

Employer Solutions Town Hall: PART 11

MAY 26, 2021

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Senior Vice President, Population Health

Introduction

Today's Topics



New Guidance &
Updates



DR. KATIE PASSARETTI
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Vaccine
Concerns & Facts



DR. JANELLE WHITE
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Promoting Vaccination in
the Workplace



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Worksite
Vaccination Clinics



RUTH KRSTOPOLSKI
*Senior Vice President,
Population Health*

- This meeting is being recorded and will be available following the event.
- Submit your questions today via the chat function.

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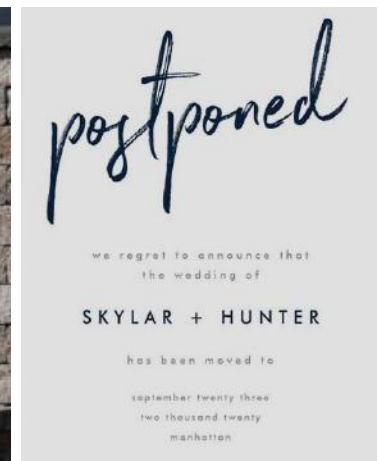
Katie Passaretti, MD

Medical Director, Infection Prevention

New COVID-19 Guidance & Updates

Current Stats

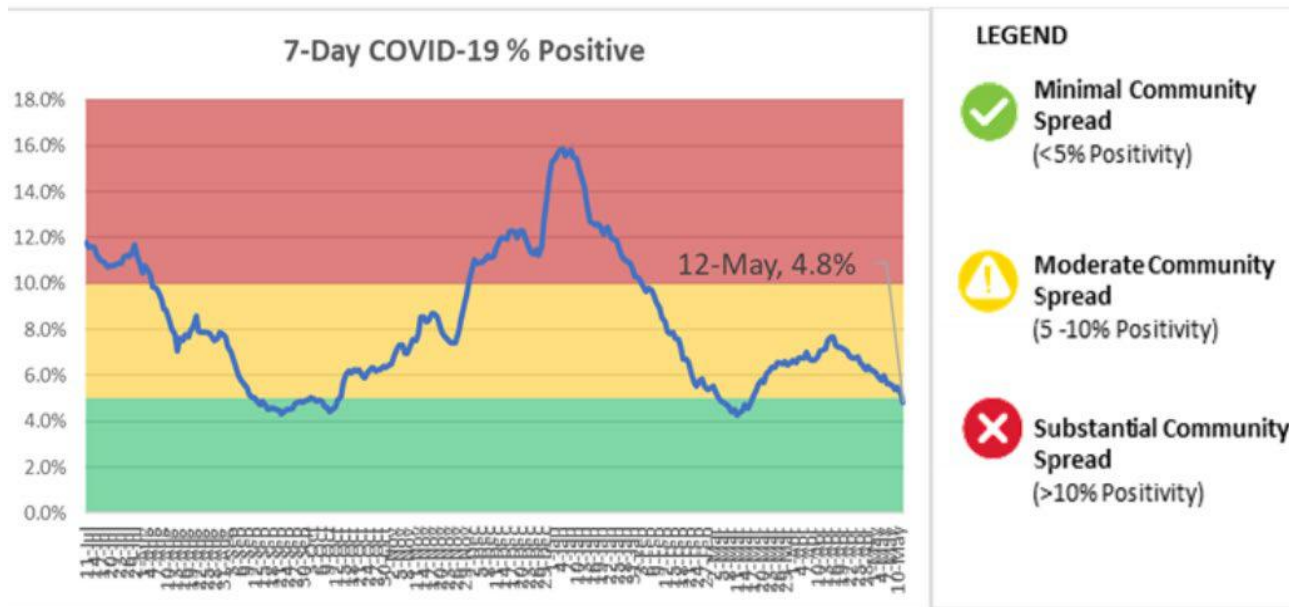
Impact of COVID-19



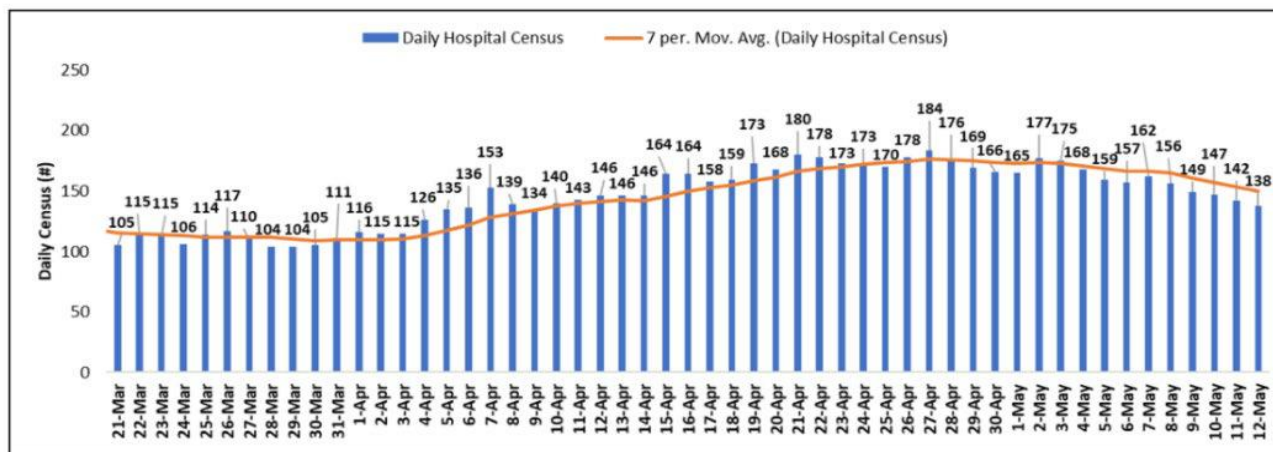
The COVID-19 Pandemic is Not Over Yet

(but we are MUCH closer!)

COVID-19 Percent Positivity Rates (7-Day Average)



Daily Hospital Census of Patients with Laboratory Confirmed COVID-19⁵
(as of May 12, 2021)



⁵ Data include all patients hospitalized at Atrium Health and Novant Health acute care facilities in Mecklenburg County.

Updates on Vaccines

US COVID-19 Vaccine Uptake as of 5/18/2021

Total Vaccine Doses

Delivered **346,672,525**

Administered **275,535,207**

People Vaccinated	At Least One Dose	Fully Vaccinated
Total	158,365,411	124,455,693
% of Total Population	47.7%	37.5%
Population ≥ 12 Years of Age	158,307,600	124,447,512
% of Population ≥ 12 Years of Age	56.5%	44.4%
Population ≥ 18 Years of Age	154,779,249	122,825,591
% of Population ≥ 18 Years of Age	60%	47.6%
Population ≥ 65 Years of Age	46,263,132	39,814,006
% of Population ≥ 65 Years of Age	84.6%	72.8%

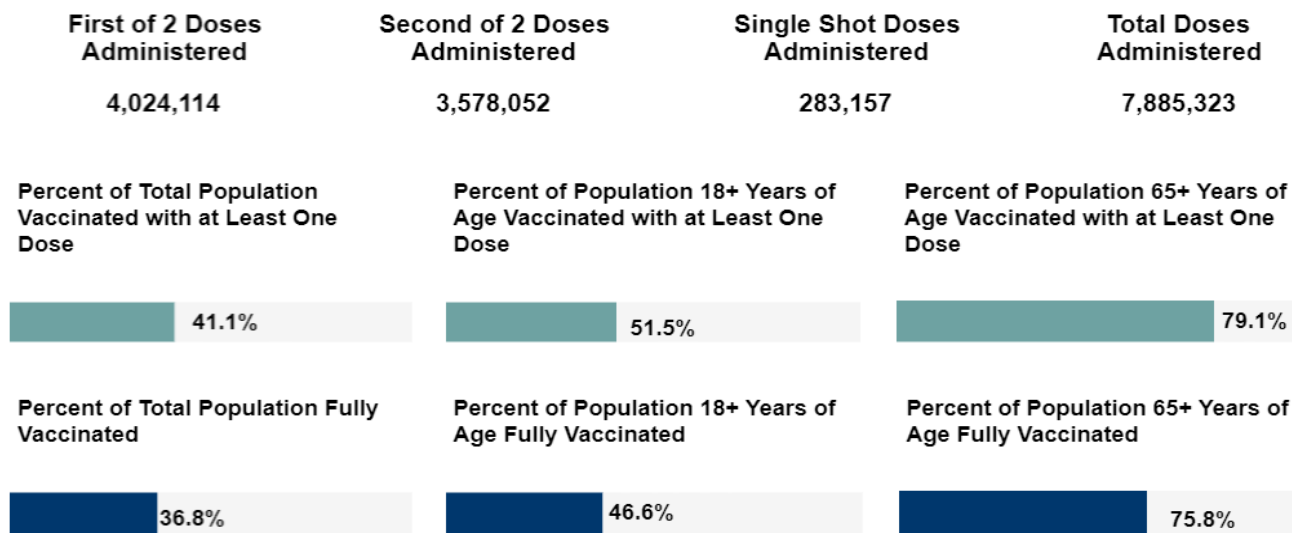
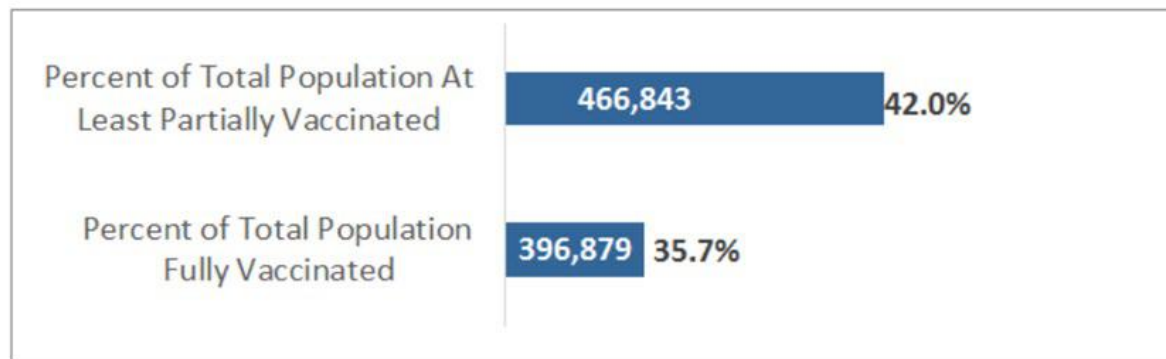
NC Vaccine Progress & Opportunities

COVID-19 Vaccination Data, Mecklenburg County:

December 14, 2020 – May 12, 2021

(based on data submitted to NC DHHS by NC Providers and Federal Pharmacy Programs)

For more information about COVID-19 Vaccinations visit <https://covid19.ncdhhs.gov/dashboard/vaccinations>





Real World Vaccine Data

Multiple studies show continued efficacy and safety

- US
- Israel
- Multiple HCW studies
- Impact on elderly populations with higher vaccination rates

Six-month data for Pfizer and Moderna both show high levels of protection

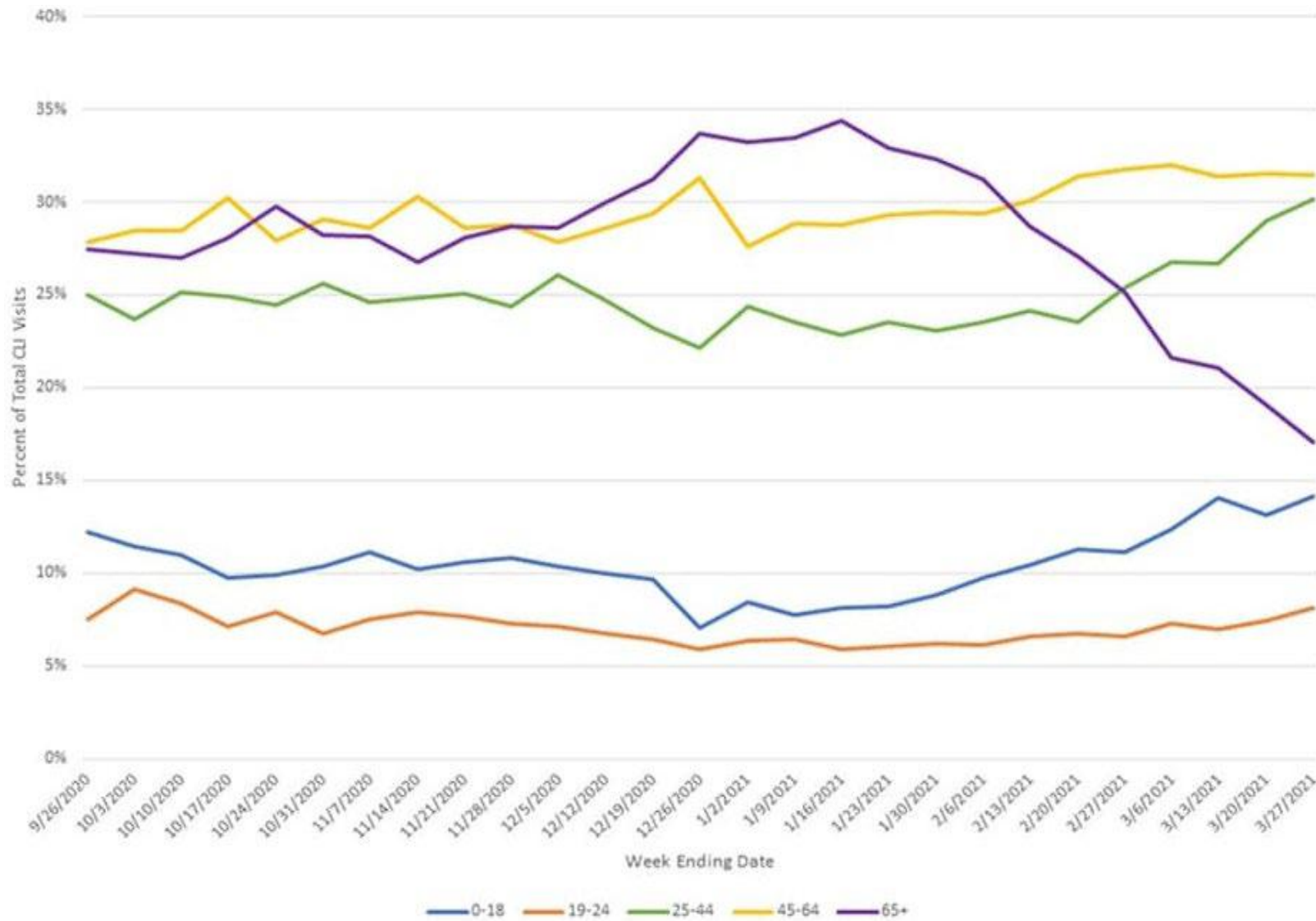
Vaccines in many individuals provide higher and more durable antibody response than natural infection especially for those with mild or no symptoms from COVID

Increasing data fully vaccinated individuals are less likely to be asymptotically infected

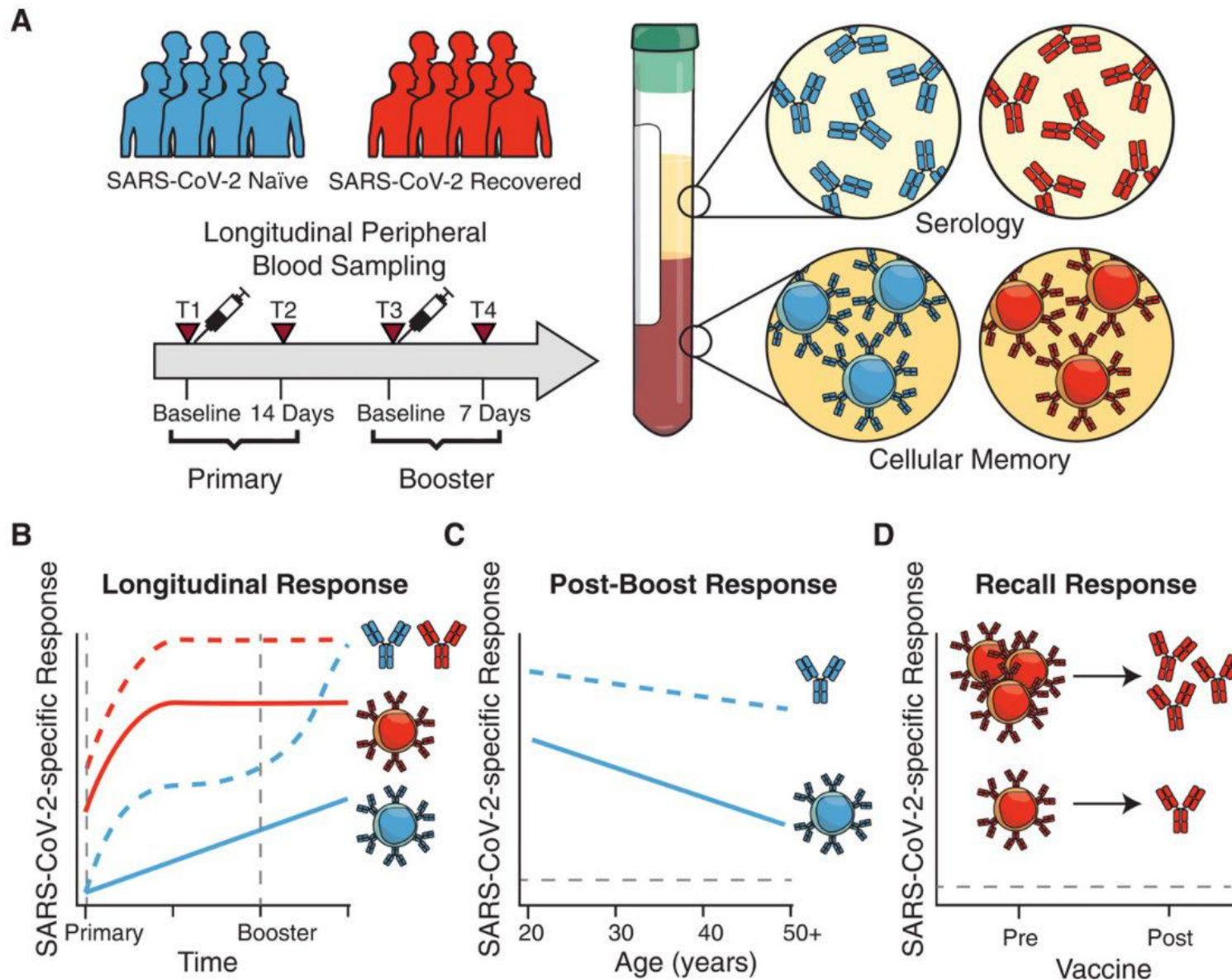
- Preprocedural testing
- Asymptomatic testing of HCW weekly

Impact of COVID-19 Vaccinations:

NC CLI ED Data by Age thru 3/27



Second Dose of mRNA Vaccine is Important





Pfizer COVID-19 Vaccine EUA Update

FDA and ACIP approved expanded EUA for Pfizer for ages 12 and up

- Pfizer currently the only vaccine approved for ages 12-18

Data from studies on adolescents showed excellent efficacy and safety

Side effects similar to adults (muscle pain, fever, fatigue, aches that resolve within 24-48 hours post vaccine)

Vaccination of children is important to pandemic control

Studies in children <12 ongoing – anticipated late fall/early 2022

CDC Masking & Distancing Updates

CDC Masking & Distancing Recommendations

Fully Vaccinated = > 2 weeks after completing ENTIRE vaccine series

Unvaccinated = everyone else

Federal, state, local, tribal or territorial laws, rules, and regulations, including local business and workplace guidance should be followed.

Immunocompromised individuals may not have as high a level of protection post vaccine and may want to consider continuing masking/distancing in higher risk settings, even if vaccinated.

	Unvaccinated People	Examples of Activities	Fully Vaccinated People
Safest		Outdoor	
		Walk, run, wheelchair roll, or bike outdoors with members of your household	
		Attend a small, outdoor gathering with fully vaccinated family and friends	
		Attend a small, outdoor gathering with fully vaccinated and unvaccinated people	
		Dine at an outdoor restaurant with friends from multiple households	
Least Safe		Attend a crowded, outdoor event, like a live performance, parade, or sports event	
Less Safe		Indoor	
		Visit a barber or hair salon	
		Go to an uncrowded, indoor shopping center or museum	
		Attend a small, indoor gathering of fully vaccinated and unvaccinated people from multiple households	
		Go to an indoor movie theater	
		Attend a full-capacity worship service	
Least Safe		Sing in an indoor chorus	
		Eat at an indoor restaurant or bar	
		Participate in an indoor, high intensity exercise class	



Fully Vaccinated Travel, Quarantine & Testing Guidance

Can resume domestic travel without quarantine or testing

Can travel internationally without needing testing prior to departure (unless required by destination) or quarantine on return. Testing on return still recommended

If known exposure AND asymptomatic, quarantine and testing not necessary

Federal mask mandate while on public transportation remains in place regardless of vaccine status

All symptomatic individuals should continue to get tested

NC Guidance

Updated May 14, 2021

Executive Order	Summary
<p>Executive Order 215 </p> <ul style="list-style-type: none"> • FAQs • News Release  	<p>Effective 1:30 p.m. May 14:</p> <ul style="list-style-type: none"> • Lifts all mandatory capacity and gathering limits • Lifts all social distancing requirements • Lifts mandatory mask requirements for most indoor and outdoor settings, excluding, public transportation, child care, schools, prisons and certain public health settings
<p>Executive Order 183 </p> <p><i>(extended under Executive Order 205 and Executive Order 210)</i></p> <ul style="list-style-type: none"> • FAQs 	<p>In effect until at least June 1:</p> <ul style="list-style-type: none"> • Allows establishments holding certain permits from the ABC Commission, including restaurants, hotels, private clubs, private bars and some distilleries to sell mixed beverages to-go or for delivery • Businesses subject to the order may continue to sell mixed beverages for off-site consumption until their business closes and in accordance with other applicable laws and regulations

Employer Considerations



So, What Now for Businesses?

Healthcare, public transportation, prisons, homeless shelters
recommendation on masking unchanged

Other businesses can continue to mandate mask for employees
and/or customers

Businesses can require proof of vaccination (if applied to all, not
specific groups)

Unclear what will happen with pending OSHA regulation that was
widely thought to include mask mandate

Considerations for businesses

- Local case counts/transmission
- Vaccination uptake in your area
- Vaccine uptake in your employees
- Workplace ventilation
- Density of people in the workplace
- Ability to work remotely

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Janelle White, MD, MHCM, FAAP

Medical Director, Community Health

Vaccine Concerns & Facts

Concerns and Facts

Top 6 Reasons for Not Getting Vaccinated

1

Belief that the vaccines are not tested enough

2

Worried about potential side effects

3

Afraid of getting COVID-19 from the vaccine

4

Religious or political reasons

5

Concerned about infertility, pregnancy, and breastfeeding

6

Worried there are harmful ingredients in the vaccine

1 Concern:
The Vaccine Was
Not Tested
Enough

Fact:

The COVID-19 vaccine was made based on many years of work. While steps were done quickly, no steps were skipped.

2 Concern: The Vaccine Has Side Effects

Fact:

You might have some side effects that last only a short period of time of 1-2 days. This means your body is building protection.

Common side effects:

On the arm:

- Pain
- Redness
- Swelling



Throughout the rest of your body:

- Tiredness
- Headache
- Muscle Pain
- Chills
- Fever
- Nausea



3 Concern: Afraid of Getting COVID-19 From the Vaccine

Facts:

1. None of the COVID vaccines contain the live virus that causes COVID-19, so it cannot make you sick with it.
2. The vaccine will help protect you from getting COVID-19 by teaching your body how to make an antibody to fight it.

That's how you win, and the virus loses.

4 Concerns: Religious or Political Beliefs

Facts:

Making an informed decision about getting the vaccine can help to know if it's right for each person's beliefs.

We do know **the science is clear**. The vaccine helps:

- Protect against getting COVID-19
- Prevent severe disease and death
- Return us to normal more quickly

5 Concern: COVID-19 Vaccine & Fertility

Facts:

Social media messaging has been spreading that the vaccine causes infertility.

These claims are untrue.

- These claims have been reviewed by experts on fertility and there is NO data to support that these vaccines impact fertility
- People undergoing fertility treatment and/or attempting to get pregnant are encouraged to consider getting the vaccination

5 Concern: COVID-19 Vaccine & Breastfeeding

Facts:

- None of the currently approved vaccines are thought to be a risk to the breastfeeding infant
- Unlikely vaccine would enter the bloodstream and reach breast tissue – even less likely to transfer into milk and even less likely to have any biologic impact on breastfeeding baby
- Antibodies may passively transfer into milk and provide protection to infant that cannot get vaccinated
- Women who are nursing their babies can consider getting vaccinated if they are eligible

5 Concern: Pregnancy & COVID-19 mRNA Vaccines

Arguments to Hold Off

- Pregnant women were not included in the COVID-19 vaccine trials
- mRNA vaccines (first available) are low risk but not previously studied in pregnancy

Facts:

Arguments to Consider

Benefit

- COVID-19 infection during pregnancy has been associated with increased severity of illness, death and preterm labor
- Potential protection of the baby through the mother's antibodies

What we know from COVID-19 data to date

- Studies for all available vaccines show no signs for concern
- Individuals became pregnant during COVID-19 vaccine trials – no issues reported to date

Expert opinions. The medical groups below recommend considering vaccination for pregnant women:

- American College of Obstetricians and Gynecologists
- Advisory Committee on Immunization Practices
- Society for Maternal-Fetal Medicine

⑥ Concern: There are harmful ingredients in the COVID-19 Vaccine

Facts:

- There is NO LIVE VIRUS in the vaccines
- The ingredient list for the vaccines does not include any toxic ingredients
- The leading vaccines have been tested for several months in thousands of people without issues
- The COVID-19 virus has killed almost 600,000 Americans and more than 3.4 million people worldwide



What Influences Vaccine Hesitancy?

1

Confidence

Do not trust vaccine or provider

2

Not Understanding the Need

Do not see a need for a vaccine, or do not value the vaccine due to false information about it

3

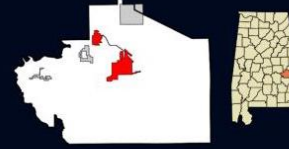
Lack of Access

Makes it hard for people to get the healthcare they need

Medical Mistrust

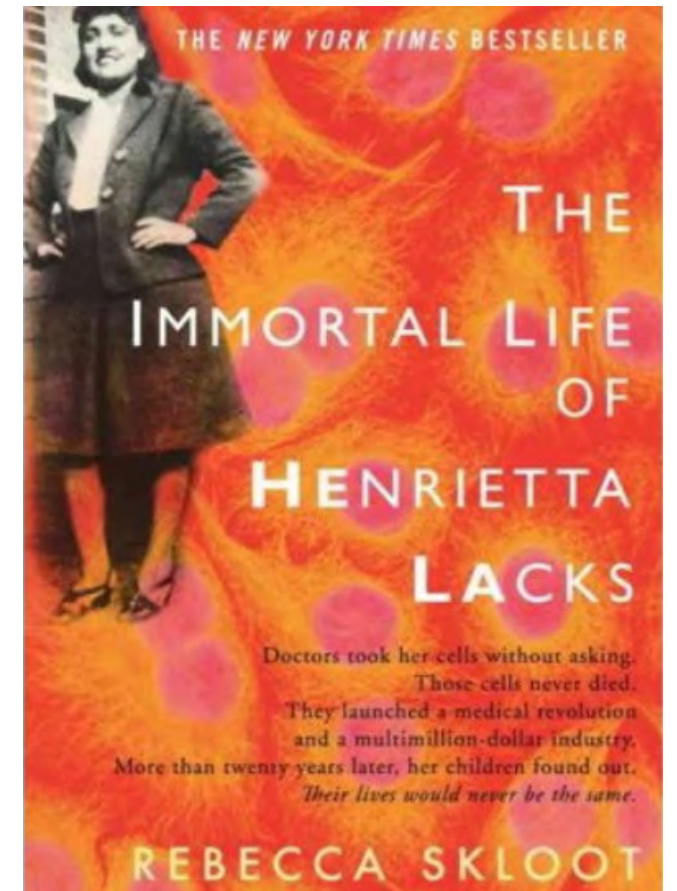
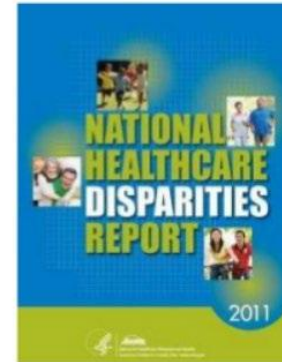
Tuskegee Study 1932-1972

- Macon County, Alabama, pop. 11,846
- To study the natural progression of untreated syphilis in rural African American men
- US Public Health Services began the study in 1932
- Investigators enrolled in the study a total of 600 men:
 - 399 who had previously contracted syphilis
 - 201 without the disease



Disparities in Health Care

- **Disparities still exist:**
 - African Americans received substandard care relative to Whites for 41% of quality measures
 - Asians and American Indians and Alaska Natives received substandard care relative to Whites for about 30% of quality measures
 - Hispanics received substandard care relative to non-Hispanic Whites for 39% of measures



Community Immunity for All

An Atrium Health-led collaborative to vaccinate for COVID-19 in underserved & disproportionately impacted communities

Operational Details

APPOINTMENTS REQUIRED	NO
WALK-UP	YES
INTERPRETERS AVAILABLE	YES

Our Goals

CLICK [FOR](#) VIDEO

1

Acknowledge history of health injustices in communities of color

2

Listen to & collaborate with community partners

3

Educate on & support informed decision making for own health & wellbeing

COVID-19 Vaccine Communications

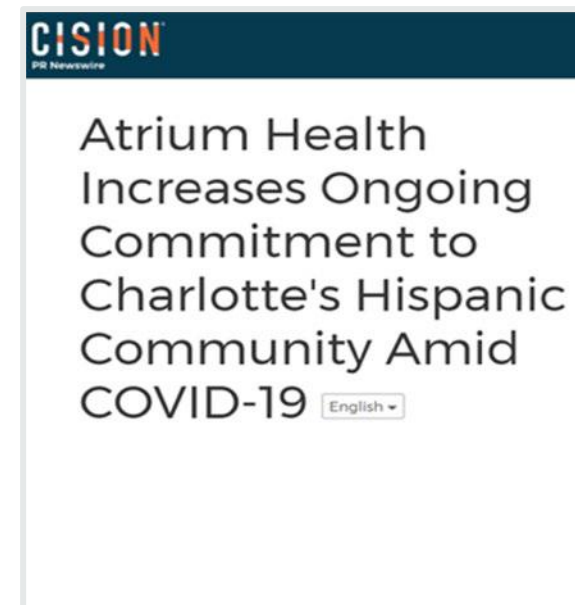
Para Tu Salud (For Your Health)

Hispanic/Latinx community education & information campaign on safety & health during COVID-19 pandemic

- ✓ Grassroots effort
- ✓ Innovative strategies for mass events
- ✓ Community town hall



- ✓ Co-created collateral
- ✓ Bilingual, culturally responsive, health-literate collateral



04

Nicolette Davis, MPAS PA-C

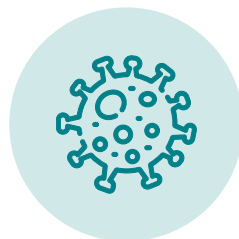
Assistant Specialty Medical Director, Occupational Medicine

Promoting Vaccination in the Workplace

How Vaccine Hesitancy Impacts Employers



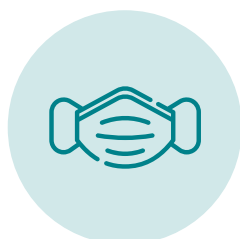
Health and wellbeing of the company and customers



Risk of outbreaks



Productivity loss



PPE costs



Resources to cross-train



Restricted business travel



Medical costs



Build Confidence in the Vaccination

Encourage your leaders to be vaccine champions

Create a communication plan

Provide regular updates

Make visible the decision to get vaccinated and celebrate it

Create and publicize a feedback mechanism for your employees to ask questions about COVID-19 vaccination (email inbox, phone number, point of contact)

Acknowledge that certain communities and groups have been disproportionately affected by COVID-19

Address that some may have distrust in the medical system due to past experiences

Nationwide Examples of Influencing Vaccine Acceptance



- Up to 8 hours PTO



- Free Lyft rides to and from vaccine sites (max \$15 each way)
- 2 hours PTO per vaccine dose



- \$100 for completing the vaccination series
- For those unable for religious or medical reasons they can earn the \$100 by completing an educational health and safety course



- \$200 to all U.S. employees who get vaccinated



- 4 hours PTO for part-time employees, 8 hours for full-time employees as a “thank you” for getting vaccinated
- The PTO is to use how employees want after vaccination
- If employees experience side effects after vaccination, they will receive additional sick time: 4 hours for part-time employees and 8 hours for full-time employees.

05

Ruth Krystopolski, MBA

Senior Vice President, Population Health

On-site Vaccination Clinics

Vaccine to You

Provides COVID-19 vaccination clinics for employees at the worksite

Benefits

- Eliminates barriers for employees who want to get vaccinated
- Employers can feel confident that their workforce is protected
- Vaccinations are by appointment, so employees get in and out, and back on the job, quickly

How it Works

- Services are provided for groups of 50 or more participants
- Employers pay a minimal fee to bring vaccine services onsite
- The employees' insurance is billed for vaccine administration
- Employers can choose which vaccine to use for their event—Pfizer, Moderna or Johnson & Johnson

For questions or more information:
Covid19RTW@AtriumHealth.org

06

Megan Heiar, MS, PT, MBA

Vice President, Population Health

Q&A & Closing

Q&A

EMPLOYER SOLUTIONS

Thank you.



Atrium Health