goes into some cells

5. Cell makes spike protein


6. RNA metabolized

IMMUNE SYSTEM KICKS IN!!!
Is the Pfizer/BioNTech Vaccine Effective?

95% efficacy with 2 dose series

Is the Moderna Vaccine Effective?

**94.1% efficacy with 2 dose series**

**Placebo Group**

**Vaccine Group**
## COVID-19 effects vs. mRNA Vaccine Side Effects

<table>
<thead>
<tr>
<th>Effects of COVID-19 Disease¹</th>
<th>Side Effects of mRNA COVID-19 Vaccine²,³</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Common</strong></td>
<td></td>
</tr>
<tr>
<td>Shortness of Breath</td>
<td>Injection site pain</td>
</tr>
<tr>
<td>Cough (can be severe)</td>
<td>Injection site redness/swelling</td>
</tr>
<tr>
<td>Fever (can be severe)</td>
<td>Headache</td>
</tr>
<tr>
<td>Body Aches</td>
<td>Fatigue</td>
</tr>
<tr>
<td>Fatigue</td>
<td></td>
</tr>
<tr>
<td>Chills</td>
<td></td>
</tr>
<tr>
<td>Headache</td>
<td></td>
</tr>
<tr>
<td>Sore Throat</td>
<td></td>
</tr>
<tr>
<td>Loss of Appetite</td>
<td></td>
</tr>
<tr>
<td>Loss of taste/smell</td>
<td></td>
</tr>
<tr>
<td><strong>Less Common</strong></td>
<td></td>
</tr>
<tr>
<td>Nausea</td>
<td>Fever</td>
</tr>
<tr>
<td>Vomiting</td>
<td>Chills</td>
</tr>
<tr>
<td>Diarrhea</td>
<td>Body Ache</td>
</tr>
<tr>
<td>Long-term COVID-19</td>
<td>Nausea (Moderna)</td>
</tr>
<tr>
<td>Hospitalization</td>
<td></td>
</tr>
<tr>
<td>Low oxygen level</td>
<td></td>
</tr>
<tr>
<td><strong>Rare</strong></td>
<td></td>
</tr>
<tr>
<td>Stroke</td>
<td>Allergic reaction - same or less than other vaccines</td>
</tr>
<tr>
<td>Death</td>
<td>Swollen lymph nodes</td>
</tr>
<tr>
<td>COVID Toe</td>
<td>Bell’s Palsy??</td>
</tr>
<tr>
<td>Confusion / Lethargy</td>
<td></td>
</tr>
</tbody>
</table>


What to expect – mRNA Vaccine

VACCINE DOSE 1
Day 0

VACCINE DOSE 2
Day 21 or 28

95% Chance of IMMUNITY!!
Day 35 or 42

SIDE EFFECTS?
Day 1-7

SIDE EFFECTS?
Next 7 Days

More common after second dose

Continue to follow public health guidance

WE DON’T KNOW HOW LONG YET

Business to Business Zoom Conference Series 1.07.21
**COVID-19 symptoms or mRNA Vaccine Side Effects?**

The vaccine does not contain live virus and cannot cause COVID-19

*But some vaccine side effects may look like COVID-19*

<table>
<thead>
<tr>
<th>Symptom/Side Effect</th>
<th>COVID-19</th>
<th>mRNA Vaccine</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatigue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Headache</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fever</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Body Aches</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cough</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sore throat</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shortness of Breath</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loss of taste/smell</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loss of appetite</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Discuss with your provider if you have these symptoms or if other symptoms last > 24 hours.
What to Expect as an Employer and When?

Maine CDC Vaccination Phases:

**Phase 1**
1a: Health care workers and residents of long-term care facilities
1b: People age 75 and older and frontline essential workers
1c: People ages 65-74, people ages 16-64 with high-risk medical conditions, and other essential workers

**Phase 2**
All people ages 16 and older who are not in Phase 1, with vaccine starting to become available to the general public.

We are working as quickly as possible with Maine CDC to complete phase 1a and actively planning for phase 1b.
Unique COVID-19 Vaccine Considerations:
• Complex cold storage requirements
• Multi-Dose Vials

Approach to Public Vaccination
1. Healthcare facilities
2. Referral based public clinics
3. Mass vaccination
4. Employer sponsored vaccination clinics
Should the COVID19 Vaccine be Mandatory?

**Pros:**
- Helps to ensure the safety of your employees and customers
- Vaccinations reduce time out of work and lower healthcare expenses
- Maine is an “at will” employment State, which allows for making vaccines a condition of employment

**Cons:**
- COVID19 vaccines do not yet have full FDA approval
- Valid medical exemptions do exist to vaccination
- Employees may hold strong religious or philosophical beliefs surrounding vaccination
Additional COVID19 Vaccine Information

Maine CDC: https://www.maine.gov/covid19/vaccines
Federal CDC: https://www.cdc.gov/vaccines/covid-19/index.html
ACIP Clinical Considerations: https://www.cdc.gov/vaccines/covid-19/info-by-product/clinical-considerations.html
How to support your workforce
Poll Question:
When was the last time you were physically at your place of work?

- **THIS WEEK** (24%, 73 VOTES)
- **THIS MONTH** (11%, 34 VOTES)
- **WITHIN THE LAST SIX MONTHS** (6%, 19 VOTES)
- **NOT SINCE THE PANDEMIC BEGAN** (21%, 64 VOTES)
- **I NEVER STOPPED BEING THERE REGULARLY** (31%, 94 VOTES)
- **I WORKED REMOTELY BEFORE THE PANDEMIC** (7%, 22 VOTES)

Total Votes: 306

Comments: 1
When It Makes Business Sense: Benefits of Remote Work

**Possible Cost Savings**

* Organizations save $11,000 per year per remote worker
* Potential to reduce leases, maintenance, other costs
* Allows for social distancing
* Employees save between $2,000-$4,000 annually

**Improved employee retention**

* An average nationally of 12% reduction in turnover
* 54% of employees say they would leave their current job for a remote position

**Absenteeism**

* Employees are absent 41% less

**Improved Quality**

* Workers produce results with 40% fewer quality defects

**Improved Productivity**

* Remote workers are an average of 35-40% more productive than office counterparts

Farrer, L. (2020, February 12). 5 Proven Benefits Of Remote Work For Companies. Retrieved June 04, 2020, from [https://www.forbes.com/sites/laurelfarrer/2020/02/12/top-5-benefits-of-remote-work-for-companies/](https://www.forbes.com/sites/laurelfarrer/2020/02/12/top-5-benefits-of-remote-work-for-companies/) *A collection of statistics was sourced from the world’s leading research institutions studying the topic of telework, including Gallup, Harvard University, Global Workplace Analytics, and Stanford University*
Setting Clear Expectations for Remote Work Success

➢ Policy: sets clear general definitions, procedures and expectations such as what the employee and employer are responsible for, equipment, work time, requirements for the remote work space, when and how the employee may need to be on-site at the workplace, and safety

➢ Agreement: a signed document that establishes specifics such as the individual’s work schedule, productivity standards/metrics, internet connectivity requirements, identifies the specific remote work location(s), etc.

➢ Practice:
  • Use video communication whenever possible
  • Be deliberate about checking in with people; create forums for teams and coworkers to connect
  • Establish IM and response time etiquette
  • Address and resolve any concerns quickly
  • Be consistent
Keeping Remote Workers Engaged

Maintain the feeling of a team

• Engaged employees want to work with a team
• Have team calls that are led by other employees
• Practice team recognition

Encourage learning, growth, and development

• Have employees share best practices with others
• Assign employees to become an expert and teach others
• Continue to promote all available learning opportunities

Connect the work to the bigger picture

• Keep employees informed
• Promote discussion around future goals of the group

Know your employees

• What excites them about their jobs?
• What discourages them?
• How do they like to be recognized?
Please use chat to ask your questions
Tools you can use:

https://northernlighthealth.org/Resources/Safe-Return-to-Business
For more information or to submit a topic for a future Zoom Conference:

Contact:
Lanie Abbott
Director of Communications
lwabbott@northernlight.org
Join us Thursday, January 21:
The impact of isolation on employee health and wellness

Topics:
• Latest on COVID-19
• Employee mental health and feelings of loneliness
• Increased substance use and abuse
The Coronavirus pandemic is an ongoing, continuously evolving situation. Northern Light Health (NLH) encourages everyone to follow federal and state governmental guidance and mandates.

NLH does not know the particulars of your situation, so the information presented today is general in nature and is based upon NLH’s own experience, which may or may not apply in your specific situation, and which may be revised as we learn more about the Coronavirus.

Accordingly, following any guidance NLH presents today in no way guarantees that you, your employees and/or your customers and clients will not contract or spread the Coronavirus.