

Welcome to the SIG University Virtual Webinar Series:
Resetting Workplace Expectations

Dr. Mark Cochran, Sarah Kachur, & Stuart Sutley | *Johns Hopkins HealthCare*

June 25, 2020



QUESTIONS?

During the webinar if you have any questions please feel free to...

📱 Text Richard: **(443) 250-8606**

✉ Email Richard: **richard@silbs.com**

💬 Zoom Chat: Enter questions via the “**Chat**” feature in the Zoom meeting

REMINDERS

Slides and resources will be emailed after the webinar and are available on **silbs.com/sig-university**

Your feedback is important to us.

COMPLETE OUR [SURVEY](#)**

All completed surveys will be entered in a raffle to win a \$100 donation to the charity of your choice!

Congratulations to last week's winner, Laura Oldham from All Risks. We are proud to support BARCS on your behalf!





UPCOMING WEBINARS

July 7TH, 2 PM – 3 PM EST

Diversity in the Workplace: Creating a Culture of Acceptance and Inclusion

Presenter:

Giselle Jones, MBA, SPHR, SHRM-SCP,
Children's National Hospital

AUGUST 12TH, 12 PM – 1 PM EST

Workplace Wellness Programs and Compliance with DOL & EEOC Rules

Presenter:

Stacy Barrow, Esq., *Marathas Barrow Weatherhead*



IN CASE YOU
MISSED IT

WEBINARS

[Returning to Work: Manager Education During a Period of Crisis and Unrest](#)

Presenter: Doug Desmarais, Esq., *Smith & Downey*

[How to Solve the Biggest HR Tech Problems](#)

Presenter: Josh Hoover, *Benefit Technology Resources*

PODCAST

[Our New Normal: Creating a Lifestyle that Helps People Work on Building Healthy Immune Systems](#)

Presenter: Dr. William S. Queale, MD, *Johns Hopkins*

The background of the slide features a warm orange-toned image. It depicts a pair of hands holding a tablet computer. Overlaid on the image is a faint, glowing network of interconnected dots and lines, suggesting a digital or data-driven theme.

If you are a Mid-Atlantic employer with 50 or more employees, then you are invited to participate in the 2020 Mid-Atlantic Benchmarking Survey

Our survey provides companies with comparable benchmarking data for:

- Medical Plans
- Dental, Life, and Disability Benefits
- Innovative Benefits & Strategies
- Wellness & Vision
- Other Specialty Benefits

silbs.com/benchmarking

2020 MID-ATLANTIC
BENCHMARKING
SURVEY

COVID-19 UPDATES

Visit our Coronavirus Resource Center for legal updates, webinars, whitepapers and more!

****Newly Added Resource****

COVID-19 Employer Pulse Survey, Part 2

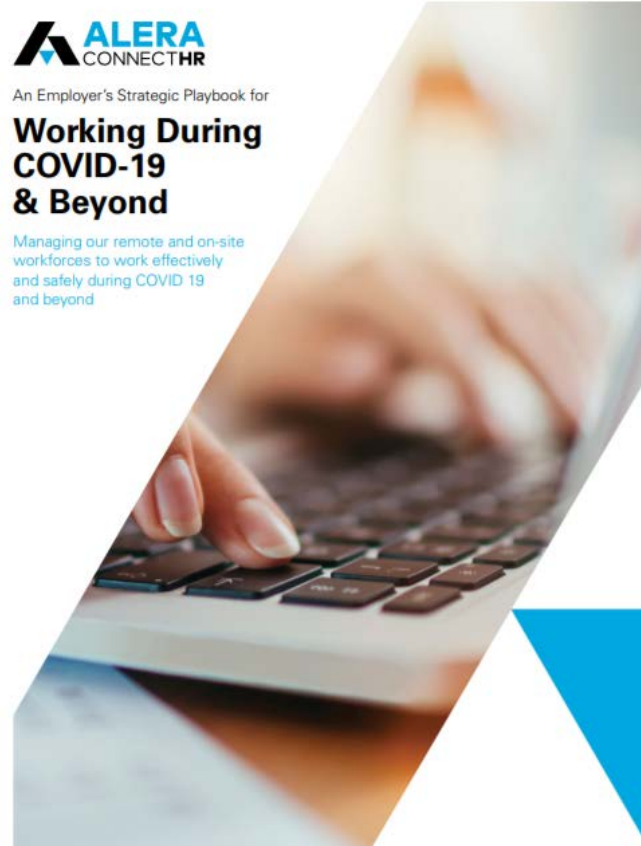
aleragroup.com/coronavirus/



An Employer's Strategic Playbook for

Working During COVID-19 & Beyond

Managing our remote and on-site workforces to work effectively and safely during COVID 19 and beyond



Restarting and Rethinking Your Workforce





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MEDICINE

Resetting Workplace Expectations



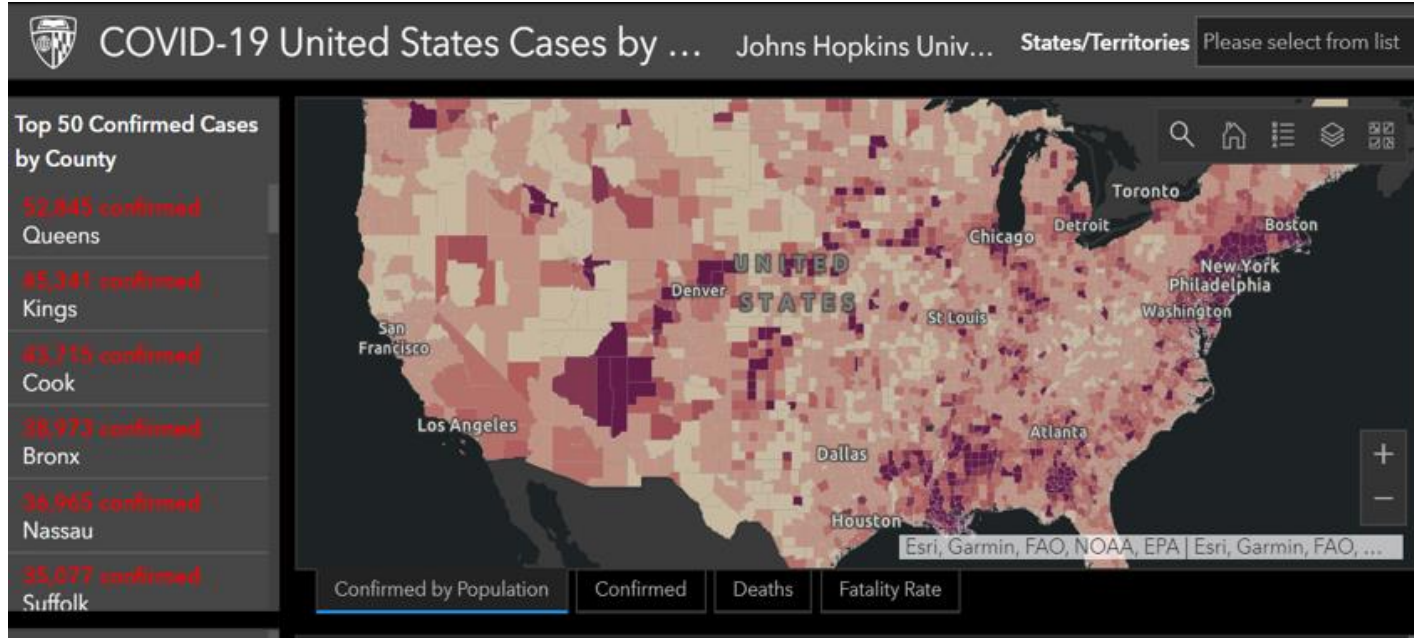
Johns Hopkins HealthCare Solutions

June 2020



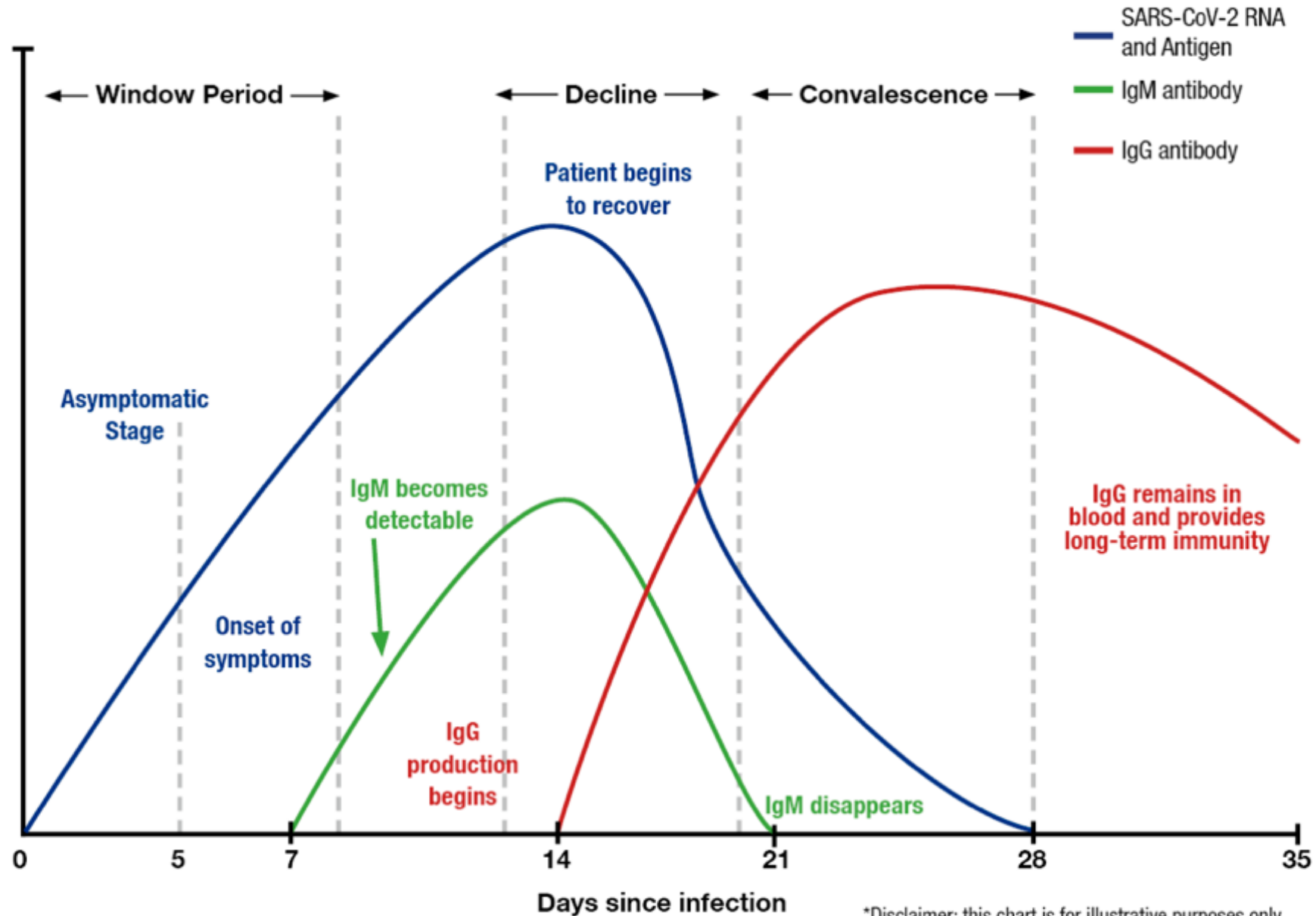


- Experts from the Center for Health Security at the world-renowned Johns Hopkins Bloomberg School of Public Health have developed an assessment toolkit for organizations considering a re-entry strategy.
- This is publically available, free information.



Operational Toolkit for Businesses Considering Reopening or Expanding Operations in COVID-19: ASSESSMENT CALCULATOR

	Yes No/ Not Applicable
Risk Assessment	
Are you a business that requires a high density of people in your facilities (e.g., a large number of employees in an enclosed space at one time)?	
Are you a business that requires your employees to travel to numerous different sites domestically in order to conduct business?	
Are you a business that relies on international travel in order to operate?	



The Two Test Types

Question

Viral Test



Serology Test



What is the test?

A viral test is an oral or nasal swab or saliva test that looks for **evidence of an active viral infection**. There are two major types: a PCR test and an antigen test.

A serology test is a blood test that looks for **evidence of someone's prior infection** with the virus.



What does the test do?

PCR tests look for the **presence of a virus's genetic material**, while antigen tests look for **specific proteins on a virus's surface**. Antigen tests produce results more quickly, but may be less sensitive.

The test provides evidence that someone may have been exposed to the virus in the past, potentially even if they did not have symptoms, by **detecting antibodies specific to the virus**.



What doesn't the test do?

Viral tests do not indicate **whether someone was infected in the past**.

The test does not **diagnose an active infection or identify who is protected from reinfection** (antibodies have not been proven to guarantee immunity).



How does the FDA handle the test?

The FDA formally **evaluates these tests prior to use**.

The FDA **does not formally evaluate these tests prior to use**, though a few have Emergency Use Authorization.

■ Risks can be managed

- Follow government and public health guidelines for infection prevention, transmission, contact tracing
- Establish policies and procedures for monitoring all constituencies before and during their return, while protecting privacy
- Provide easy access to rapid diagnostic tests for those at high risk for COVID-19 exposure
- Provide easy access to serological testing, when available and accurate

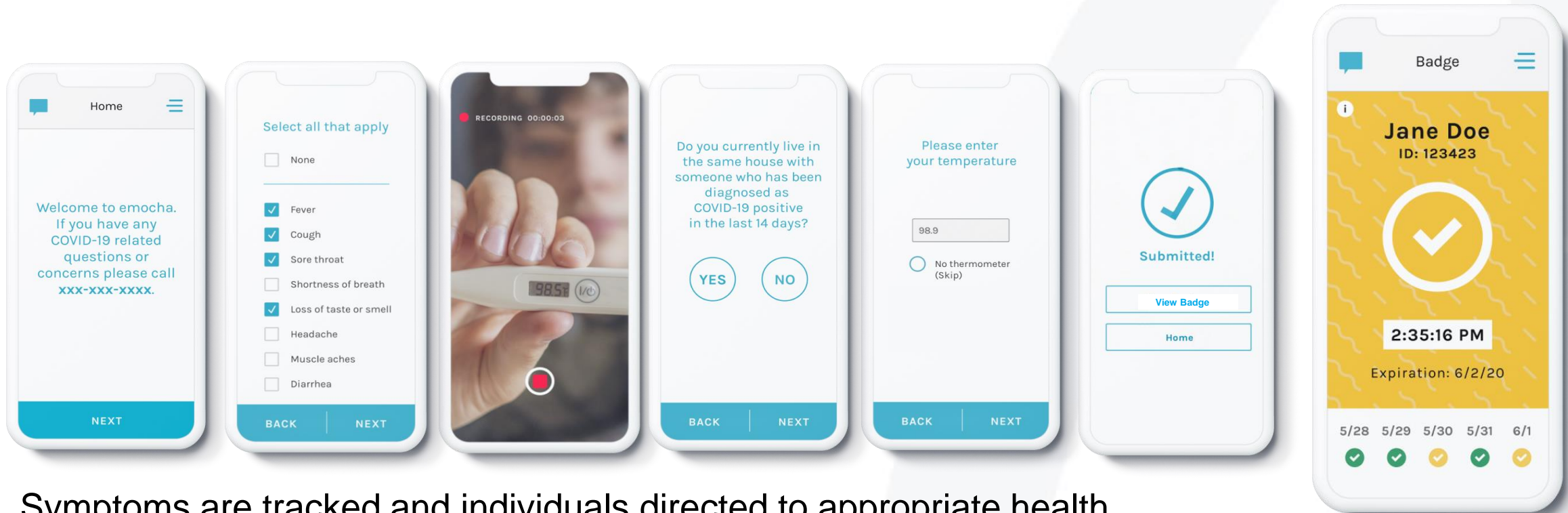
■ Data analytics

- Work with your consultant or carrier to understand the COVID-19 risk within your population.
- The Johns Hopkins ACG analytics platform was used by on-site clinic vendor Healthstat to analyze approximately 500,000 lives that they manage through their health centers
- 160,000 at risk based on CDC guidelines



- Seek risk and situational awareness support
 - Assess job-level risk factors associated with each function of your organization, to identify types of work that may require additional protection
 - If no claims, consider using a Health Risk Assessment to identify individuals most vulnerable should they be infected by COVID-19
 - Consider segmenting your population to help you prioritize
 - Consider use of mobile applications and a dedicated Contact Tracing POC(s)

emocha Health is a licensed Johns Hopkins mobile health service



Symptoms are tracked and individuals directed to appropriate health care resources.

www.emocha.com

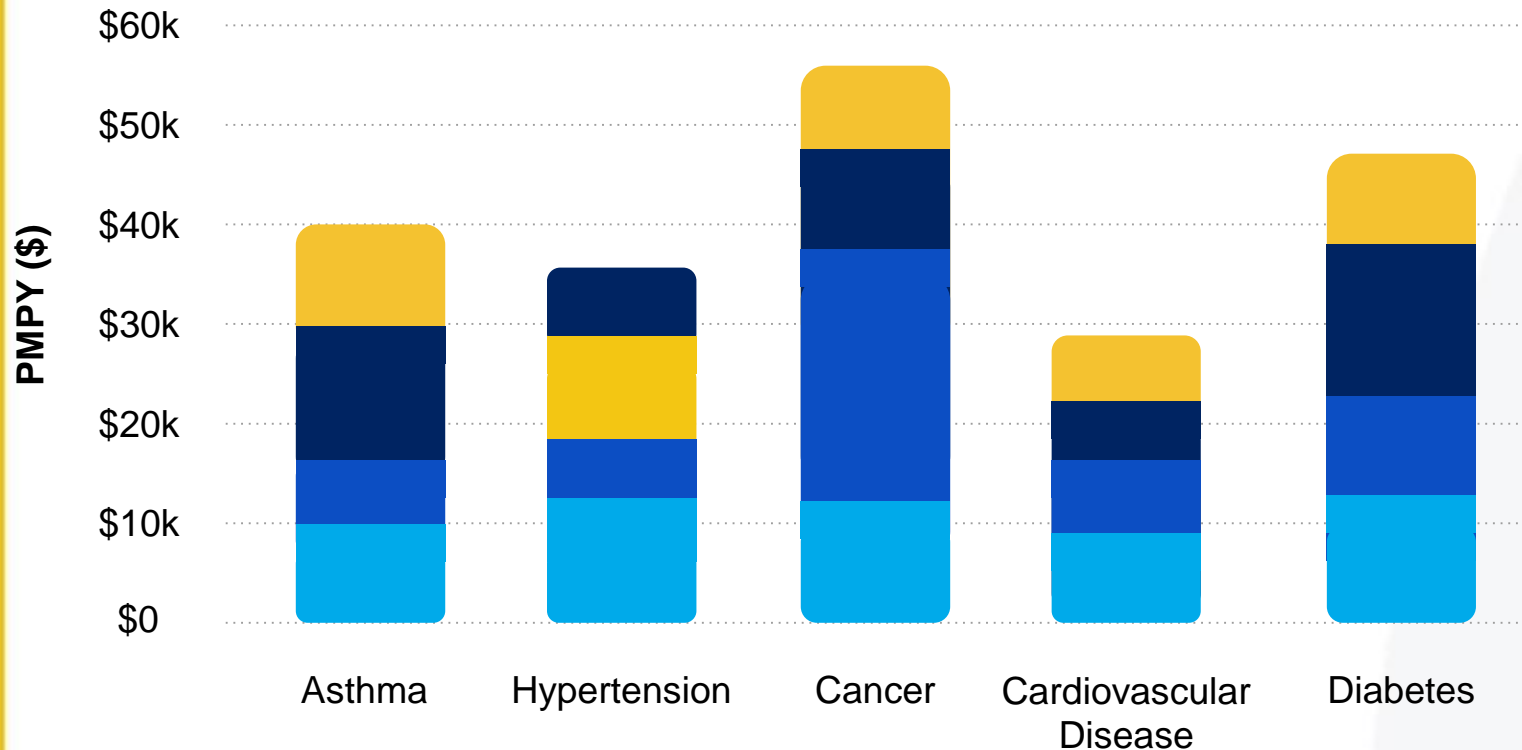


MONITORING.

Return-to-work	Participant Health Risk & Badge Status May 25, 2020 2:29:29PM							Filters
Return-to-work	ID	First Name	Last Name	Risk Level	5/22	5/23	5/24	> Date
1) Population Overview	381578	Jorge	Fox	Low	2	1	1	Last 3 days
2) Health Risk Assessment (Participant list)	610945	Irma	Williamson	Low	3	3	3	
3) Health Risk Assessment (Department Comparison)	668265	Victoria	Black	Medium	1	2	1	> Location
4) Participant Health Risk & Badge Status	799244	Ralph	Jones	Medium	1	1	1	Site A
5) Badge Status by Location	942034	Kyle	Watson	Low	1	1	1	
6) Today's Badge Status	286026	Beth	Richards	Medium	1	1	2	> Department
7) Badge Status by Date	742857	Darlene	McKinney	Low	3	2	2	Include All
8) All Participants List	392343	Lee	Cooper	-	3	2	2	
9) Active Participants	677109	Annette	Lane	Low	1	3	2	> Badge Status
10) Ignored List	424387	Randall	Pena	High	1	1	1	Include All
11) Declined List	730877	Jenny	Hawkins	Low	1	1	1	
12) Consent Dashboard	758065	Ann	Murphy	Medium	1	1	1	> Risk Level
13) Participation	297629	Shane	Simmons	Low	1	1	3	Include All
14) Symptoms	877494	Calvin	Warren	-	1	1	1	
15) Engagement	341012	Norma	Wilson	Low	3	2	2	> First Name
	705214	Stella	Robertson	High	1	1	1	Starts with
	831634	Guy	Miles	Medium	1	1	1	Type here
	343456	Lily	Nguyen	Low	2	1	1	
	890199	Max	Russell	Low	1	1	1	> Last Name
	487734	Gregory	Alexander	Low	2	2	3	Starts with
	319545	Aubrey	Bell	Low	1	1	1	Type here
	319545	Annette	McCoy	-	1	1	1	



PMPY By Condition and Without Mental Health Need



No MH

Moderate MH

Individuals with **1 or more** conditions of the following (or medication for anxiety, depression, or ADHD):

Anxiety, neuroses, Depression, ADD, Psych-physiologic, and somatoform disorders, Psychosexual, Family and, social problems

Psychological signs and symptoms, Adjustment disorder, Psychological disorder of childhood, Sleep disorders of nonorganic origin

Serious MH

Individuals with **2 or more** conditions of the following (or medications for anxiety, depression, or ADHD):

Anxiety, neuroses, Depression, Attention Deficit Disorder, Psych-physiologic and somatoform disorder, Psychosexual, Schizophrenia and affective psychosis, Personality disorders, Bipolar disorder, Eating disorder, Major Depression, OR Psychiatric/Behavioral medication

Substance Abuse

individuals who have a diagnosis for substance use disorder or an indication of treatment for substance use disorder (not tobacco)



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Questions?

Thank You for Attending

Complete Your Survey – We Value Your Feedback!
Check your email for your HRCI/SHRM Certificates.

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