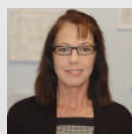


H1N1 and Pandemic: Is your company prepared?

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- Flu pandemic and H1N1
- Effect on business and society
- Successful business strategies
- OSHA's take on H1N1
- Resources

Today's topics

What is a pandemic?

- According to the [World Health Organization](#) (WHO), a pandemic can start when three conditions have been met:
 1. Emergence of a disease new to a population
 2. Agents infect humans, causing serious illness
 3. Agents spread easily and sustainably among humans

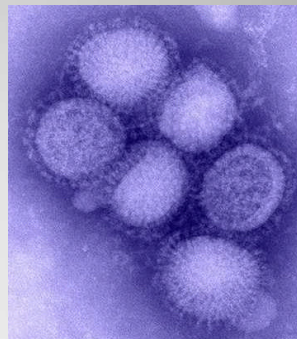
What is H1N1 (“Swine”) Influenza

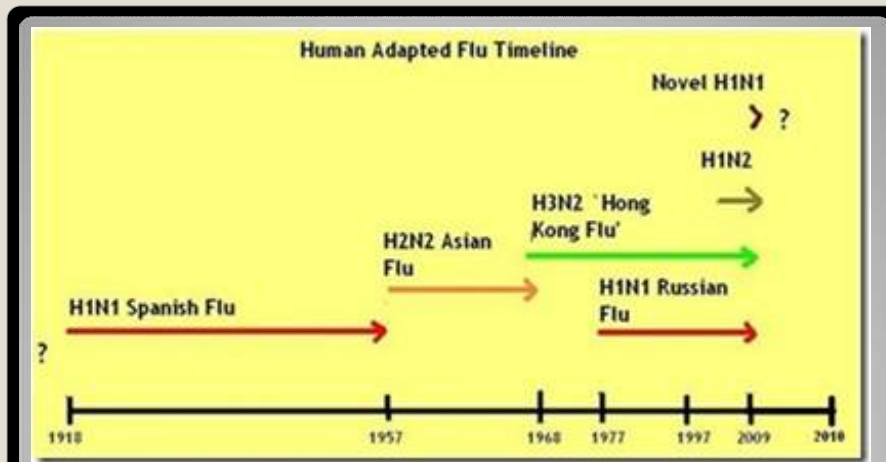
Strain of [Influenza A virus subtype H1N1](#)

Severity similar to seasonal flu

Younger age group affected

Little natural immunity exists

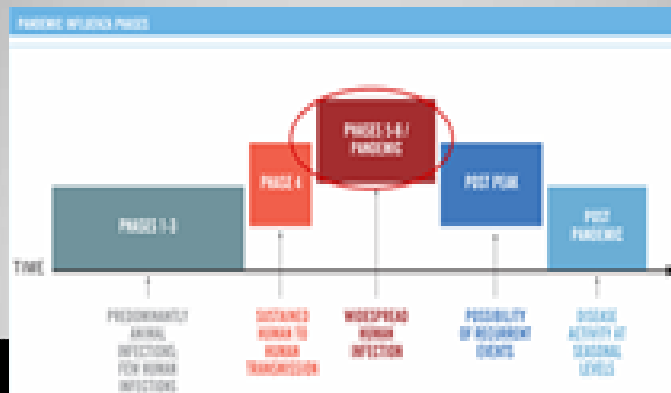




Influenza pandemics have occurred every 10 to 60 years, with three occurring in the twentieth century.

What does a pandemic alert level really mean?

- WHO's pandemic alert level (6 phases)
- April 2009 – H1N1 increased from level 3 to 5
- June 2009 – H1N1 pandemic reaches level 6
- First pandemic at this level since 1968



- Swine flu infections continue to wane
- CDC (12/04/09): Decline of cases across the country – appears that a Fall wave of swine flu infections has peaked



CDC: Swine flu less widespread; only in 25 states, as of 12/04/09

- 25% of businesses do not reopen following a major disaster
- Severe flu pandemic could have a major effect on the global economy



Why is the H1N1 influenza virus a concern to business?

- Set and model the expectation that sick employees must stay home
- Allow for flexible work arrangements for employees at highest risk
- Promote hygiene practices
- Provide vaccine at little or no cost to employees
- Be aware of ADA requirements
- Let people know about H1N1 scams

Successful business strategies

CDC reports fraudulent emails (phishing) referencing a State Vaccination Program

Risk of having malicious code installed on your system

Reduce the risk of being a victim:

Do not follow, open, or respond to unsolicited links/emails

Use caution when visiting un-trusted websites

Use caution when entering personal information online

Subject: State Vaccination Program

You have received this e-mail because of the launching of State Vaccination H1N1 Program.

You need to create your personal H1N1 (swine flu) Vaccination Profile on the cdc.gov website. The Vaccination is not obligatory, but every person that has reached the age of 18 has to have his personal Vaccination Profile on the cdc.gov site. This profile has to be created both for the vaccinated people and the not-vaccinated ones. This profile is used for the registering system of vaccinated and not-vaccinated people. Create your Personal H1N1 Vaccination Profile using the link:

[Create Personal Profile](#)

H1N1 Scams

- Critical policies, protocols and procedures
 - Review sick-leave policies
 - Review pay policies
 - Review statutory/labor contracts
 - Review travel policies (wwwnc.cdc.gov/travel/)



Keeping sick employees away from work and hazards

- Identify essential jobs (as it relates to BCP)
 - Telework may/may not be possible or practical
- Identify job tasks or classifications that CAN be performed from home
 - Test the systems now before you need them
- Minimize group in-person meetings
 - Consider tele/video conferencing if possible
- Cross training and additional resources

Flexible work arrangements and cross training

- Have hand sanitizers readily available and encourage their use!
- Poster, signs, newsletters – keep the message fresh
- There may be shortages of supplies



Promote hygiene practices

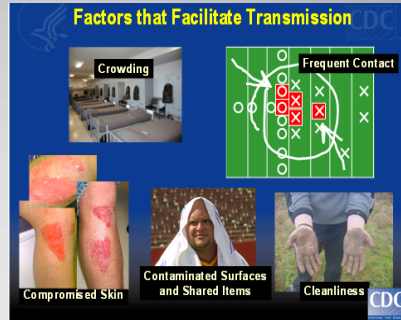
Employee protection

- Encourage hand washing practices
- Encourage employees to NOT sneeze or cough into their hands, the new protocol is to aim for ones inner elbow



Promote hygiene practices

- Social distancing
- Reschedule in-person meetings with tele-meetings
- Use staggered shifts
- Minimize congregating in workrooms, lunchrooms, etc.
- Cancel non-essential travel
- Avoid public transportation



Additional hygiene practices and steps to take when severity increases

- Send sick employees home without fear of losing their jobs
- Allow employees to stay home and care for sick family members
- Consider temporarily suspending the doctor's note (or change policy)

Managing sick employees

- OSHA's General Duty Clause requires employers to provide a safe and healthy work environment free from *recognized* hazards.
- Pandemics are a recognized hazard
- OSHA has issued guidance documents on pandemic planning

OSHA's take on H1N1



- Pandemics are real
- They can affect your bottom line
- If dealt with correctly negative outcomes can be minimized
- Resources are available to help

Conclusion

- Flu Audio Conference Aug 09, John Howard, Centers for Disease Control and Prevention U.S. Department of Health and Human Services Washington, D.C. <http://www.cdc.gov>
- Preparing for the Flu, (Including 2009 H1N1 Flu)
 - Doing Business During an Influenza Pandemic
 - Center for Infectious Disease Research & Policy (CIDRAP), University of Minnesota www.cidrap.umn.edu
 - CIDRAP Business Source www.cidrapsource.com
 - Society for Human Resource Management www.shrm.org
 - CDC Guidance for Businesses and Employers To Plan and Respond to the 2009-2010 Influenza Season
 - <http://www.cdc.gov/h1n1flu/business/guidance/>
- H1N1 Vaccine Not a Killer: WHO <http://www.who.int/en/>
- H1N1 Influenza Center, New England Journal of Medicine <http://h1n1.jwatch.org/>
- <http://www.cdc.gov/handhygiene/training/interactiveEducation/>
- Flu Pandemic Mitigation - Social Distancing http://www.globalsecurity.org/security/ops/hsc-scen-3_flu-pandemic-distancing.htm

Resources

- 2009 H1N1 Flu Resources for Businesses and Employers www.cdc.gov/h1n1flu/business
- Occupational Safety and Health Administration (OSHA) Flu Web Site for Businesses
- www.osha.gov/dsg/topics/pandemicflu/index.html, Hotline: 1-800-321-OSHA
- What Employers Can Do to Protect Workers from Pandemic Influenza (OSHA)
- www.osha.gov/Publications/employers-protect-workers-flu-factsheet.html
- Healthcare Workplaces Classified as Very High or High Exposure Risk for Pandemic Influenza
- www.osha.gov/Publications/exposure-risk-classification-factsheet.html
- Considerations for Antiviral Drug Stockpiling by Employers in Preparation for an Influenza Pandemic
- www.flu.gov/vaccine/antiviral_employers.html
- Workplace Questions
- www.flu.gov/faq/workplace_questions

Additional Web Resources for Businesses to Use for Planning:

- Community Mitigation Measures
- www.flu.gov/plan/community/commitigation.html
- Occupational Health Issues Associated with H1N1 Flu
- www.cdc.gov/niosh/topics/h1n1flu
- Disaster Assistance and Recovery Resources
- www.asbdc-us.org/Resources/Disaster.html
- Central Repository of Federal Disaster Assistance
- www.disasterassistance.gov
- Small Business Administration (SBA) Disaster Preparedness Page
- www.sba.gov/services/disasterassistance/disasterpreparedness/index.html
- Business Emergency Plan Resources
- www.ready.gov/business
- Information on 2009 H1N1 Flu
- www.cdc.gov/h1n1flu
- Information on Seasonal Flu
- www.cdc.gov/flu

Additional Web Resources for Businesses to Use for Planning:

- Stopping the Spread of Germs at Work
www.cdc.gov/germstopper/work.htm
 - (available in English and other languages)
- Stopping Germs at Home, Work and School
www.cdc.gov/germstopper/home_work_school.htm
 - (available in English and other languages)
- Fraudulent emails referencing CDC-sponsored State Vaccination Program, December 01, 2009 http://www.cdc.gov/hoaxes_rumors.html
- 2009 H1N1 Flu: Flyers & Other Print Materials
www.cdc.gov/h1n1flu/flyers.htm
 - (includes brochures, flyers, fact sheets, and other materials about 2009 H1N1 flu and seasonal flu)

CDC Fact Sheets & Other Materials about Flu Prevention for Employees

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 - While any mistakes are mine, the presentation is better due to your editorial eyes!

Thank you

For more information

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