

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





Ed Gilkey, MD,
MS, MBA, CPE,
Senior Physician
Executive,
Northern Light
Beacon Health



Jim Jarvis, MD,
FAAFP, Senior
Physician
Executive ,
Incident
Command,
Northern Light
Health, Director,
Clinical
Education,
Northern Light
EMMC



Kyle Massey, PharmD,
BCIDP, CO-Director,
Antimicrobial
Stewardship Program,
Clinical Pharmacist,
Infectious Disease
Specialist, Northern
Light EMMC



Noah Lundy, MBA,
SPHR, SHRM-SCP,
VP Human
Resources, East
Region, Northern
Light Health



Angela Fileccia, LCSW,
Director Healthy Life
Resource Program,
Northern Light Acadia

Legal Disclosure:

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.

Page 1 of 1

1. I am able to apply the tools and guidance provided today to support my workplace and/or employees.*
☐ Strongly Agree
☐ Agree
☐ Neutral
☐ Disagree
☐ Strongly Disagree
2. The information provided today was easy to understand and relevant.*
☐ Strongly Agree
☐ Agree
☐ Neutral
☐ Disagree
☐ Strongly Disagree
3. How likely are you to recommend the Business to Business Zoom Conference series to a fellow colleague and / or Maine employer?*
☐ Very Likely
☐ Likely
☐ Neutral
☐ Unlikely
☐ Very Unlikely
4. How likely are you to attend one of our Business to Business Zoom Conferences in the future?*
☐ Very Likely
☐ Likely
☐ Neutral
☐ Unlikely
☐ Very Unlikely
5. What topic(s) would you like us to focus on in the future?

⬆

⬇

Done

Latest on COVID-19

Latest on COVID-19 – a Northern Light Health snapshot

Northern Light Health

COVID-19 Test Orders & Results

(Inclusive of NLH Employee Testing)

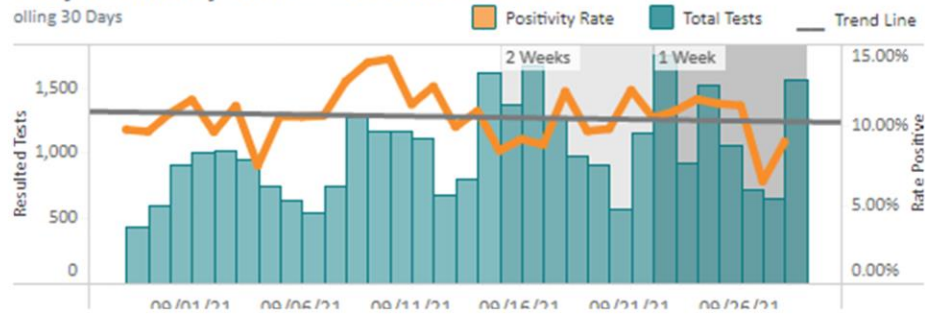
Data as of: 09/28/2021 | Data Source: Cerner

Confirmed Tests	Resulted Tests	2WK Positive Rate	1WK Positive Rate
13,000	294,590	10.12%	10.33%

Maine Residents - 282,071 | Pos Rate: 4.43% Out of State Residents - 12,519 | Pos Rate: 4.00%

Daily Positivity Trend - Resulted Tests

Rolling 30 Days

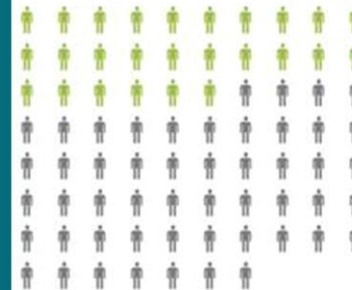


Current COVID-19 Inpatients

Data as of: September 28, 2021 12:01 AM

77 Patients Hospitalized

26 Vaccinated
51 Unvaccinated



31 ICU Patients

9 Vaccinated
22 Unvaccinated



13 Patients on Ventilators

4 Vaccinated
9 Unvaccinated



Northern Light Health

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:

Bamlani – vimab

+

Etesi – vimab

+

Casiri – vimab

Imde – vimab

Sotro – vimab

Name Origins:

-vimab

- ‘-vi-’: Targets Viruses
- ‘-mab’: Monoclonal antibody

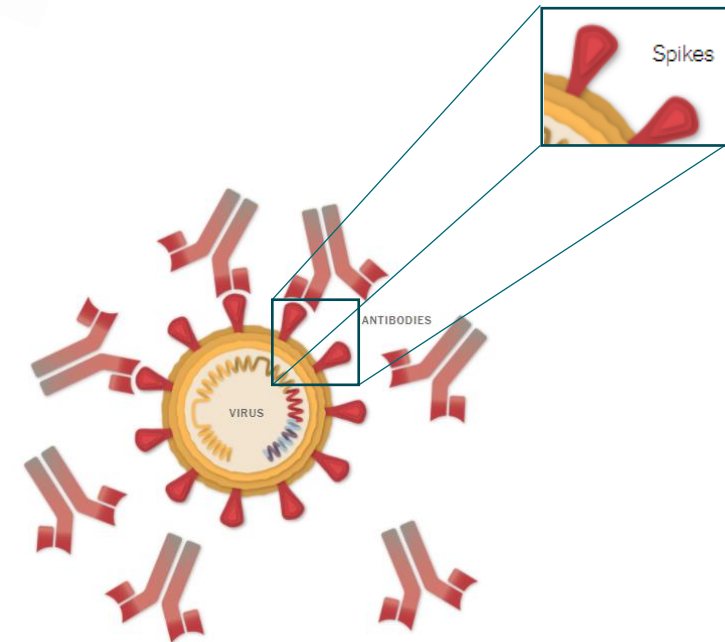
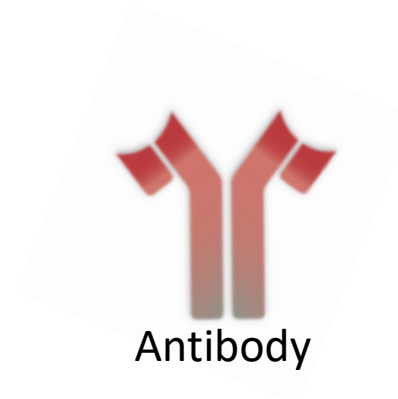
Monoclonal Antibodies (mAb)

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

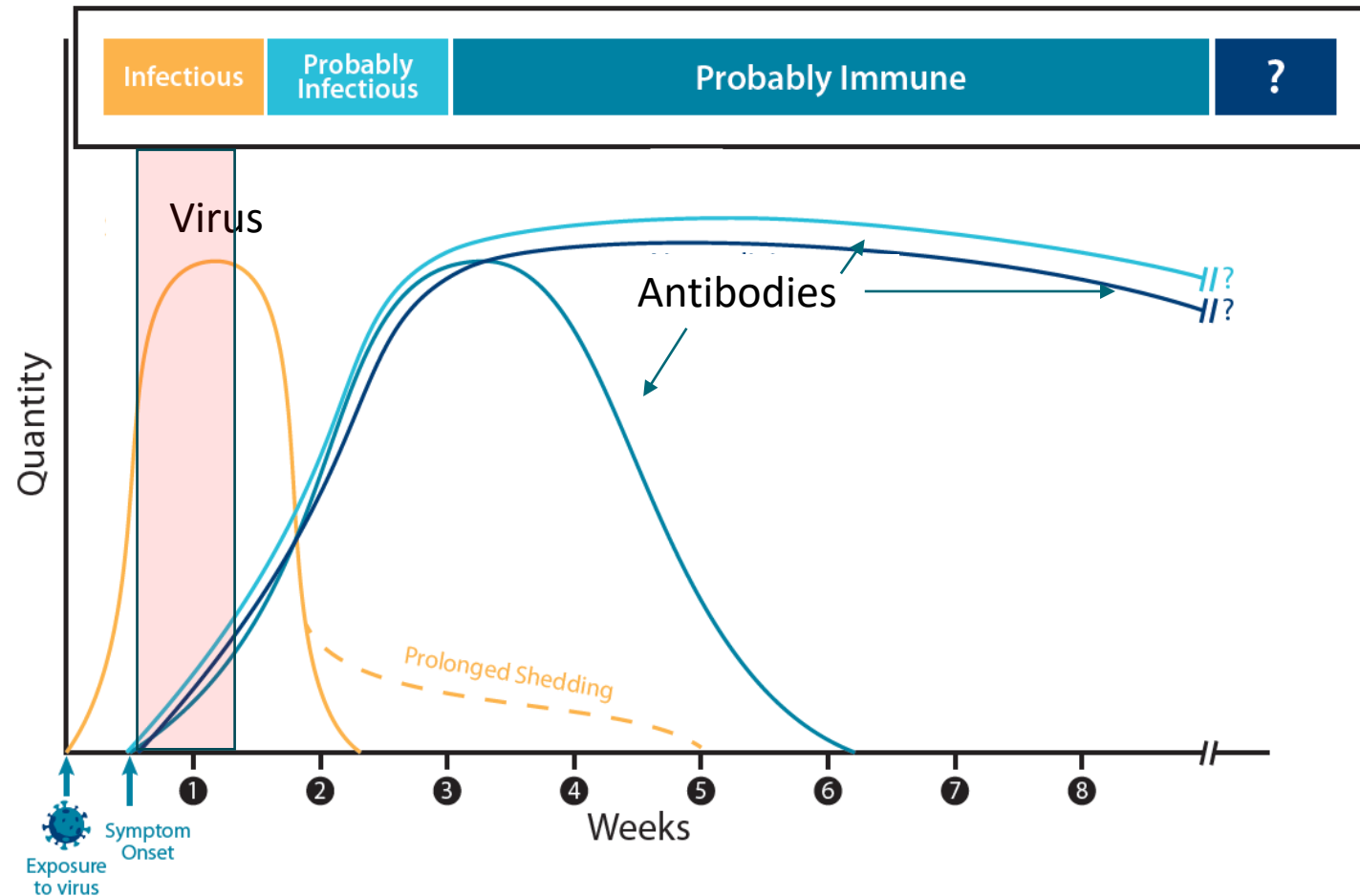


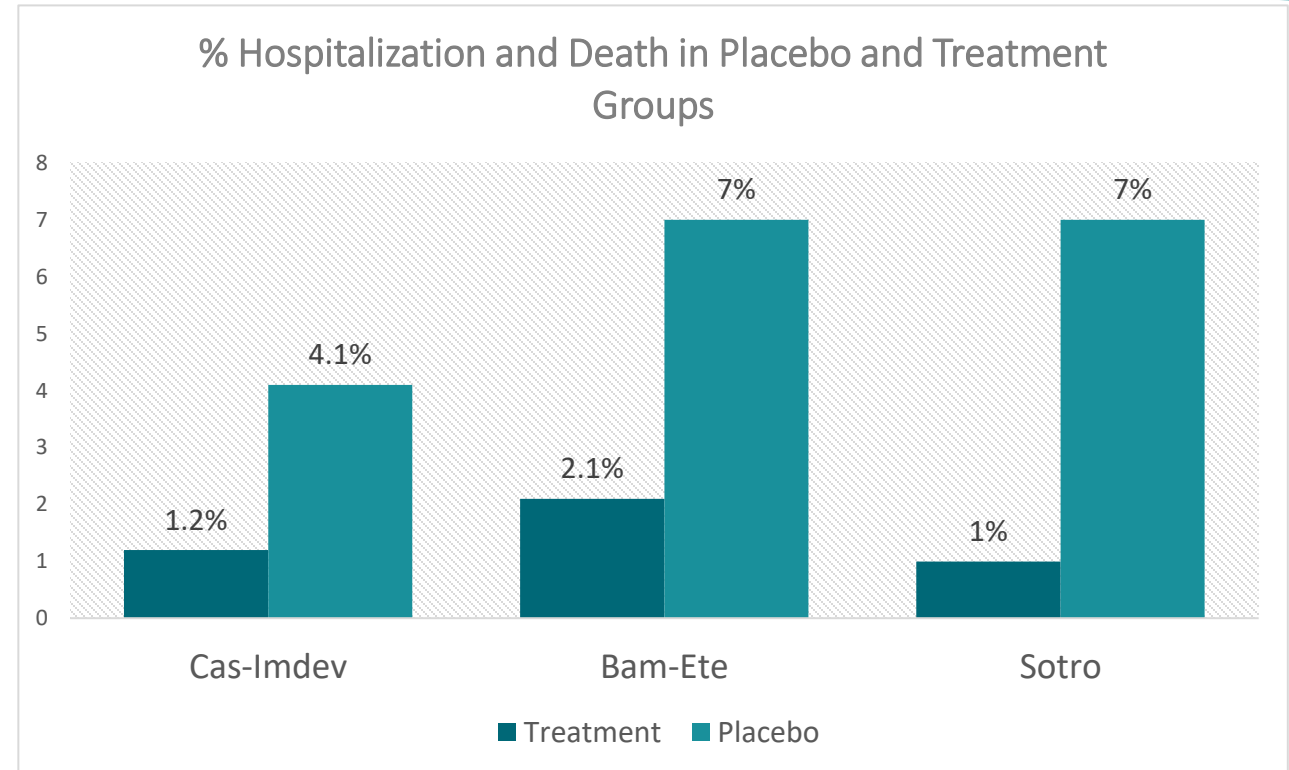
Figure 1. Kinetics of viral replication and the humoral immune response.

Evidence Supporting Authorization

Mild-Moderate COVID

Risk for severe disease

Trials	Patients
3 Randomized Controlled Trials	2,900

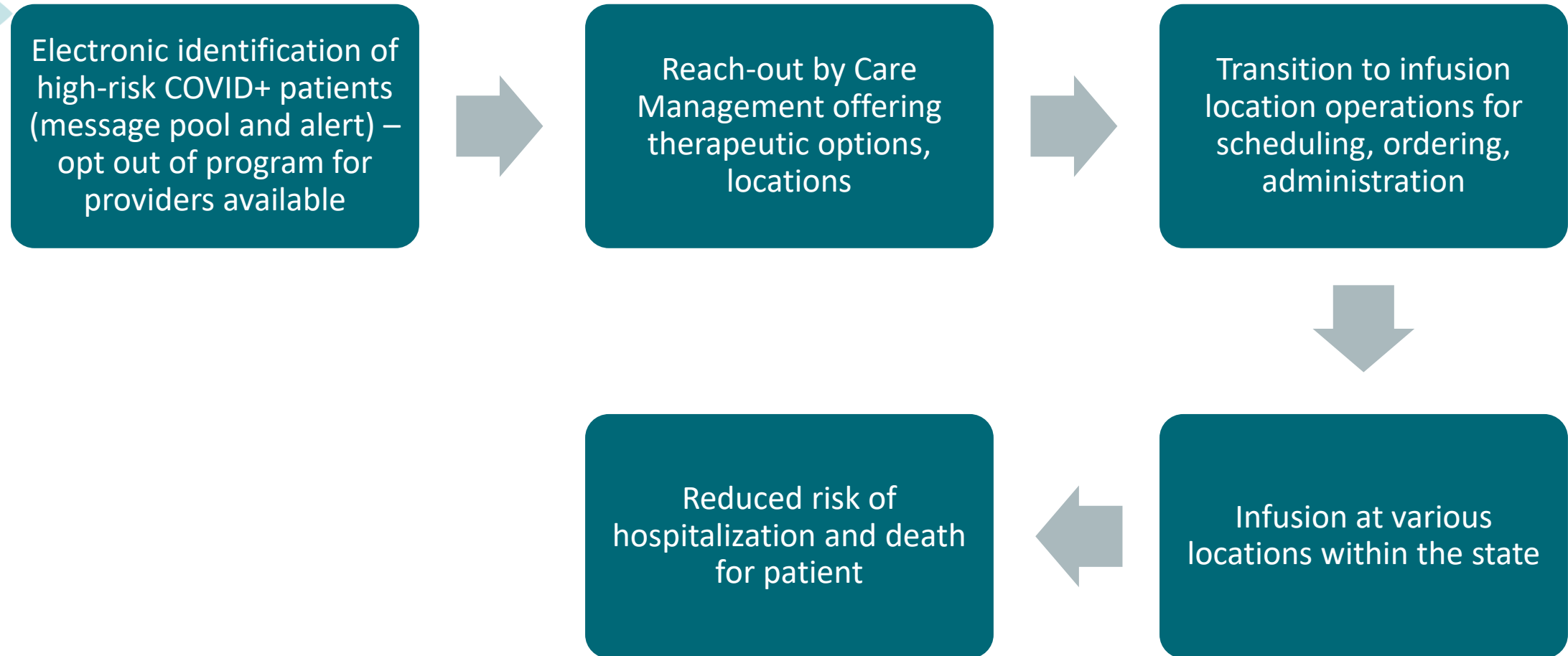


~70%-80% lower risk
of being hospitalized or dying

Monoclonal Antibodies in our community



Northern Light Health Evolving Process



mAbs and Vaccines

	mAbs	Vaccines
Provide Antibodies to the Spike Protein	✓	✓
Prevent severe COVID-19, hospitalization, death	✓	✓
FDA Approved Products Available		✓
# of Trial Participants	~3,000	>130,000
Administration Time	1-hour	5-seconds
Available Supply	Limited	Plenty

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.
- State of Maine Healthcare workers required Oct 29, 2021.

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](#)
- 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

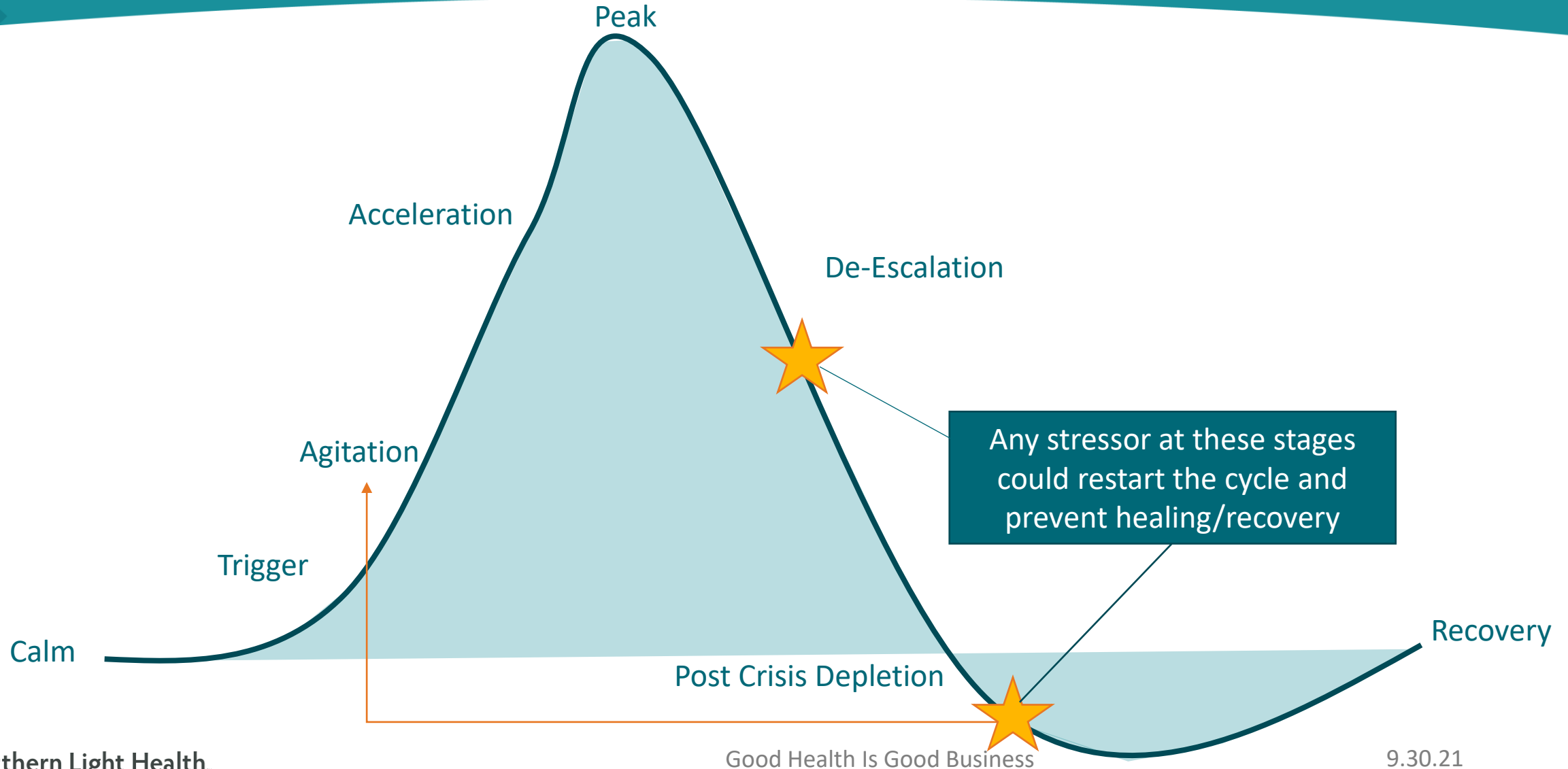
Supporting Employees' Mental Health

Healthy Life
Resources



Powered by Northern Light Acadia Hospital

Crisis Cycle



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

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)



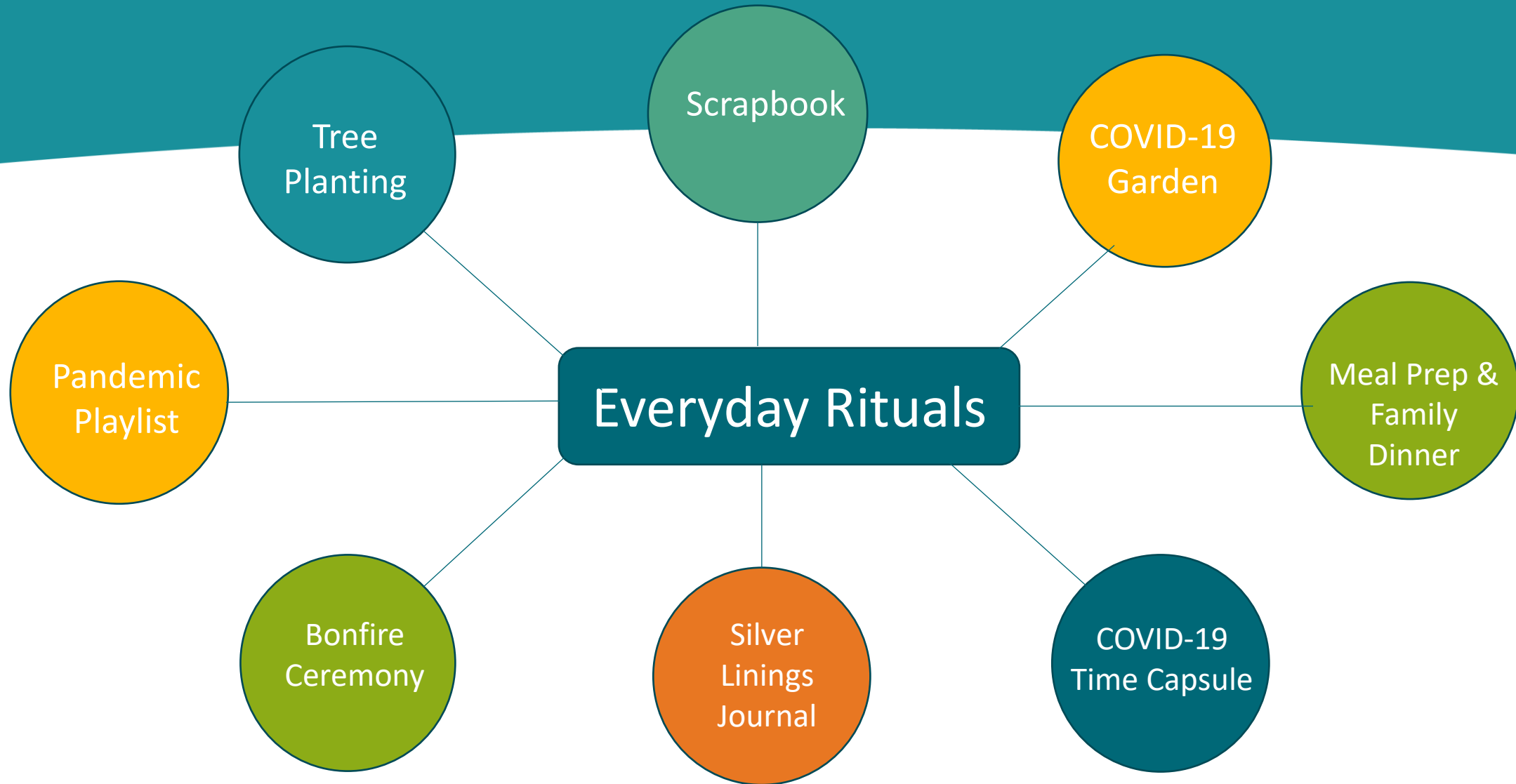
Younger Children

- 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.



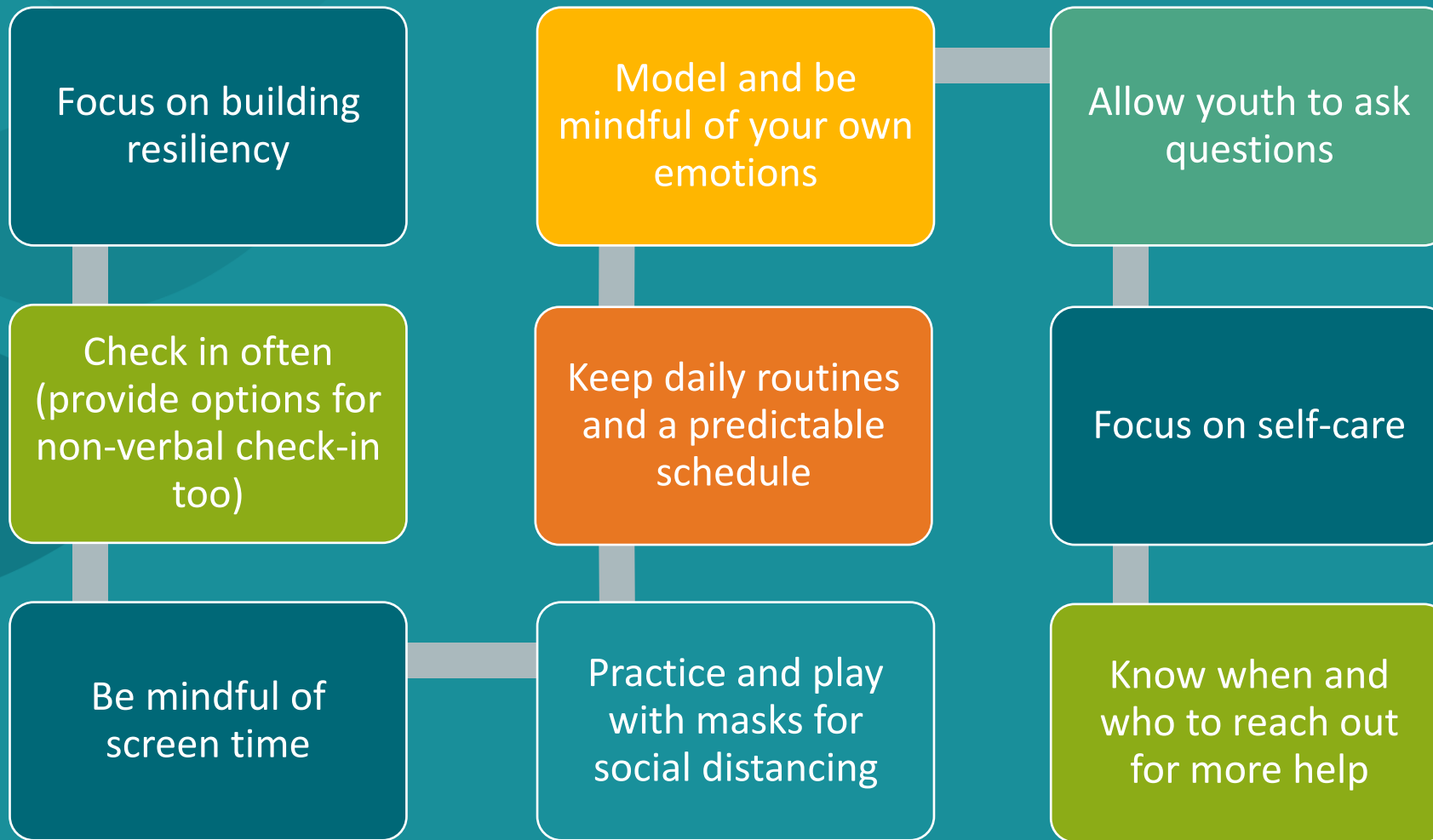
The Big Idea: Recognizing stress symptoms helps kids and adults cope through transitions.

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



Please use the Q and A function to ask your questions:



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MS, MBA, CPE,
Senior Physician
Executive,
Northern Light
Beacon Health



Jim Jarvis, MD,
FAAFP, Senior
Physician
Executive ,
Incident
Command,
Northern Light
Health, Director,
Clinical
Education,
Northern Light
EMMC



Kyle Massey, PharmD,
BCIDP, CO-Director,
Antimicrobial
Stewardship Program,
Clinical Pharmacist,
Infectious Disease
Specialist, Northern
Light EMMC



Noah Lundy, MBA,
SPHR, SHRM-SCP,
VP Human
Resources, East
Region, Northern
Light Health



Angela Fileccia, LCSW,
Director Healthy Life
Resource Program,
Northern Light Acadia

Tools you can use:

<https://northernlighthealth.org/Resources/Safe-Return-to-Business>

Week 1 - Resources and Downloadables

Filter the results below by entering keywords into the search

Enter Search Text Here



HIT THIS IS A HANDSHAKE FREE ZONE

Handshake Free Zone - Poster

Download File



For the safety of all:

- Wearing a face covering is a must at all times
- Keep at least six feet physical distancing from others
- Wash or sanitize your hands every chance you get

For the safety of all - Poster

Download File



Wearing a face covering
Risk of spreading germs

Wearing a face covering - Poster


Download File



Please Wear a Face Covering
Beyond This Point

Please Wear a Face Covering - Poster

Download File



SAFELY PROVIDING CARE
FOR MEDICAL OFFICE VISITS

Safely providing care for Medical Office visits - Video

Watch Video

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

**Northern Light Health.**

One-hour Zoom Conferences
Moderated forum with Q and A
presented by Northern Light Health

zoom Business to Business Conference Series

GOOD HEALTH IS GOOD BUSINESS
COVID-19: Critically relevant information and discussion

Thursday, October 7 at 11 am
The Zoom meeting ID will be sent to you upon registering



Learn how to support your employees and your customers to operate a safe and healthy business.

Topics will include:

- Latest on COVID-19
- Vaccine Updates
- Our Mental Health
- Questions from attendees
(If you would like a question to be considered for discussion, please email it by October 6 to Lanie Abbott at the address below. Questions will be taken during the conference as time allows.)

Our Panelists:

Ed Gilkey, MD, MS, MBA, CPE
Senior Physician Executive
Northern Light Beacon Health

Elizabeth Marnik, Ph.D
Assistant Professor
College of Science and Humanities
Husson University

Jim Jarvis, MD, FAAP
Senior Physician Executive
Incident Command, Northern Light Health
Director, Clinical Education, Northern Light BMMC

Yemaya St. Clair, LCPC-C
EAP Counselor
Northern Light Work Force

Moderated by:

Karen Hawkes, MS
VP, Operations
Northern Light Beacon Health

PLEASE REGISTER
BY CLICKING HERE
BEFORE JOINING THE MEETING

Attendees are asked to join the conference by Zoom and listen to audio using your computer only. Please do not dial in while also connected via your computer. The dial-in number is for those not joining by computer. This will help accommodate a larger number of participants. **See you Thursday!**
Please contact Lanie Abbott for more information lwabbott@northernlight.org

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