

# Returning to Work: Supporting Employee Well-Being During Covid-19

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# Our Speakers Today...



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## What We'll Cover Today

- One Medical care approach + clinical updates on COVID-19
- Clinical recommendations for developing a return-to-work plan and returning employees to work safely
- How to support employees' emotional wellbeing
- Employer resources for return to work
- Q&A

**Employers are facing a challenge like never before: protecting their employee wellbeing during COVID-19.**

# We know you have a lot on your mind

Public health guidance

Business challenges and changes

Remote work

Developing a return to work plan

Work / life balance

Employee health and safety

Employee burnout

Employee communications

COVID-19 testing resources

# Let's start with reading between the news headlines on COVID-19

## WHAT WE KNOW

- Information is evolving rapidly
- Infectious carriers can be asymptomatic
- Testing plays an important role in detecting who is infectious
- Test accuracy varies by test
- Social distancing measures remain important, during and after returning to the workplace

## WHAT WE DON'T

- What is the likelihood of recurrence going forward? Will this be like the flu?
- Is it possible to be re-infected after you have had COVID-19?
- What is the threshold for 'herd immunity'?

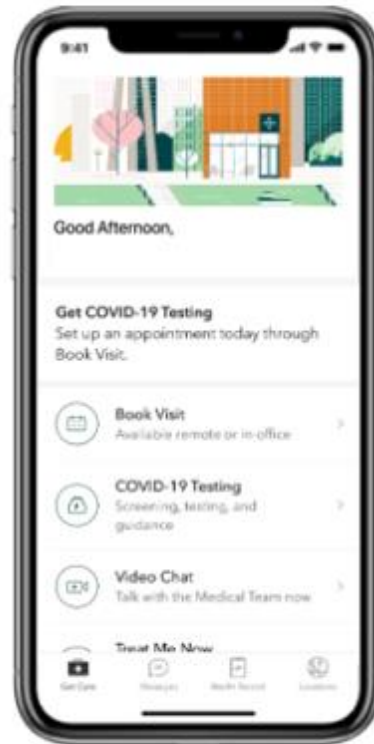
## The lightswitch vs. the dimmer





# One Medical: a modern primary care practice

One Medical is a national, membership-based primary care practice. From preventive care, to mental health, to COVID-19 screening and testing, One Medical acts as a healthcare homebase.

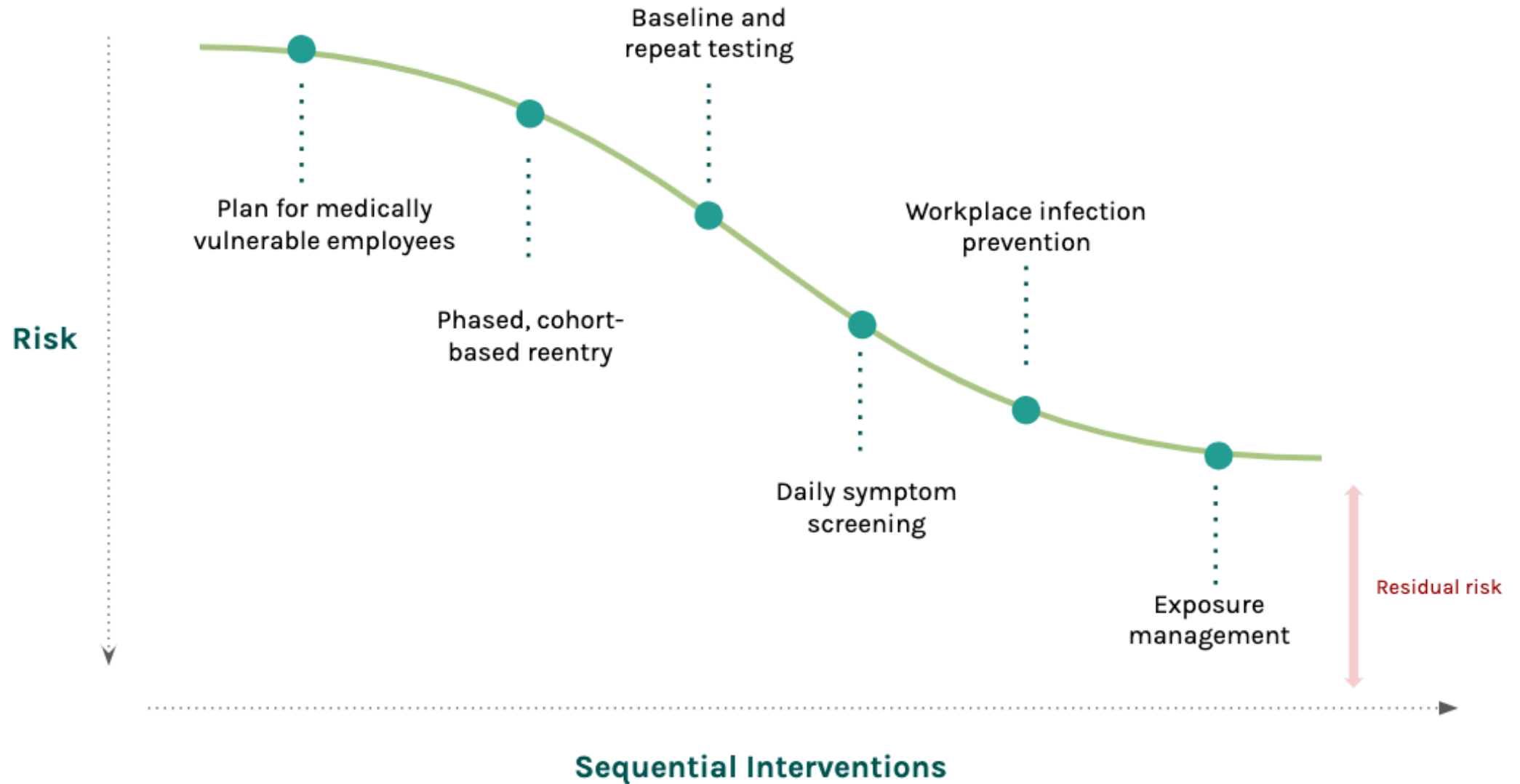


- 85+ offices across the country
- 24/7 virtual care
- COVID-19 testing in all One Medical markets
- Coronavirus resources for members and employer partners

From a public health perspective, the safest thing we can do is help employees **continue to work from home** until a vaccine is developed and widely deployed.

Given the nature of many businesses and vaccine development timelines, we **realize this is not realistic** for most employers.

# Layering interventions to reduce risk



# Four categories of workplace preventative measures to consider



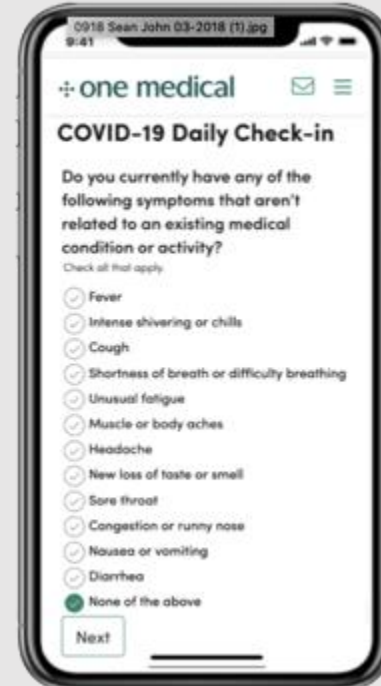
Workplace Safety & Clinical Guidance



Testing & Screening for Workplace Reentry



Daily Screening & Ongoing Care



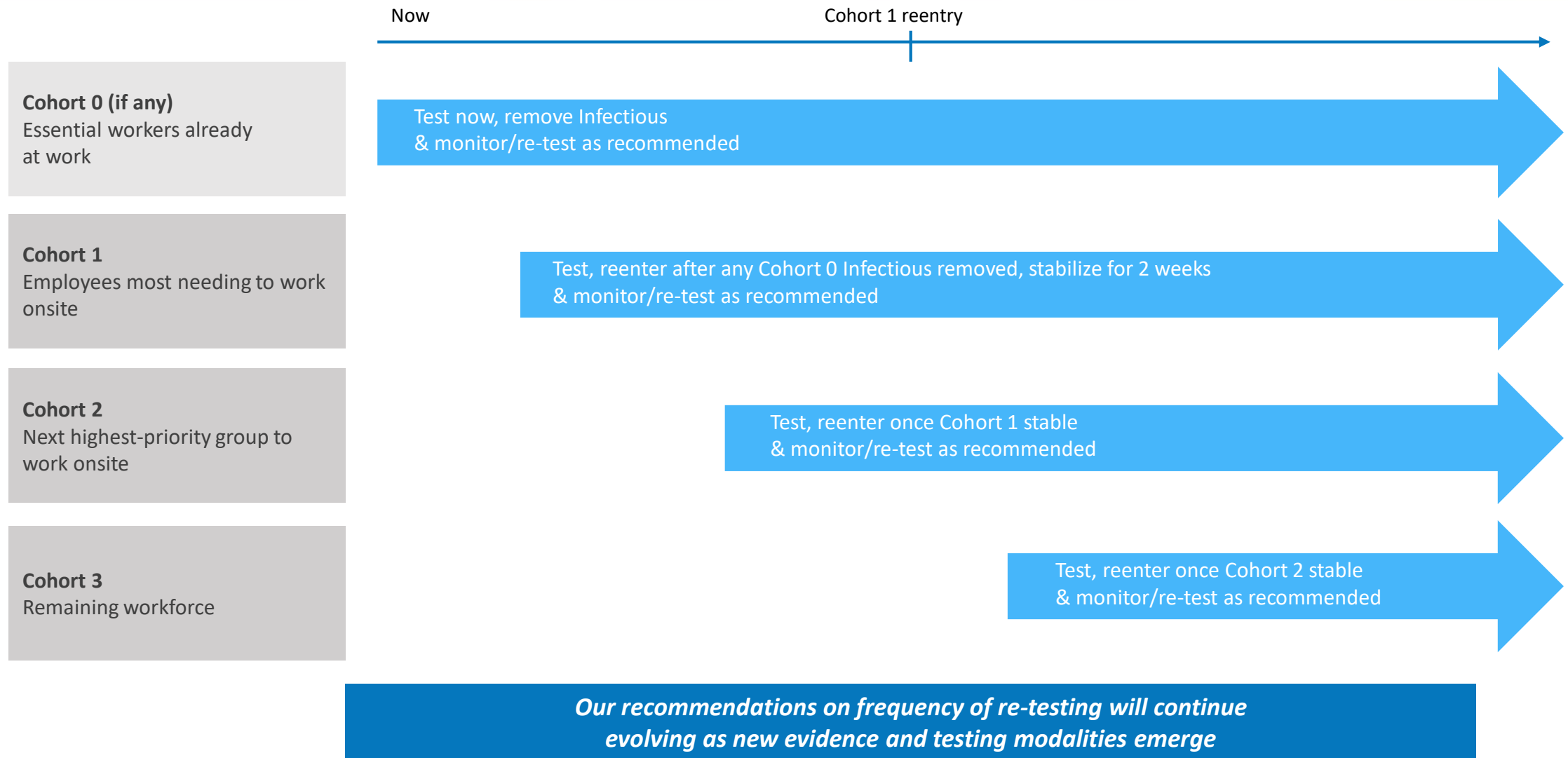
Mental & Emotional Wellbeing Support



# Understanding testing methods

	PCR test	Antigen test	Antibody test
<b>What it tests</b>	Point-in-time snapshot of active viral infection	Point-in-time snapshot of active viral infection	Immune response to virus
<b>How it works</b>	Nasal swab, throat swab	Nasal swab, throat swab	Blood sample
<b>Considerations</b>	<ul style="list-style-type: none"> <li>Imperfect- misses up to 25% of infections</li> <li>May require repeat testing (point-in-time only)</li> <li>Cost</li> </ul>	<ul style="list-style-type: none"> <li>Slightly lower accuracy than PCR</li> <li>Fast/cheap</li> </ul>	<ul style="list-style-type: none"> <li>Presence of antibodies does not guarantee immunity</li> <li>Can take up to 1 week after infection to build enough antibodies to be detected</li> <li>Some tests IgG only (not as clinically useful)</li> </ul>
<b>Status</b>	<ul style="list-style-type: none"> <li>Many test options FDA/EUA cleared</li> <li>Widely available</li> </ul>	<ul style="list-style-type: none"> <li>Many test options FDA/EUA cleared</li> <li>Widely available</li> </ul>	<ul style="list-style-type: none"> <li>Few test options FDA/EUA cleared</li> <li>Of those, availability is limited</li> </ul>

# A phased, cohort-based re-entry plan by geography is recommended



Note: Employees who are immunocompromised or have other risk factors recommended to continue working remotely and staying home as long as possible



# Supporting employee emotional wellbeing

# COVID-19 impacts on mental health

- Anxiety and depression symptoms have tripled since 2019<sup>1</sup>
- What it may look like with your team:
  - Experiencing what we have started to call “COVID Brain” -- trouble with memory, attention, concentration, organization and motivation
  - Feeling down or depressed
  - Having trouble sleeping



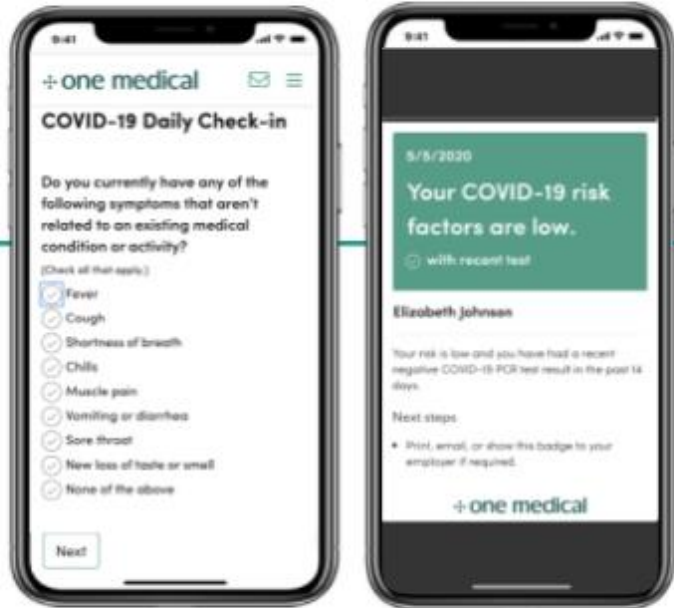
1. American Psychiatric Association Foundation

# How to support your employees emotional wellbeing

- **Recognize the challenges and communicate your support**
  - Messaging and normalization
  - 1:1 check-ins
  - Have a plan that adapts to team members' personal circumstances
- **Develop social connections**
  - Company-organized team workouts
  - Team trivia
  - Team virtual coffee breaks
- **Provide tangible support resources**
  - Mindfulness resources (mindfulness breaks, etc.)
  - Mental health PTO days
  - Therapy and coaching programs



# HEALTHY TOGETHER



A phased, cohort-based approach



Daily COVID-19 screening & status badge



Comprehensive testing solutions



Workplace safety recommendations



Employee communication resources



24/7 access to care

# In summary: supporting employee wellbeing during COVID-19

- Develop plans to protect employees' physical and mental health
- Communicate often to your employees, showing empathy and support and outlining clear action plans
- Be flexible - revisit plans often, listen to employee needs, keep updated with public health guidance

# Q&A