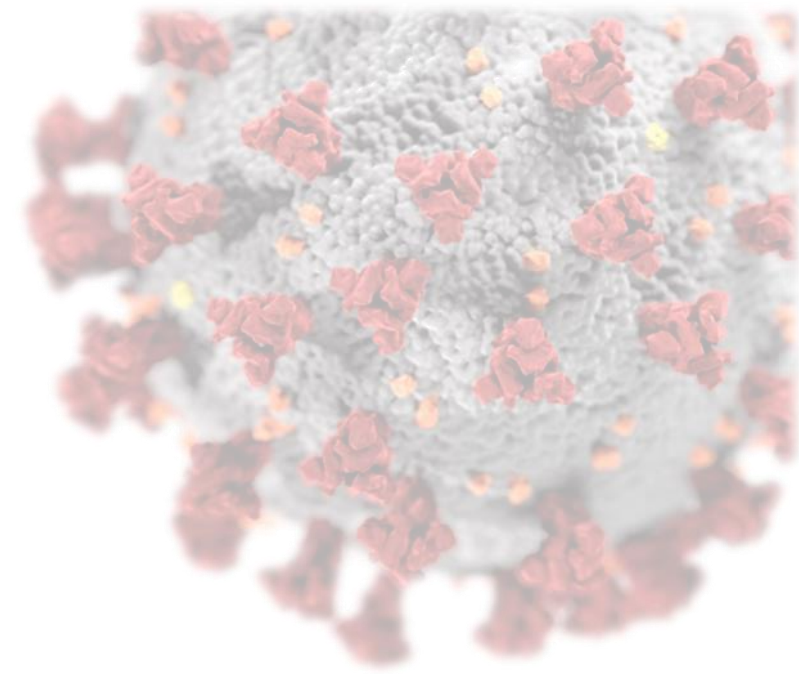


Promoting COVID-19 Vaccine Confidence in the Workplace

May 6, 2021

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Blue Cross Blue Shield of Michigan



Nonprofit corporations and independent licensees
of the Blue Cross and Blue Shield Association

Michigan currently has the highest number of total cases in the nation, driven in large part by the prevalence of the UK variant



Cumulative Positive Tests

Change from April 1
+2,014,244 cases

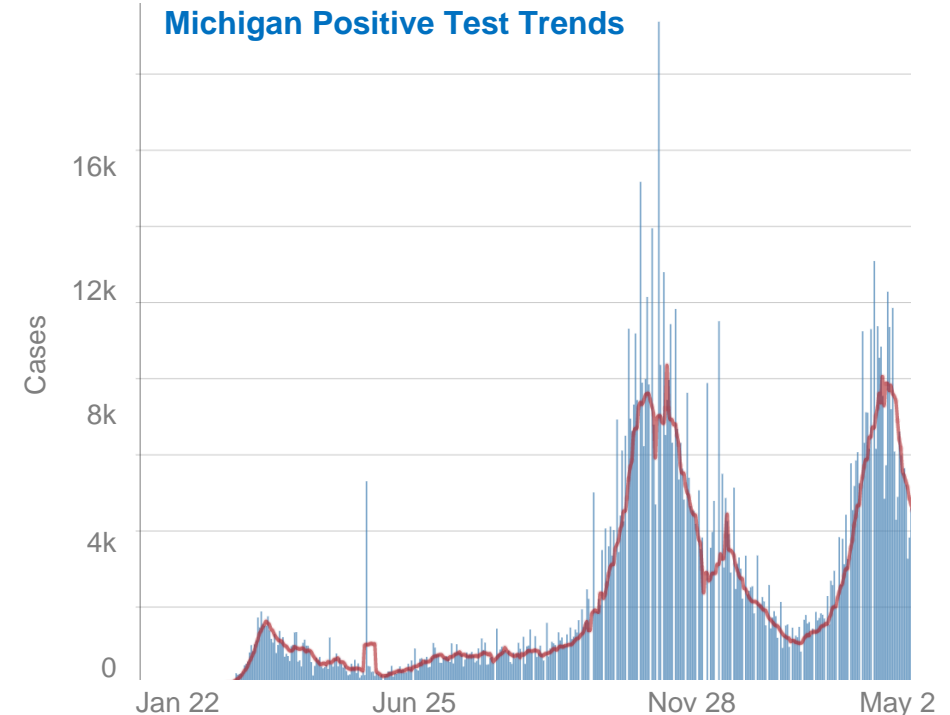
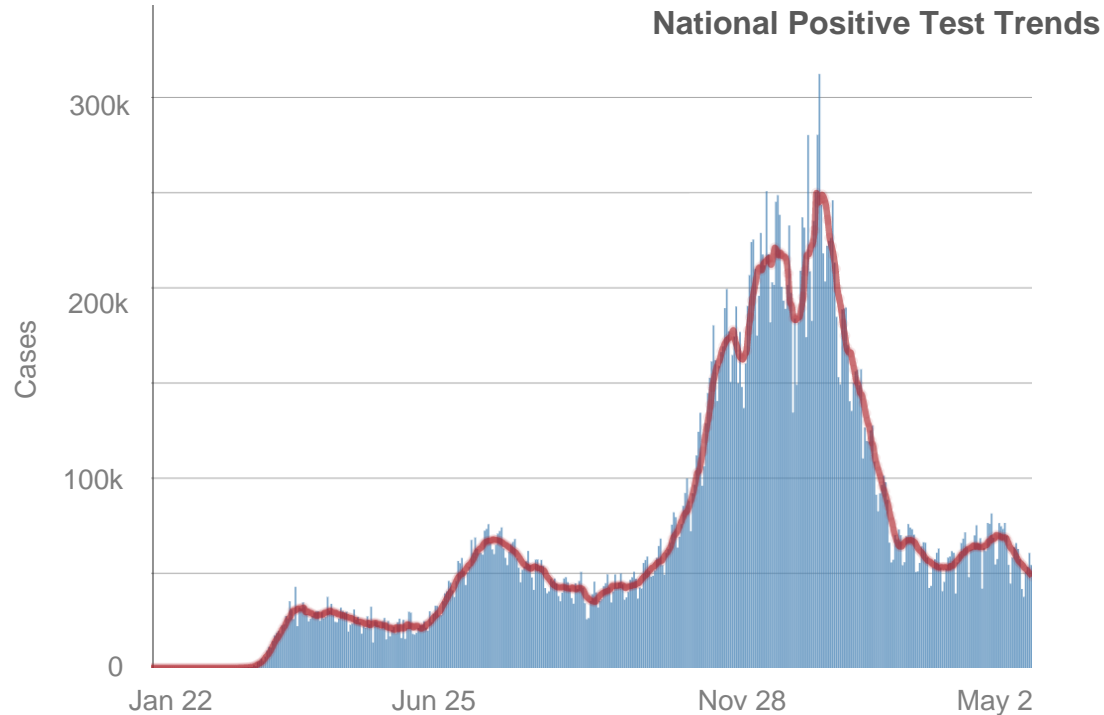


Nationally
32,228,003

Michigan
849,420



Change from April 1
+177,161 cases



Source: [CDC COVID Data Tracker / Coronavirus - Michigan Data](#)
Accessed May 4, 2021

Insight: The average number of new positive cases in Michigan has declined by 49% over the last two weeks, representing the second steepest decline, behind Rhode Island. Most of the counties throughout Michigan have experienced a decrease in the number of positive cases, with the exception of Schoolcraft, Baraga, Keweenaw and Gratiot counties.

Michigan's hospitalization trends continue to concern healthcare officials, with numerous hospitals across the state cancelling elective surgeries



Inpatient COVID-19 Hospitalizations (patients)

Change from April 1

+5,943

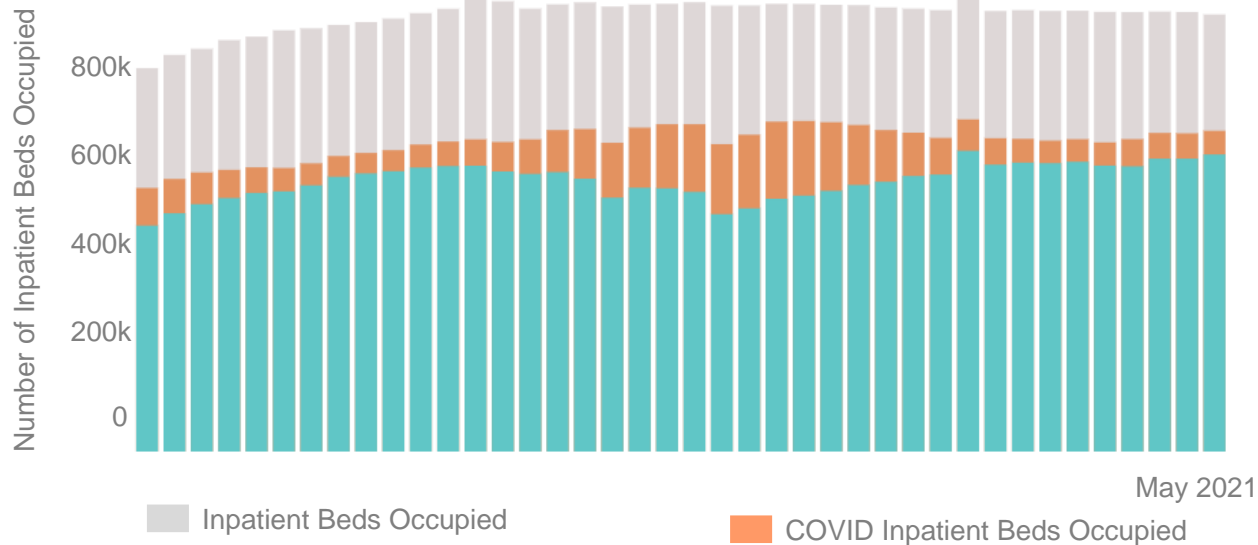
Nationally
42,256

Michigan
3,402

+1,889

Change from April 1

National Hospitalization Trends – Inpatient Beds



Michigan Hospitalization Trends

	Capacity	Filled	Percent filled
Inpatient Beds	22,868	18,591	81%
ICU Beds	2,694	2,276	84%
Ventilators	4,520	1,558	34%

Total hospitalized patients with confirmed COVID-19: **3,402**

Total ICU patients with confirmed COVID-19: **861**

Hospitals with 95%+ Bed Occupancy









- Beaumont – Troy
- Beaumont – Wayne
- Detroit Receiving
- Henry Ford Macomb
- Hurley Medical Center
- Metro Health
- Sparrow
- Spectrum – Pennington
- St. Joseph Mercy

Source: [Weekly Hospitalization Trends - Johns Hopkins Coronavirus Resource Center \(jhu.edu\)](#), [Coronavirus - Statewide Available PPE and Bed Tracking \(michigan.gov\)](#) (Adult metrics)
Accessed May 4, 2021

Insight: Although Michigan is showing a decrease in hospitalizations, rates of inpatient occupancy remain high and have forced some hospitals to temporarily cancel or suspend non-emergency procedures. Compared to the rest of the nation, Michigan hospitals are being hit harder with their percent of inpatient and ICU beds being used for COVID-19 patients.

Additional COVID-19 variants have been identified in the United States and may have the potential to evade currently-available vaccines



Variant More Common Name	Location First Identified	More Contagious?	Ability to Evade Vaccine	CDC / WHO Classification*	Number of Reported Cases in the United States ⁺	Number of States Reporting Cases
B.1.1.7 UK variant	 United Kingdom	Yes	Minimal	Concern	20,915	50
B.1.351 South Africa variant	 South Africa	Yes	Moderate	Concern	453	44
P.1 Brazil variant	 Brazil	Yes	Moderate	Concern	497	46
B.1.427 West Coast strain	 California	Yes	Moderate	Concern	Unknown	Unknown
B.1.429 California variant	 California	Yes	Moderate	Concern	Unknown	Unknown
B.1.526 New York City variant	 New York	Unknown	Potentially	Interest	Unknown	Unknown
B.1.617 Double mutant	 India	Yes	Potentially	Interest	Unknown	Unknown
P.2 Rio de Janeiro variant	 Brazil	Unknown	Potentially	Interest	Unknown	Unknown

Concern: Evidence of an increase in transmissibility, more severe disease, and reduced effectiveness of treatments or vaccines. Current variants of concern in the United States are being monitored and characterized.

Interest: Have been associated with changes to receptor binding and reduce efficacy of treatments. May require one or more appropriate public health actions, including surveillance, severity of disease, risk of reinfection, and whether currently authorized vaccines offer protection.

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 April 20, 2021

⁺Through April 12, 2021

Vaccine pipeline dashboard



Manufacturer	Emergency Use Authorization status	Vaccine type	Injections per full course	Efficacy	Ages	Storage	Side effects	Doses purchased
Pfizer	Authorized December 11, 2020 *age 12 – 15 under review	mRNA	Two injections; 21 days apart	95%	16 and up *age 12-15 under review	-70 Celsius	Fatigue, headache	300 million to be delivered through July
Moderna	Authorized December 18, 2020	mRNA	Two injections; 28 days apart	94%	18 and up	-20 Celsius	Fatigue, headache, myalgia, pain	300 million to be delivered through July
Johnson & Johnson	Authorized February 28, 2021 *Paused April 13, 2021 Restarted April 25, 2021	Adenovirus	One injection	57% - 72% depending on variant	18 and up	35 to 46 degrees Fahrenheit for 3 months	Fatigue, headache, myalgia, pain	100 million to be delivered through June
Novavax	EUA Application expected in July 2021	Protein	Two injections; 21 days apart	Expected May 2021	18 and up	35 to 46 degrees Fahrenheit	Fatigue, headache, myalgia, pain	100 million under contract
AstraZeneca	Approved for use in the UK; Currently in Phase III trials in the US with EUA expected in April 2021	Adenovirus	Two injections; 21 days apart	60% - 90% depending on study and dosage	18 and up	35 to 46 degrees Fahrenheit	Fatigue, headache, myalgia, pain	300 million under contract

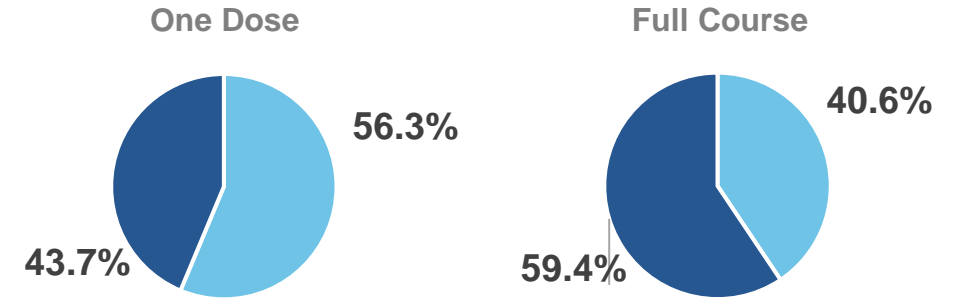
Five months into national and state-wide vaccination efforts, initial results are promising



National vaccination metrics

(all manufacturers)	Total doses distributed	Number of people (age 18+) receiving at least one dose	Number of people (age 18+) receiving full course
United States (link) as of May 4, 2021	312,509,575	145,346,819	104,777,682

Estimated percent vaccinated



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

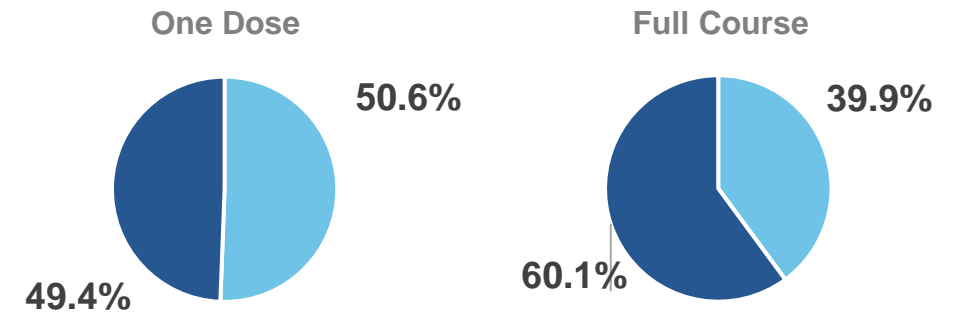
Percent of population aged 18+



State vaccination metrics

(all manufacturers)	Total doses distributed	Number of people (age 16+) receiving at least one dose	Number of people (age 16+) receiving full course
Michigan (link) as of May 4, 2021	9,702,905	4,098,583	3,182,912

Estimated percent vaccinated



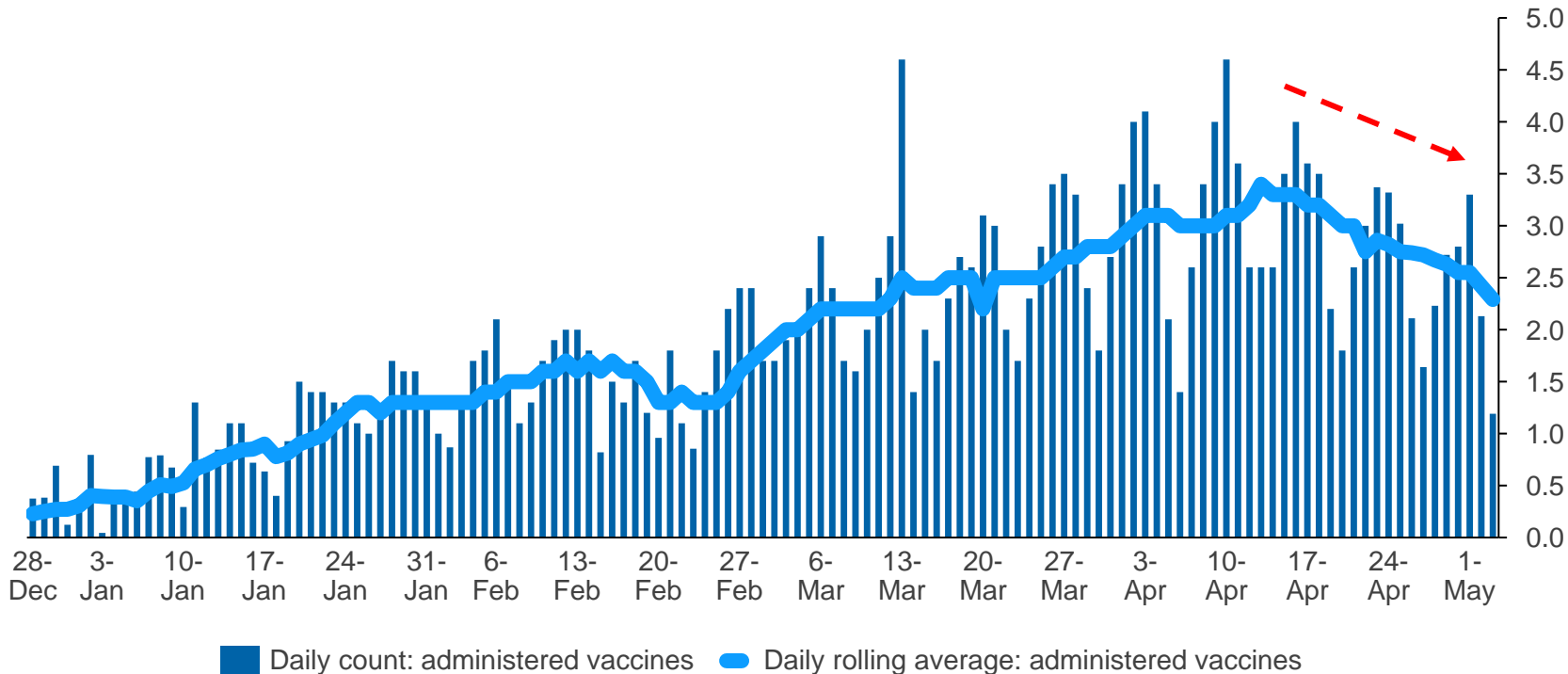
Percent of population meeting benchmark
Percent of population not yet meeting benchmark

Percent of population aged 16+

However, vaccination rates have trended down two weeks in a row, with the seven-day rolling average slipping below 3 million



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



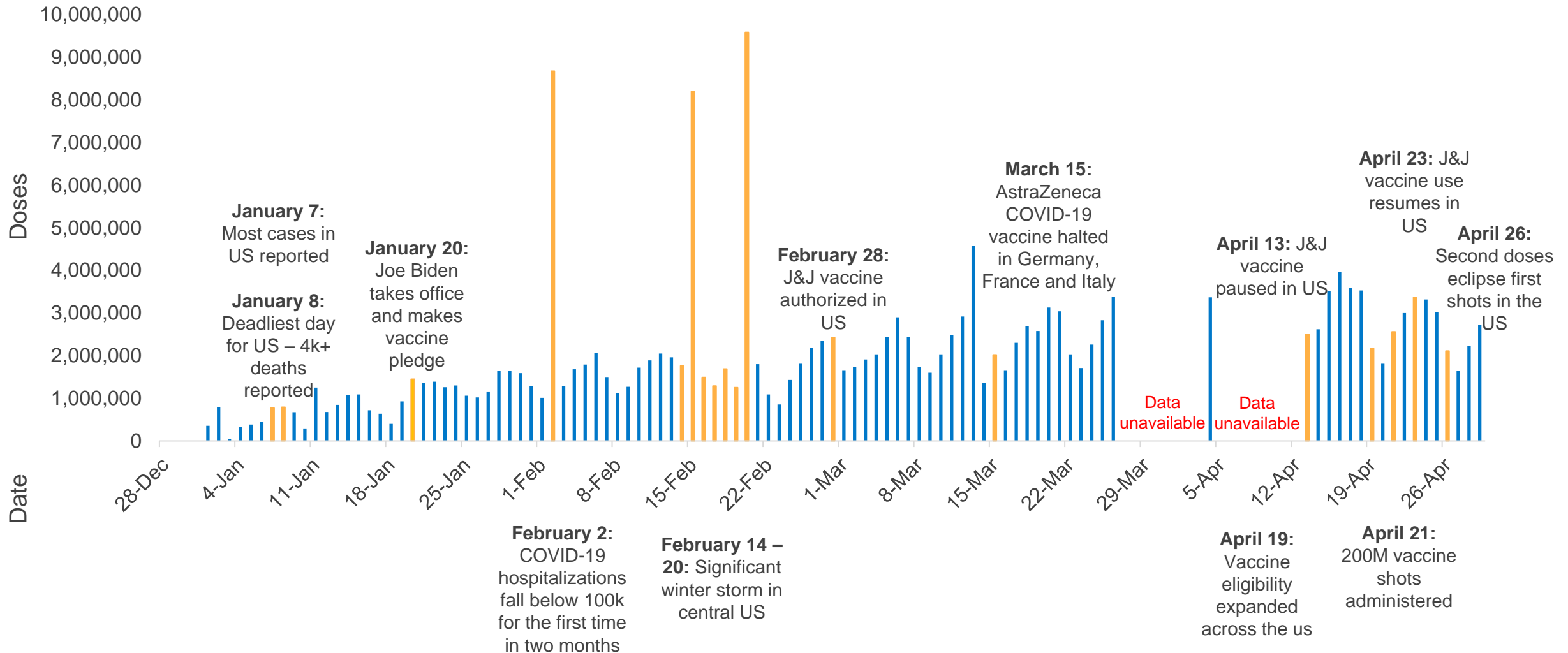
- The rolling average of vaccinations has dropped over the past week, from **3.0 million doses** to **2.29 million doses per day**; a trend that concerns public health professionals.
- At the current rate of administration **75%** of the US population aged **18 and over** may be vaccinated by **August 2021**.
- The United States administered **16 million vaccine doses** between April 27 and May 3 **continuing a three week decrease in vaccinations**.

*Source: <https://www.bloomberg.com/graphics/covid-vaccine-tracker-global-distribution/>
Accessed May 4, 2021

After peaking in February, the nation's daily rate of vaccinations has slowed in recent weeks, illustrating a concerning trend



Daily vaccine doses administered in the United States (all vaccines)



Vaccine efficacy against COVID-19 variants is mixed, with additional testing and research required



Overall / aggregate

95% overall
91% 6-months post vaccination

94% overall

~63% overall
~72% vs. moderate / severe disease



United Kingdom
B.1.1.7

85% - 95% overall

“less effective than the original results but still works well against the variant”

~70% overall



Brazil
P.1

~ 95% overall

“less effective than the original results but still works well against the variant”

~61% vs. moderate disease



South Africa
B.3.351

~ 100% overall

“less effective against the South African variant when compared to protection against the UK variant”

58% overall
85% vs. severe disease
64% vs. moderate disease

Last updated: April 15, 2021

The odds of developing a blood clot from the Johnson & Johnson vaccine are extremely low



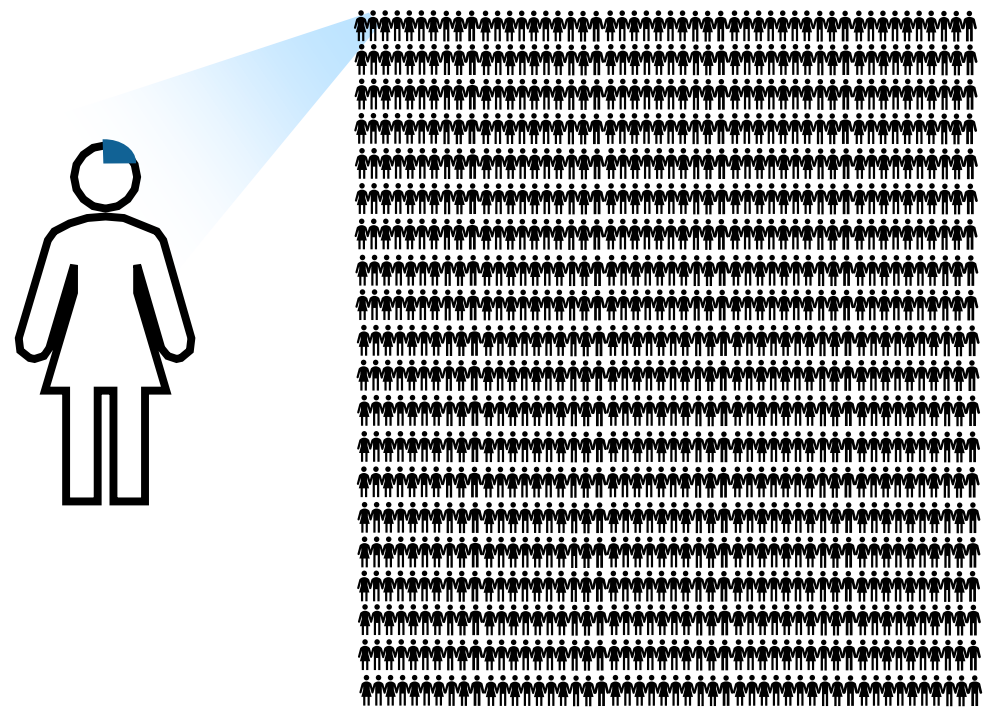
- After a thorough review, both the FDA and CDC have expressed **confidence** that the Johnson & Johnson vaccine is safe and effective in preventing COVID-19.
- Currently available data suggests that the chance of a blood clot occurring is **very low**, but the FDA and CDC will remain vigilant in continuing to investigate the risk.
- At the request of regulators, Johnson and Johnson plans to **add language** to the shot's label and fact sheets warning of the risk of blood clots.

Chance of blood clot from severe COVID-19



Thirty-one in 100 people (31%) with **severe COVID-19** may develop a blood clot

Chance of blood clot from J&J vaccine



Sixteen out of **8.3 million** U.S. recipients of the J&J vaccine have developed a blood clot

Sources: [CDC](#), [Johns Hopkins University](#) / [Wall Street Journal](#) / [FDA and CDC Lift Recommended Pause on Johnson & Johnson \(Janssen\) COVID-19 Vaccine Use Following Thorough Safety Review](#) | FDA

Just over 7,000 out of nearly 100 million fully vaccinated Americans have re-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.

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

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.

While the vaccines continue to have some elements of the unknown, the benefits allow some normal activities to resume



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

What scientists don't know yet

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

Vaccine benefits

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

	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 family and friends	
		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

Fully vaccinated people: wear a mask
Unvaccinated people: 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.

*Source: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>
 Accessed April 28, 2021

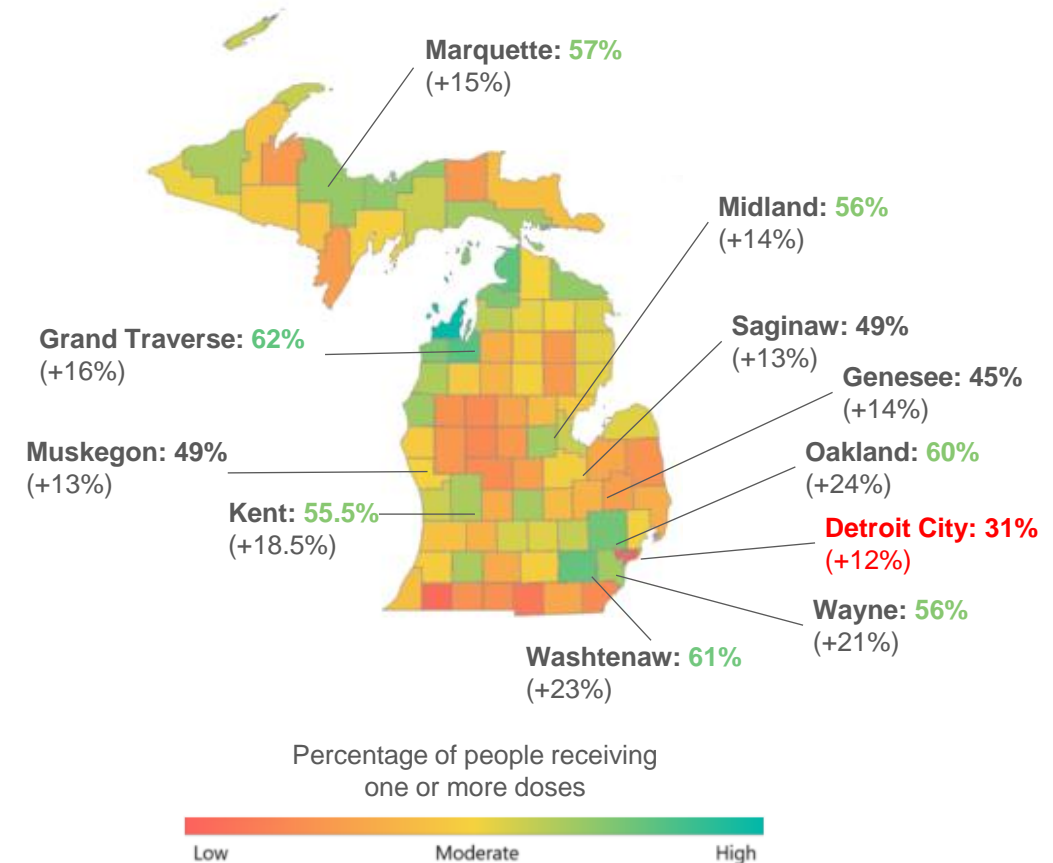
Detroit's vaccination continues to lag, prompting gift card incentives for driving older residents to get a vaccine at the TCF Center drive-through site



Unique COVID-19 vaccine doses distributed by location*

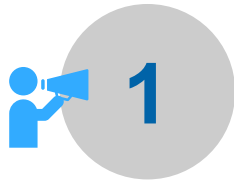
	Local Health Departments	3,647,470
	Hospitals	2,882,595
	Pharmacies	2,401,245
	Other**	234,725
	Ford Field	271,020
	Federally Qualified Health Centers	186,100
	Physician Practices***	79,750
	Total	9,702,905

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 4, 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

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 sick leave options for employees with post-vaccination symptoms



Incentivize employees



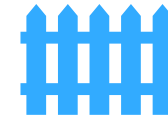
Continue to utilize trusted sources of information



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

The Detroit Regional Chamber, in partnership with Blue Cross, has created a guide to help employers navigate vaccine complexity



The Employer's Guide to Vaccine Confidence

- Explains vaccine basics: how it works, why it is safe, and its overall effectiveness
- Explains potential employer requirements and exceptions
- Tells how to locate a COVID-19 vaccine
- Highlights some of the safe activities fully vaccinated people can enjoy
- Shares references for employees to learn more

