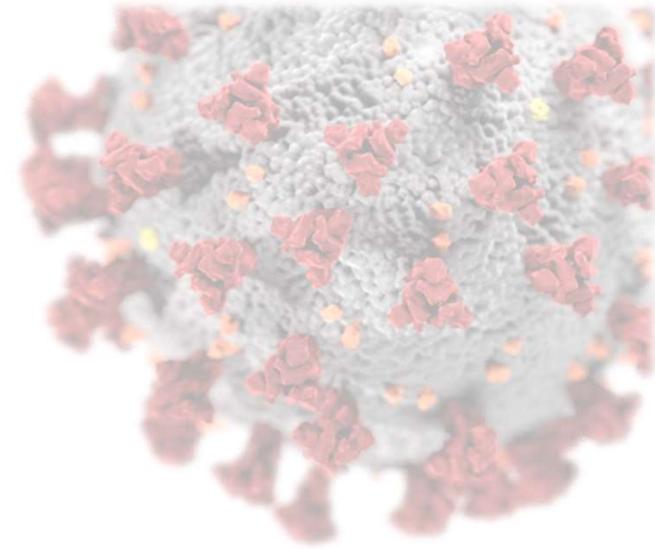


Promoting COVID-19 Vaccine Confidence in the Workplace

May 25, 2021

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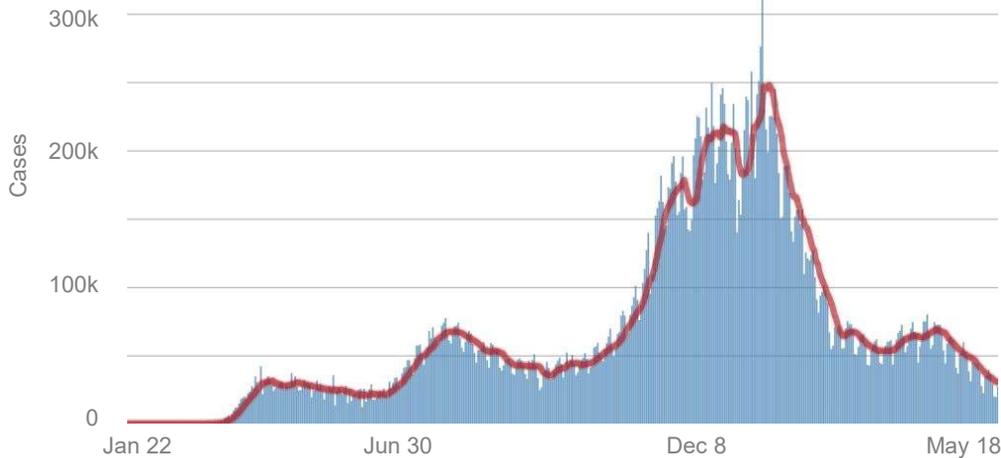
Michigan's positivity rate has declined to 5.7%, with the nearly 9,000 new cases over the last seven days due in large part to the prevalence of the UK variant



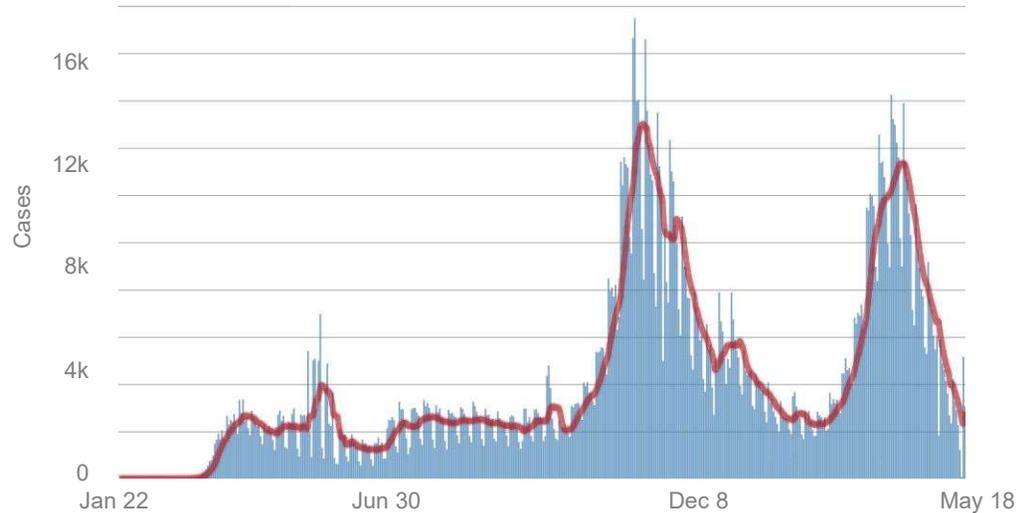
Cumulative Positive Tests

Change from prior week +217,338 cases	+0.7%	Nationally 32,825,625	Michigan 859,512	+1.2%	Change from prior week* +10,173 cases
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National Positive Test Trends



Michigan Positive Test Trends



Source: [CDC COVID Data Tracker / Coronavirus - Michigan Data](#)
Accessed May 20, 2021

Insight: Our state's numbers are drastically down from the latest surge, but our positivity rate is at 5.7%, which is above the WHO's recommended 5% threshold. Genesee County has had more than 33,000 cases with a 2.6% fatality rate. The B.1.1.7 variant that originated in the UK continues to be the most prominent variant among sequenced tests. The double mutant variant, responsible for India's latest surge, has been found in Clinton County, just north of Lansing.

Three vaccines are currently available and in final trials in the United States, with more expected later this year



Manufacturer	Status	Vaccine type	Injections per full course	Efficacy	Ages	Storage
Pfizer	Emergency Use Authorization granted December 2020; Full approval application May 7, decision expected June 2021	mRNA	Two injections; 21 days apart	91.3%	12+	Pharmaceutical freezer (-13° to 5°F) for two weeks
Moderna	Emergency Use Authorization granted December 18, 2020	mRNA	Two injections; 28 days apart	90%>	18+	Refrigerator for 30 days
Johnson & Johnson	Emergency Use Authorization granted February 28, 2021	Adenovirus	One injection	64%-72% depending on variant	18+	Refrigerator for three months
AstraZeneca	May skip Emergency Use Authorization and apply for full approval	Adenovirus	Two injections; 21 days apart	76% in a U.S. study	18+	Refrigerator
Novavax	Emergency Use Authorization application expected in Q3 2021	Protein	Two injections; 21 days apart	96% on original virus 49%-89% depending on variant	18+	Refrigerator

Sources: [New York Times Vaccine Tracker](#); [CRS](#)

Vaccines for COVID-19 are showing strong performance against variants identified in the United States



Variant More Common Name	Location First Identified	More Contagious?	Ability to Evade Vaccine	CDC / WHO Classification*			
B.1.1.7 UK variant	 United Kingdom	Yes	Minimal	Concern	85%-95% overall	“ less effective than the original results but still works well against the variant. Booster achieved higher titers. ”	~70% overall
B.1.351 South Africa variant	 South Africa	Yes	Moderate	Concern	~ 100% vs. severe disease		58% overall
P.1 Brazil variant	 Brazil	Yes	Moderate	Concern	~ 95% overall		~61% vs. moderate disease
B.1.427 West Coast strain	 California	Yes	Moderate	Concern	91% - 95% overall*	91% - 94% overall*	63% - 72% overall*
B.1.429 California variant	 California	Yes	Moderate	Concern			
B.1.526 New York City variant	 New York	Unknown	Potentially	Interest			
B.1.617 Double mutant	 India	Yes	Potentially	Interest	<u>Effective, per initial reports</u>		
P.2 Rio de Janeiro variant	 Brazil	Unknown	Potentially	Interest			

Concern: Evidence of an increase in transmissibility, more severe disease, and reduced effectiveness of treatments or vaccines.

Interest: Have been associated with changes to receptor binding and reduce efficacy of treatments. May require one or more appropriate public health actions.

*While no specific studies have been completed; evidence suggests vaccines are just as effective against these variants as against variants encountered in clinical trials

Sources : [SARS-CoV-2 Variants of Concern | CDC](https://www.cdc.gov/sars-cov-2/variants/) / <https://covid.cdc.gov/covid-data-tracker/#variant-proportions> Accessed May 17, 2021

Many normal daily activities will resume for the fully vaccinated while public health experts continue to encourage vaccinations for sustained public health



What we know about the vaccines

- All are safe and effective at keeping you from becoming seriously ill from COVID-19
- Cannot pass the virus to another fully-vaccinated person
- None contain the live virus
- Side effects may occur and are normal

How they work

- Teach our immune systems to recognize and fight the virus
- Immunity takes about two weeks after full course

Vaccine benefits

- Keep yourself and other people from developing serious illness
- Fully vaccinated people can resume some normal activities

What scientists don't yet know

- How well the vaccines prevent virus spread
- Length of protection
- Performance against variants
- If booster shots will be needed in the future

Source: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>
 Accessed May 17, 2021

	Unvaccinated People	Sample Activities	Vaccinated People
Most safe		Walk, run, roll or bike outdoors with members of your household	
		Attend a small, outdoor gathering with fully vaccinated and unvaccinated people	
		Dine at an outdoor restaurant with friends from multiple households	
Less safe		Attend a small, indoor gathering of fully vaccinated and unvaccinated people from multiple households	
		Visit a barber or hair salon	
		Go to an uncrowded, indoor shopping center or museum	
Least safe		Attend a crowded outdoor event, like a live performance, parade or sports	
		Go to an indoor movie theater	
		Eat at an indoor restaurant or bar	
		Participate in an indoor, high intensity exercise class	



Prevention measures not needed



Take prevention measures
 Wear a mask, stay 6 feet apart, and wash your hands.

- Safety levels assume the recommended prevention measures are followed, both by the individual and the venue (if applicable).
- CDC cannot provide the specific risk level for every activity in every community. It is important to consider your own personal situation and the risk to you, your family, and your community before venturing out.

Just over 9,000 out of nearly 115 million fully vaccinated Americans have contracted COVID-19, reinforcing the protection offered by vaccines



Breakthrough infections, defined as coronavirus infections that break through the **protection offered by a vaccine**, have gained increased media attention as the rate of vaccination across the country increases.

These infections have been reported among people of all ages, with a little more than 40% occurring in people age 60 or older, and 65% of such cases have been among women.*

The Centers for Disease Control and Prevention are **tracking** these infections for potential patterns.

What Are The Odds?



Having twins: **3.3%**



Being audited by the IRS: **0.5%**



Having a heart attack (between ages 55 and 64): **0.37%**



Contracting a breakthrough infection: **0.007%**



Being hit by lightning: **0.007%**

How Can We Prevent Breakthrough Infections?

Even though a small percentage of fully vaccinated people will get sick, vaccination will **protect most people** from getting sick or experiencing severe symptoms.

Vaccines continue to act as **essential tools** to protect people against COVID-19 infection, including against new variants.

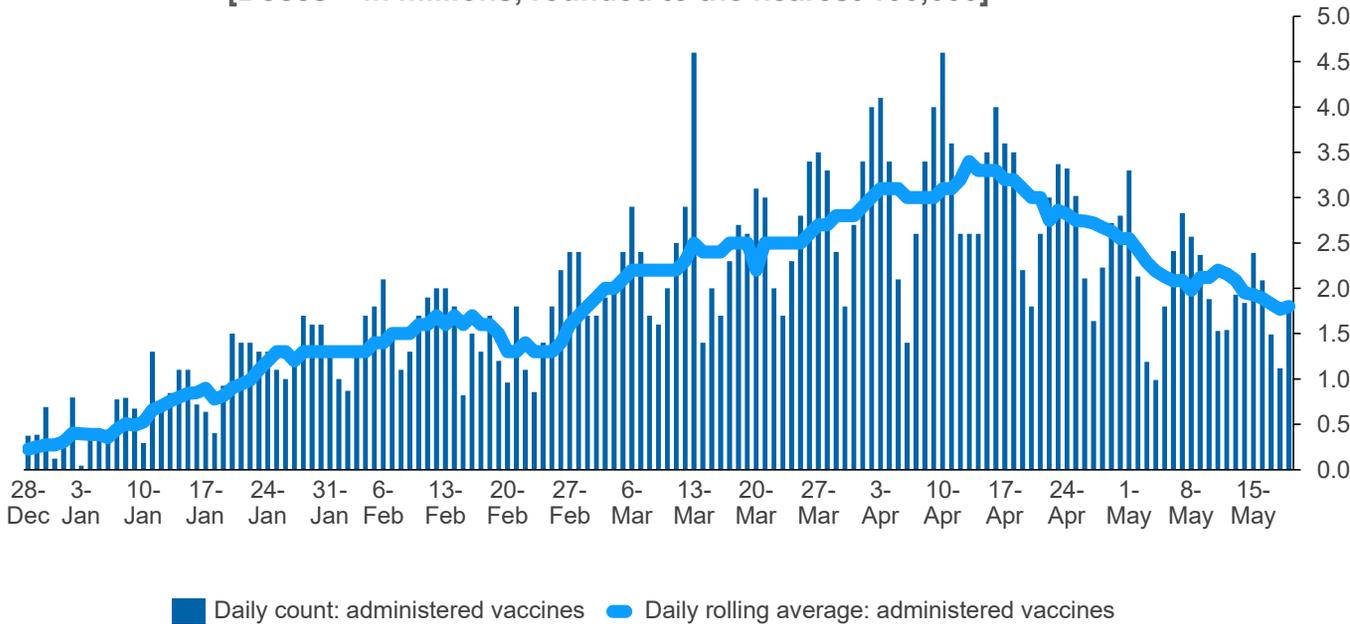
It is especially important to **complete your full vaccination course** before resuming normal activity.

Sources: [CDC Studies 'Breakthrough' COVID Cases Among People Already Vaccinated](#) ; [Shots - Health News](#) ; [NPR](#) / [Odds of 51 Random Events Happening to You](#) | [Stacker](#)

With the average daily rate of vaccines slowing, the US may now expect to reach the 75% immunization rate in September



Daily vaccine doses administered: United States
[Doses – in millions, rounded to the nearest 100,000]*



- Last week, the US averaged administering **1.8 million doses per day**, which is a decline from last week's average of nearly **2.2 million doses**.
- At the current rate of administration, **75%** of the US population aged **18 and over** may be vaccinated by **mid-September 2021**. Previous administration rates estimated this percentage to be reached by July.
- **Despite production concerns** with Johnson & Johnson vaccines, overall supply is outpacing demand as states scale back their vaccine orders, creating a national surplus.

Source: <https://www.bloomberg.com/graphics/covid-vaccine-tracker-global-distribution/>
Accessed May 20, 2021

Despite slowing trends, vaccine administration rates continue to grow nationally and in Michigan



National vaccination metrics

(all manufacturers)	Total doses delivered	Number of people (age 18+) receiving at least one dose	Number of people (age 18+) receiving full course
United States (link) as of May 20, 2021	349,210,095	155,350,175	123,762,276

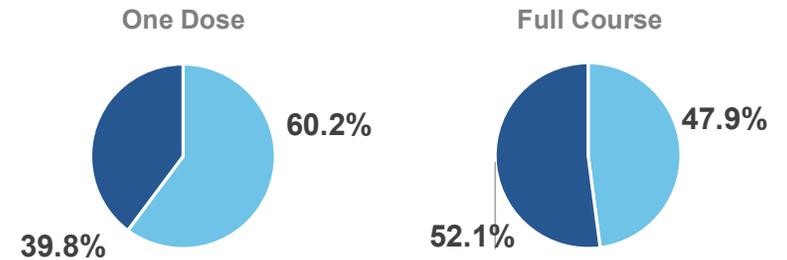


State vaccination metrics

(all manufacturers)	Total doses delivered	Number of people (age 16+) receiving at least one dose	Number of people (age 16+) receiving full course
Michigan (link) as of May 20, 2021	10,471,355	4,398,230	3,752,211

Estimated percent vaccinated

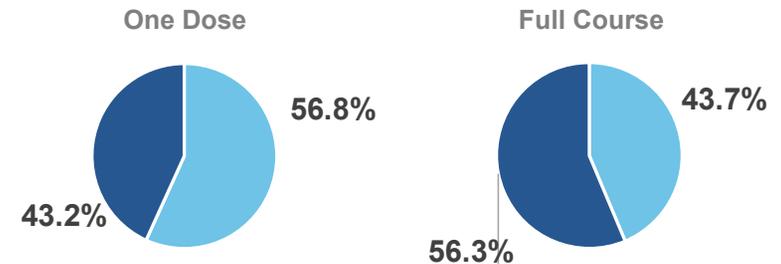
Percent of population aged 18+



Percent of population meeting benchmark
Percent of population not yet meeting benchmark

Estimated percent vaccinated

Percent of population aged 16+



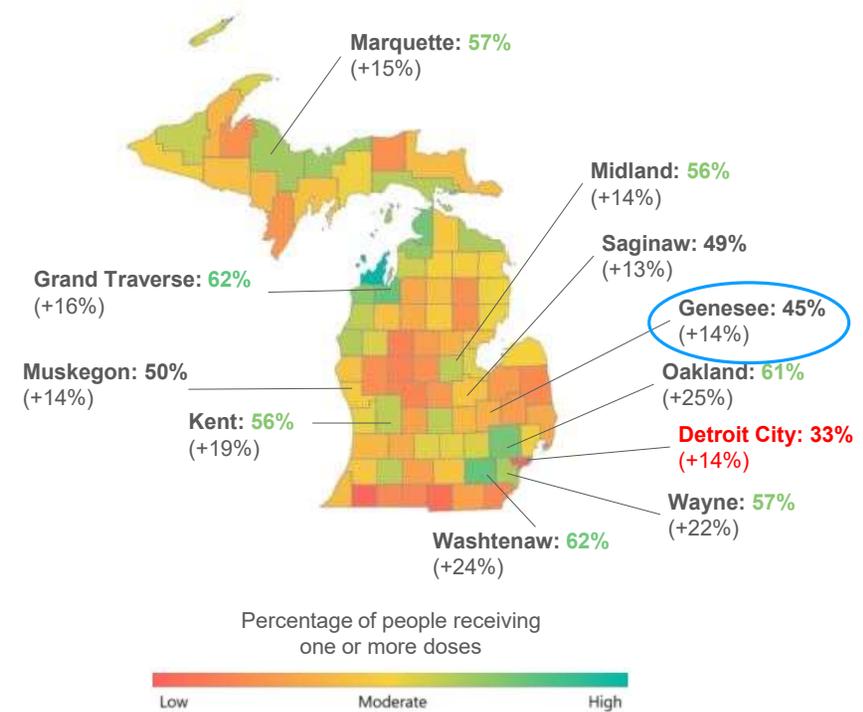
The Genesee County Health Department is going door-to-door to promote COVID-19 vaccines and other areas in the state are exploring providing incentives



Unique COVID-19 vaccine doses distributed by location*

	Local Health Departments	3,790,550
	Hospitals	3,068,785
	Pharmacies	2,789,485
	Other**	252,925
	Ford Field	271,020
	Federally Qualified Health Centers	201,240
	Physician Practices***	97,350
Total		10,471,355

Residents receiving at least one or more vaccine doses by county* (change since April 1)



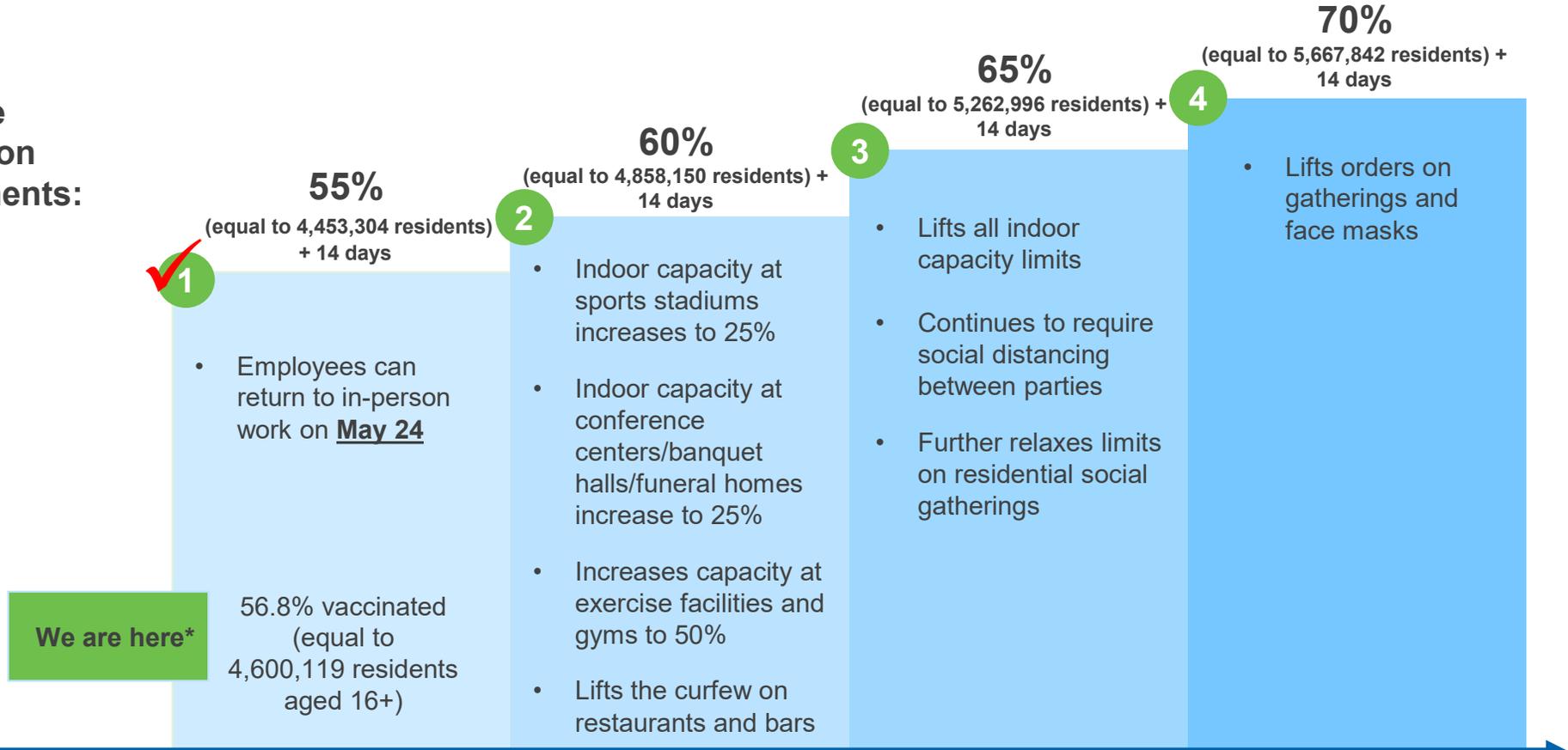
*Source: https://www.michigan.gov/coronavirus/0,9753,7-406-98178_103214_103272-547150--,00.html; accessed May 20, 2021
 ** Includes corrections, FEMA mobile clinics, Indian Health Services, long term care, OBGYN, rural health clinics, tribal health and urgent care
 ***Includes family practices, home health providers, internal medicine, specialty medical practices, pediatrics and specialty providers

With nearly 57% of its eligible population vaccinated, Michigan has achieved the first milestone of the MI Vacc to Normal challenge



One-Dose Vaccination Requirements:

Changes:



*As of May 19
Source: [Coronavirus - COVID-19 Vaccine Dashboard \(michigan.gov\)](https://www.michigan.gov/coronavirus)

Michigan workers can return to the office as of May 24

What should employers do to maintain employee safety?



The Centers for Disease Control and Prevention announced that **fully vaccinated** people no longer need to wear a mask or physically distance in any setting, **except where required** by federal, state, local, tribal, or territorial laws, rules, and regulations, **including local business and workplace guidance**.

Under the Occupational Safety and Health Administration Act, **employers are responsible** for providing a safe and healthy workplace free from recognized hazards likely to cause death or serious physical harm.

Ways to increase your employees' physical safety:



Require or encourage employees to become vaccinated



Require mask wearing by employees and customers



Follow OSHA guidelines for providing a safe and healthy workplace, free from recognized hazards

A survey released by the American Psychological Association found that **49% of adults feel uneasy** about returning to in-person interactions once the pandemic is over. Among adults who have already been vaccinated, **48%** indicated that they **also feel uncomfortable** with in-person interactions.

In a separate survey, **66%** of employees said they were **worried about their health** in returning to the workplace.

Ways to increase your employees' mental safety:



Establish and enforce a clear vaccine and mask policy



Assess mental health resources (i.e., EAP) and ensure employees are aware of and have access to them



Have empathy – for some, comfort is a switch and for others, it's a dial

Source: <https://www.osha.gov/coronavirus/safework>; <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>; [buildings are opening back up. Not all employees want to return. \(nbcnews.com\)](#)
Accessed May 18, 2021

This information is proprietary - Blue Cross Blue Shield of Michigan is a nonprofit corporation and independent licensee of the Blue Cross Blue Shield Association



Building vaccine confidence in the workplace is as easy as 1-2-3



Communicate

- Stress importance and benefits of vaccination
- Reinforce firm's position
- Encourage leaders to act as champions
- Acknowledge and be willing to answer questions and quell fear



Educate

- Access the [BCBSM employer COVID-19 toolkit](#)
- Be transparent about knowns and unknowns
- Provide essential information and trusted sources
- Create a mechanism for feedback
- Provide resources on frequently asked questions



Engage

- Highlight employees willing to share experience
- Host discussions between employees and medical professionals
- Encourage and make it easy

Source: [Workplace Vaccination Program | CDC](#)



Employers can encourage vaccinations in a variety of simple ways



Offer flexible, non-punitive options for employees with post-vaccination symptoms



Incentivize employees



Utilize trusted sources of information about COVID-19



Offer paid time off for vaccine appointments



Emphasize benefits of being vaccinated



Identify and respond to unique barriers



Help employees make appointments through available channels



Support transportation to off-site vaccine clinics



Allow time for vaccine confidence to grow

Source: [Workplace Vaccination Program | CDC](#)