



KENDALL SQUARE ASSOCIATION

# **Future of (how we) Work Task Force**

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## Vaccines and Population Health



# Zoom Guidelines

Security is  
our top  
priority

Mute  
when you  
aren't  
speaking

Break into  
small group  
discussions

**Problems**  
? message  
Alana Olsen  
Westwater  
our technical  
host



Kendall Square Association  
presents

# ANNUAL MEETING

## THE NEW KENDALL CHALLENGE

April 13, 2021

8 - 9:30 am



L. Rafael Reif  
President  
MIT



Bill Sibold  
Executive Vice President  
Sanofi Genzyme



Mayor Sumbul Siddiqui  
Mayor of Cambridge



Tanisha Sullivan  
President  
NAACP, Boston  
Associate General Counsel, Sanofi  
Genzyme

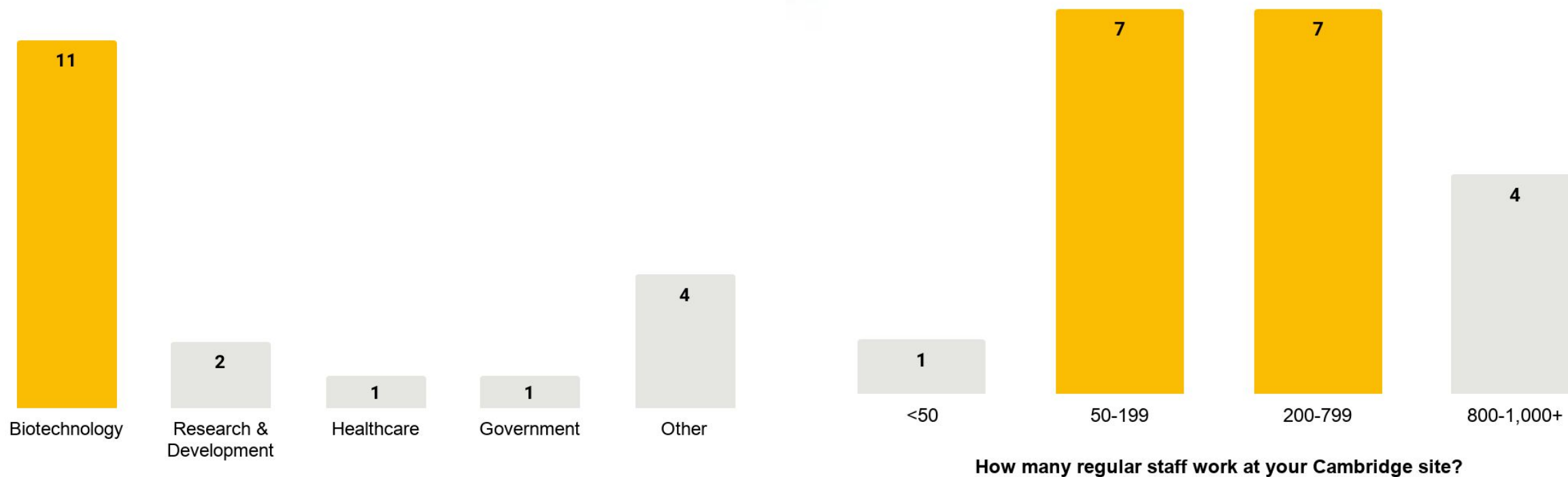
# Who's joining us today?



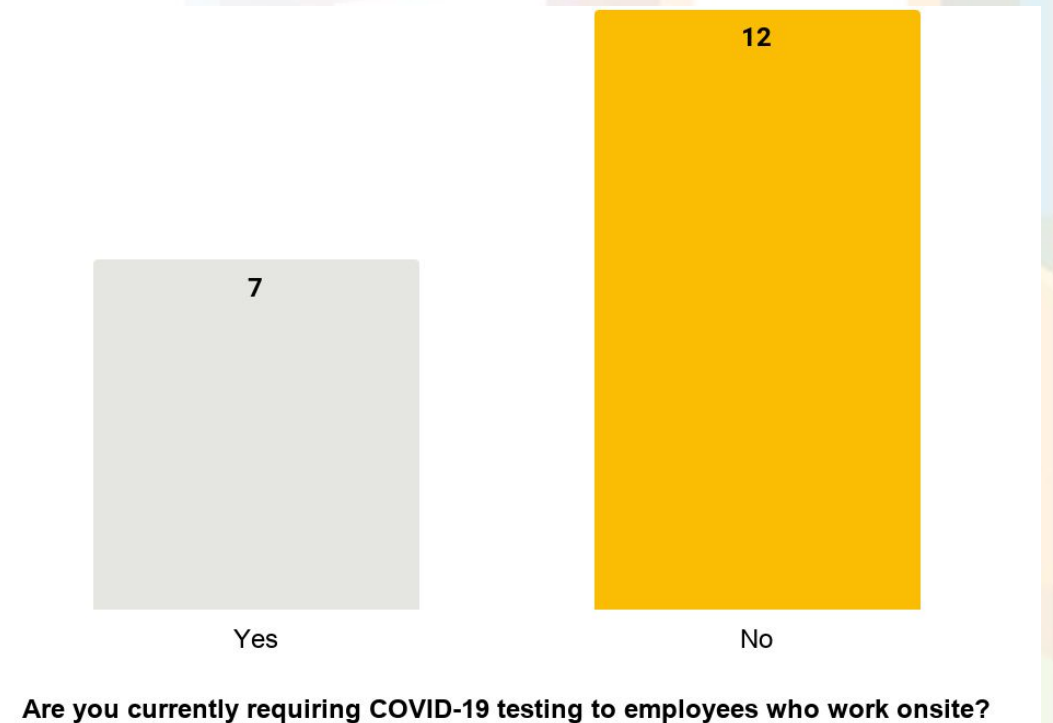
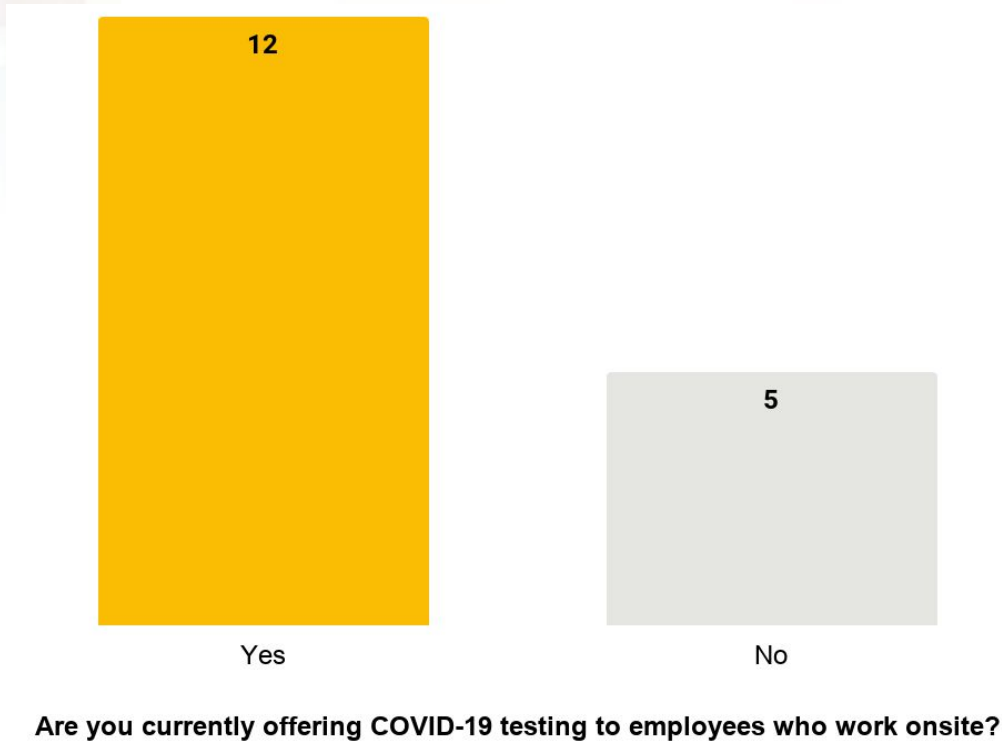
As we begin to think about what working in a post pandemic environment looks like, how can we ensure our employees' health are cared for?



Survey respondents are mostly in the biotechnology industry, and employ large numbers of employees



Most respondents **are offering** COVID-19 testing, but **not requiring** them



# What concerns have you heard from your employees about vaccination?

## Concerns about the vaccine

- Some are **concerned with mRNA vaccines** being used for the first time, not proven for those who are or may get pregnant
- Concern that **not everyone is receiving the vaccination** and that not all employees want the vaccination

## Vaccine provision logistics

- When can onsite employees get vaccinated and **under which phase do onsite workers qualify**
- People are asking **which manufacturer we will be providing**, if we offer a **vaccination clinic**
- They want it, and want it now! Many are just concerned that trends will stay the same, and **securing an appointment will be a rat race**

## The role of employers in the vaccine roll out

- Recovery time/reactions, effectiveness, **how safe it is to resume normalcy even after the vaccination**, how to "require" this of employees
- **Whether or not we can help them get [vaccines] as a company**



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# What are your biggest concerns right now regarding vaccination and your return to work plans?

## Workplace safety and protocols

- **Can you still transmit the virus when vaccinated?**
- What **safety measures** would still need to be in place even if all staff working in the office were vaccinated?
- Can we **legally require staff to be vaccinated** to enter the office?
- How would we **manage office visitors**?
- How should we **require proof of vaccination**?
- How do you **make employees feel safe** knowing that some employees may not get vaccinated?
- We have been receiving many questions about **what protocols will change** (if any) when the majority of workers are vaccinated. no plans now for changes but will need to consider this once herd immunity is reached.
- As the vaccine is so new, the data is not clear about **how long immunity lasts**. Will be important to know this going forward so we can address the need for booster if needed.
- **Clear messaging** about what is safe behavior with a vaccine and without.

# What are your biggest concerns right now regarding vaccination and your return to work plans?

## Legality of employers requiring employees to vaccinate

- I want to **better understand the risk and liability** if employer requires vaccine and an adverse reaction happens
- **Should we make [vaccinations] mandatory** and what are the ramifications of doing so?

## Feasibility and timing of vaccine roll-out

- Timing of eligibility of workers and vaccine supply
- The faster we can vaccinate as a general population, the faster we can all return to work. My biggest concern is that won't happen for some time.

## Hybrid workspaces

- **Managing work-from-home dynamics** likely to become more challenging once office re-opens.
- Everything is working so well right now. I'm actually dreading the thought of going back to the office. For example - will you keep these meetings by zoom? They are great this way. It's **hard to get to a physical place otherwise.**



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Joe Neil

Vice President of Sales

edenhealth



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# The “Return-to-Work Safely” Balancing Act



# Returning to work won't be without its challenges.

## **EMPLOYERS MAY HAVE TO DEAL WITH:**

- Fielding employee questions about the vaccine or your return-to-work plans
- Confusion around vaccine eligibility and availability for employees
- Implementing a vaccine strategy for your workforce
- Robust and time-consuming record keeping of employee vaccination statuses
- Determining if vaccinated employees still pose a risk to non vaccinated employees
- Protecting employee HIPAA/PHI once no longer under National Emergency (Health)

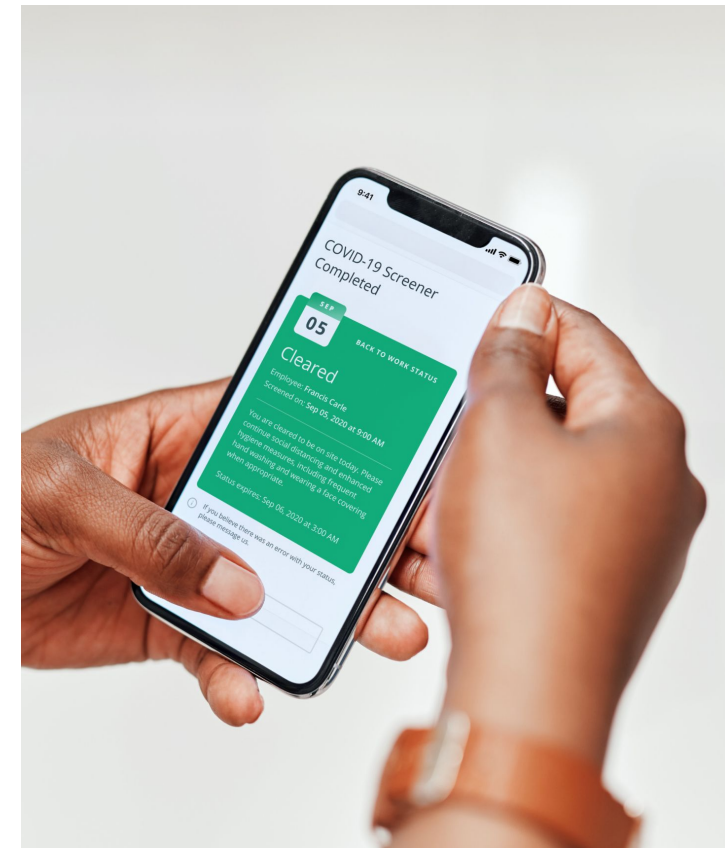
## **POTENTIAL NEW WORKPLACE PROTOCOLS:**

- Providing COVID-19 vaccine informational resources to your employees
- Screening and monitoring employees who are returning to work
- Annual employer vaccination programs
- Centralizing the vaccination records of your workforce in an easy-to-access dashboard, whether they're vaccinated through Eden or elsewhere
- At home and At Work Rapid Testing

# 90% Of Employers Could Look To Require Vaccines

## SURVEY INSIGHTS:

- Nine in 10 senior-level executives said they would require vaccinations from their workforce within federal guidelines
- A majority of 400 executives in the survey said they would look to provide vaccines if possible
- Many plan to offer incentives such as lower PPE requirements, wellness programs and giving out cash or gifts
- 87% anticipating a return to workplaces at levels similar to pre-pandemic era by end of 2021
- 13% of executives want to let go of the office for good



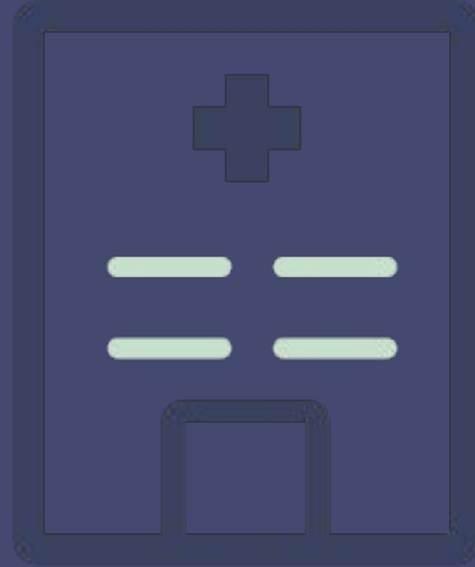
# DOL Guidance/Important Questions

## Department of Labor Guidance

- EEOC say employers can require employees to get vaccinated
- This is under Federal Law. If you're employees are located in multiple states you could be subject varying state law for requiring vaccines
- Vaccination ≠ Medical Examination as it pertains to Americans with Disabilities Act (ADA)
- Employers can request proof of a vaccine but should be careful asking why {one didn't} as this may elicit information about a medical condition making them subject to ADAs various requirements

**How are we shaping our company culture for the future based on screening and vaccines?**

**Will our employees feel safe RTW? What information will we share with them?**



# Future of “Population Health”



# Ways to Streamline the Return-to-Work Process

## COVID-19 ACTIVE DAILY MONITORING

Eden's screening keeps your workplace healthy by having symptomatic employees stay home, where our clinicians can offer instant guidance through our app.

## VACCINE WAITLIST

Register to join Eden Health's COVID-19 Vaccine Waitlist. Once appointment availability opens up at eligible employees' preferred Eden Health location, our Care Team will reach out to schedule their vaccination.

Eden Health will abide by the eligibility guidelines put forth by federal and local governments to ensure all members receive the vaccine when they are able.

## COVID-19 RECORD VAULT

Your employees can easily view, store, and share their COVID-19 vaccination status in the Eden Health app — whether they were vaccinated at Eden Health or elsewhere.

**Employers will have visibility to their workforce's vaccination status on their dashboard.**

### Health Records

**PATIENT CHART**

Medical History

Screeners

**COVID-19**

Vaccine Records

Test Results



### COVID-19 Vaccine

Administered Feb. 20, 2021

**Complete**  
Status

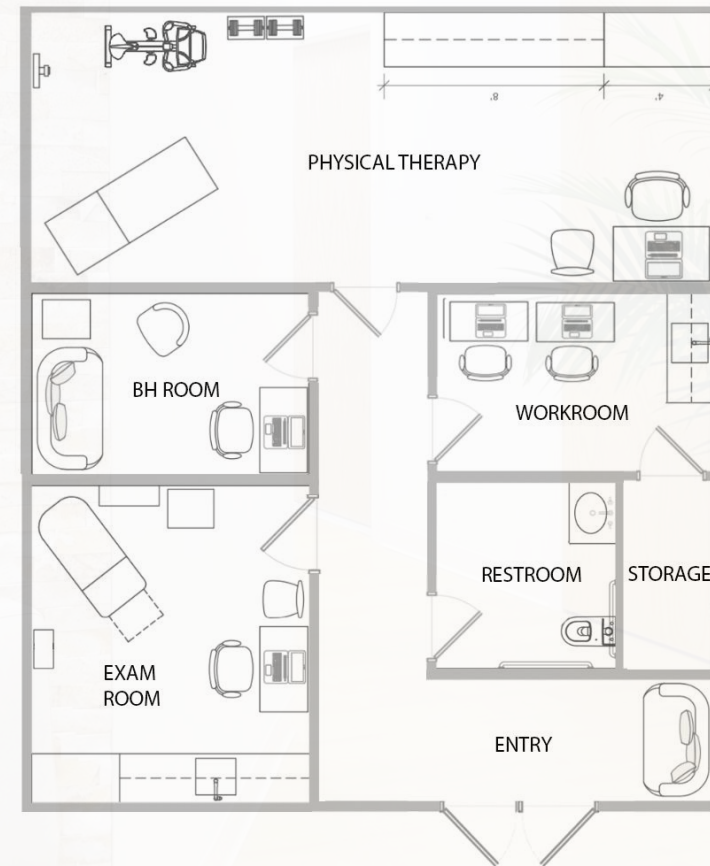
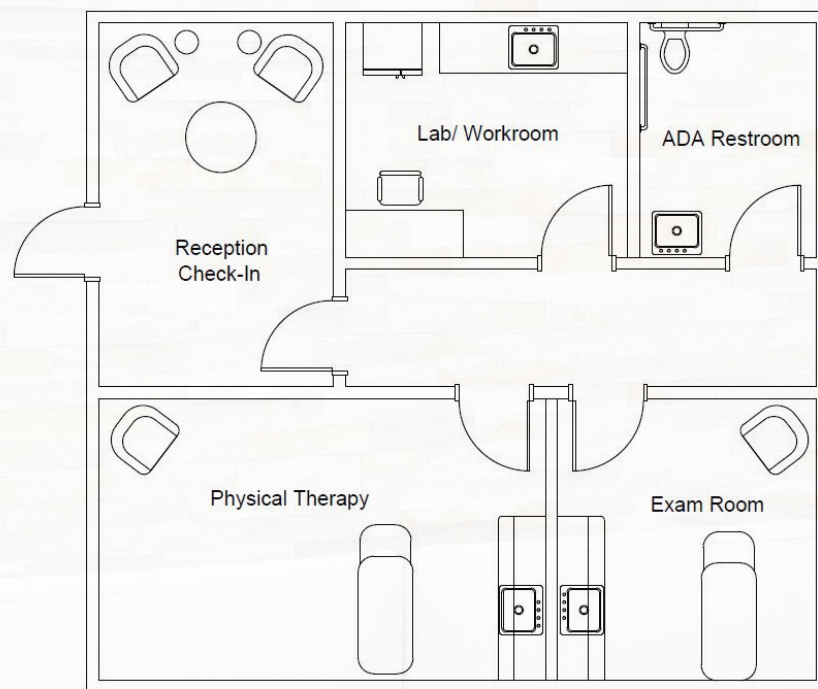
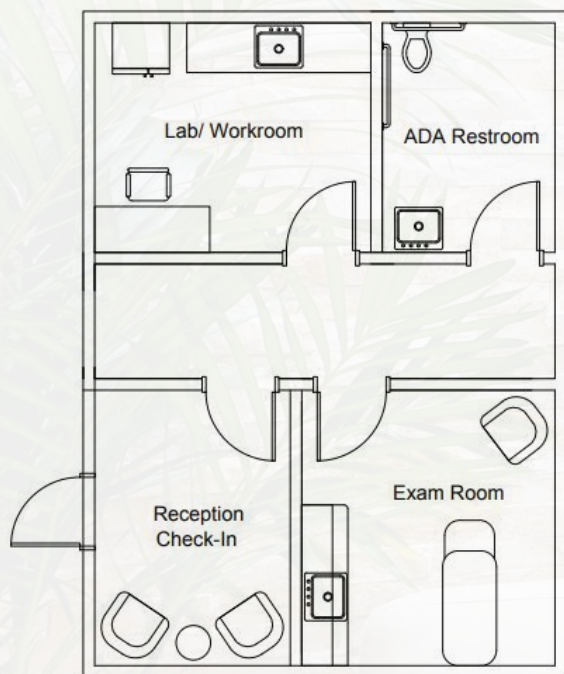
**Moderna COVID-19 Vaccine (PF) 100 mcg\0.5 mL intramuscular susp. (EUA)**  
Details

**Brendan Sullivan, MD**  
Provider / Medical Office

**1234567**  
Lot Number

# edenhealth

EXIT





# Medical Directorship - actionable insights and help employers close gaps in care

- Guidance and leadership on the health of your population
  - Informing the decisions you make around your health and benefits plan
- Directing convenient access to high-quality healthcare for your employees
  - Creating relationships with value specialists
  - Centers of Excellence
- Independent resource informing leadership team around employee health data
- Promote preventative health initiatives based on trends seen within the employee population



## Dr. Brendan Sullivan

- Instructor of Medicine at Harvard Medical School
- Internal Medicine Residency at Brigham and Women's Hospital
- MBA from Harvard Business School
- MD from University of Pennsylvania School of Medicine
- BA from University of Virginia



## Dr. Anish Mehta

- MPP from Harvard Kennedy School of Government
- Internal Medicine Residency at Brigham and Women's Hospital
- MD from Case Western Reserve University School of Medicine
- BA from University of Pennsylvania

# Small Group Discussions



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# Thank you

Next meeting: Tuesday, April 27 at 1 p.m.

