COVID-19: Navigating New Information to Support our Employees’ Health

Topics:
- Latest on COVID-19
  - Boosters
  - Vaccines
- Monoclonal Antibodies
- Vaccine Mandates
  - Considerations when communicating policy changes to employees
  - Preparing for potential impact on staffing
- Supporting employees’ mental health
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 **Q and A** function to ask your questions at anytime.
Latest on COVID-19
Latest on COVID-19 – a Northern Light Health snapshot
Vaccines and boosters – where are we?

- Right now, the FDA and CDC do NOT recommend COVID-19 booster shots for most people 12 and over.
- The most **important** thing we can do **to stop** serious illness from COVID-19 is to ensure that every **eligible** person completes their initial **vaccination** series.
- For those where Booster shots may be appropriate, they are only authorized for those having finished the Pfizer vaccine series at least 6 months ago.
- The FDA and CDC are reviewing data for Moderna and Johnson and Johnson vaccines.
Vaccines and boosters – where are we?

People **SHOULD** receive a booster shot:

- People 65 years and over, residents in long-term care settings
- People ages 50–64 years with underlying medical conditions.

**These include but are limited to:**
- cancer
- heart disease
- high blood pressure
- lung disease
- kidney disease
- immunocompromising conditions
- overweight or obesity
- diabetes
Vaccines and boosters – where are we?

People **MAY** receive a booster shot:

- 18–49 years with underlying medical conditions
- 18-64 years at increased risk for COVID-19 exposure and transmission - occupational or institutional setting
- High risk occupations are identified as:
  - First responders, including healthcare workers, firefighters, police, congregate care staff
  - Teachers and support staff, including school administrators
  - Day-care workers
  - Food and agriculture workers
  - Manufacturing workers
  - Corrections workers
  - US Postal Service workers
  - Public transit workers
  - Grocery store workers
Vaccines and Kids – where are we?

- Currently no vaccine authorized for children under 12 years of age
- Pfizer submitted data for review
- The FDA and CDC released a joint statement
  - they will do their due diligence in review of any vaccine request for children
Monoclonal Antibodies
### Monoclonal Antibodies (mAb) Names

#### 3 Available Drugs:

<table>
<thead>
<tr>
<th>Drug</th>
<th>Prefix</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bamlani</td>
<td>-vimab</td>
</tr>
<tr>
<td>Etesi</td>
<td>-vimab</td>
</tr>
<tr>
<td>Casiri</td>
<td>-vimab</td>
</tr>
<tr>
<td>Imde</td>
<td>-vimab</td>
</tr>
<tr>
<td>Sotro</td>
<td>-vimab</td>
</tr>
</tbody>
</table>

#### Name Origins:

- **-vimab**
  - ‘-vi-’: Targets Viruses
  - ‘-mab’: Monoclonal antibody
Mono: One

Antibody: An immune protein that blocks or helps fight infections

SARS-COV-2 mAbs all stick to the Spike Protein on the virus

Intended to **PREVENT** severe disease
Time to Natural Immune Response Can Be Highly Variable

7-10 days to develop immune response

*Vaccination significantly reduces this time

Groups at high-risk for Severe COVID-19 can take longer

Figure 1. Kinetics of viral replication and the humoral immune response.
Evidence Supporting Authorization
Mild-Moderate COVID Risk for severe disease

<table>
<thead>
<tr>
<th>Trials</th>
<th>Patients</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Randomized Controlled Trials</td>
<td>2,900</td>
</tr>
</tbody>
</table>

~70%-80% lower risk of being hospitalized or dying
Monoclonal Antibodies in our community

- Infected
- Hospitalized
- Died

Northern Light Health.
Northern Light Health Evolving Process

Electronic identification of high-risk COVID+ patients (message pool and alert) – opt out of program for providers available

Reach-out by Care Management offering therapeutic options, locations

Transition to infusion location operations for scheduling, ordering, administration

Reduced risk of hospitalization and death for patient

Infusion at various locations within the state
# mAbs and Vaccines

<table>
<thead>
<tr>
<th></th>
<th>mAbs</th>
<th>Vaccines</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide Antibodies to the Spike Protein</td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>Prevent severe COVID-19, hospitalization, death</td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>FDA Approved Products Available</td>
<td></td>
<td>✔</td>
</tr>
<tr>
<td># of Trial Participants</td>
<td>~3,000</td>
<td>&gt;130,000</td>
</tr>
<tr>
<td>Administration Time</td>
<td>1-hour</td>
<td>5-seconds</td>
</tr>
<tr>
<td>Available Supply</td>
<td>Limited</td>
<td>Plenty</td>
</tr>
</tbody>
</table>
Vaccination Mandates
Vaccination Mandate

• President Biden’s executive order requiring all federal employees and contractors to be vaccinated.
• November 22, 2021
• Estimated to impact around 100 million American workers.
• Requires all employers with 100 or more employees to mandate vaccinations or face weekly testing.
• Employers waiting on details from DOL and OSHA, which is drafting emergency temporary standard.
Northern Light Health Vaccination Efforts and Impact

- Northern Light Health continues to provide vaccine education
- Opportunity to meet 1:1 with SPE or pharmacist
- Medical exemption
- Northern Light Health Vaccination rate is nearly 93% as of 9.28.21
- Northern Light Health staffing impact
Tools you can use!

- NLH website: [COVID-19 - Northern Light Health](https://nlnh.org)
- Information about COVID-19-CDC
- Vaccination link
- Masking requirements
Ways to keep your employees Informed:

- Policy/procedures
- Communications with staff
- Townhall style meetings
- Internal intranet page
- The CDC and 211 have partnered to create a hotline available by calling 211 or 1-866-811-5695. You can also text your zip code to 898-211 or email info@211maine.org
Supporting Employees’ Mental Health
Crisis Cycle

Any stressor at these stages could restart the cycle and prevent healing/recovery.

Good Health Is Good Business
Common Stress Reactions

Physical Reactions
- Nausea, Gastrointestinal distress
- Sweating, shivering
- Faintness, dizziness
- Muscle tremors, weakness
- Elevated heartbeat, respiration, blood pressure
- Uncoordinated movements
- Overwhelmed
- Extreme fatigue, exhaustion
- Headache
- Narrowed visual field

Emotional Reactions
- Numbness, anxiety, fear
- Rapidly shifting emotions
- Guilt, survivor guilt
- Exhilaration, survivor joy
- Anger, sadness
- Helplessness, feeling detachment
- Feeling unreal
- Disorientation
- Feeling out of control
- Denial, constriction of feelings
- Strong identification with victims

Cognitive Reactions
- Difficulty concentrating
- Racing, circular thoughts
- Slowed thinking
- Memory problems
- Confusion, difficulty naming objects
- Impaired problem-solving, calculations
- Difficulty making decisions
- Intrusive images of disaster
- Loss of perspective
- Loss of ability to conceptualize, prioritize

Behavioral Reactions
- Startled reaction, restlessness
- Sleep and appetite disturbances
- Difficulty expressing oneself
- Constant talking
- Arguments, angry outbursts
- Withdrawal and apathy
- Exaggerated “gallows” humor
- Slowed reactions, accident prone
- Inability to rest or let go
- Increased use of alcohol and tobacco

Good Health Is Good Business
Youth Reactions to Stress

Adolescents

- Increased stress, frustration, anger, worry, anxiety, feelings of being overwhelmed
- Restless and/or agitated and having difficulty settling down
- Feeling hopeless or helpless
- Teary, sad and loss of interest
- Fingernail chewing, hair tugging, etc.
- Physical fatigue or other body symptoms, (butterflies in stomach, rapid breathing/heart rate, clenched jaw

Younger Children

- Rapidly changing moods
- Sleeplessness or Nightmares
- Regression behaviors (baby talk, bed wetting, thumb sucking, not wanting to sleep alone, needing lights on, chewing/sucking on blankets or clothing)
- Exaggerated startle response
- Changes in appetite
- Increase in motor activity Anxiety
- Skin picking, hair tugging, chewing nails, etc.

The Big Idea: Recognizing stress symptoms helps kids and adults cope through transitions.
How you can help ... yourself and others
The Big Idea: Creating and practicing rituals helps loved ones & and ourselves in processing emotions through COVID-19.
Strategies for parents & caregivers

Focus on building resiliency

Check in often (provide options for non-verbal check-in too)

Be mindful of screen time

Model and be mindful of your own emotions

Keep daily routines and a predictable schedule

Practice and play with masks for social distancing

Allow youth to ask questions

Focus on self-care

Know when and who to reach out for more help

The Big Idea: Parents and children alike can participate in these everyday strategies to build resiliency.
Please use the Q and A function to ask your questions:
Tools you can use:

https://northernlighthealth.org/Resources/Safe-Return-to-Business
Be sure to register for Thursday, October 7: COVID-19: Critically relevant information and discussion

Topics:
• Latest on COVID-19
• Vaccine updates
• Our mental health
• Questions from attendees

Send your questions to Lanie Abbott to be considered for discussion.
Legal Disclosure:

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.