Caring for our employees: return to work guidelines, team building, and COVID 19 testing
COVID-19 by the numbers

Case rate per 100,000 people: (as of 7/13/20)

- Maine 263
- Cumberland County, ME 644
- Vermont 208
- New Hampshire 445
- Massachusetts 1,619
- New York 2,065
- Hawaii 86
Legal Disclosure:

Coronavirus pandemic is an ongoing, continuously evolving situation. Northern Light 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. In regard to employment, every situation is unique, and must be reviewed on a case-by-case basis to ensure compliance with the law.

The information presented should not be taken as legal advice and you will need to retain your own counsel to review specific questions regarding employment situations and/or accommodations in your organization.
What a Business Needs to Safely Open

Today’s Topics:

1. How to plan if an employee or customer gets sick
2. Virtual Team Building
3. Update on COVID 19, screening, and face coverings
How to plan if an employee or customer are positive for COVID
Limit the risk of exposure

Coronavirus spreads in ways you don’t always realize.

• Universal masking
• Sanitize, Sanitize, Sanitize
• Physical distancing
• Symptom screening
When an employee or customer test positive

The average coronavirus patient infects at least 2 others.

You can help stop the spread.
Stay home. If you must go out, stay at least 6 feet apart, and make the trip short.

- **Identify the following:**
  - Onset of symptoms?
  - Who was in contact with positive patient?
  - Prolonged, close proximity contact?
  - What protective equipment were they wearing?
Next steps

• Positive employee
  • Out of work until recovered

• Exposed employee(s)
  • Self monitor for symptoms, or
  • Quarantine for 14 days
Virtual team building
Adjusting teams to varied work environments during COVID-19

Work groups are experiencing rapid amounts of change in adjusting to new work environments.

Working groups continue to face different challenges.

An emphasis on keeping our teams working together.

Strategies for work groups.
Common Work Group Stages

**Forming**: reconnecting

**Storming**: rearranging roles & tasks

**Norming**: establishing new processes for workflow

**Performing**: working together to achieve goals

Retrieved from: Tuckman's Stages of Group Development
Why Team Building?

- Foster ongoing resiliency
- Build a sense of togetherness
- Improve communications
- Boost engagement
- Employee retention

Healthy Life Resources
Benefits of Using Video Conferencing

Video conferencing is far more engaging than audio conferencing

Video conferencing is as good as being in person and is efficient

Allows for superior communication and learning

Keeps dispersed teams connected & aligned

Gets things done

Team Building Activities

Grab & Share
Pick an object off your desk. Describe that object using one noun, one descriptive word, one feeling word.

Zoom Appreciation “Square”
Team members share one thing they appreciate about their co-worker in the square to their left.

Three Words
Each team member shares how their day/week is going using three words only. Allow further elaboration after everyone has a turn.
Latest on COVID-19, testing, screening, and face coverings
The list of people at higher risk for severe illness has grown

The virus acts differently and produces more symptoms than expected

The risk of getting infected from surfaces is not as high as some originally feared

Growing evidence virus could spread through aerosols that linger in the air

Some people who get coronavirus see longer-term issues
The science of physical distancing and face coverings

- Face Coverings are an adjunct to Physical Distancing
- Face coverings offer some security for wearer main intent is to protect others
- Coverings slow disease transmission
Tips to make facial coverings more palatable

- Try several different types of face coverings to find one that feels comfortable
- Remember it needs to cover both MOUTH and NOSE
- Practice wearing it at home
- Take a few deep breaths prior to placing on face.
- schedule “Mask Breaks”
How to respond to questions about face coverings

- Face Coverings DO NOT Lower Immunity
- Face Coverings DO offer protection to wearer but protect others more
- Communities where Face Coverings are the norm have lower incidence of community spread.
- Science and Disease are Apolitical
- Handwashing, Seat Belts, Face Coverings Save Lives, Lower Health Care and Health Insurance Costs
- Hospitalizations and Deaths have Economic Impacts
Questions:
Let our experience help guide you
Remember to use the chat function to ask questions.

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Northern Light Mercy

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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:
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Join us next Thursday: Shared Challenges, Common Questions, and Planning for the Unknown: Roundtable Discussion
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