

# MONDAYS WITH PMARK & PMICHAEL Monday, July 8, 2024 | 1:00 - 1:45PM

TOPIC #26 Managing Migraine in the Workplace





# Guest speakers:



Carl Cincinnato Executive Director *Migraine At Work* 



Lesli Marasco Vice President, Global Benefits & Well-Being *AbbVie* 





# **Dispelling Migraine Myths**

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- Definition: a neurological condition characterized by intense head pain, nausea, sensitivity to light and sound and other symptoms.
- **Prevalence**: Affects over 40 million people in the USA, cutting across age groups and demographics.

Migraine is much more than just a 'bad headache'

Symptom / Feature	Headache	Migraine
Pain Severity	Mild to Moderate	Moderate to Severe
Pain Quality	Pressure or "band" around head	Throbbing or pulsating
Nausea / Vomiting	No	Yes
Sensitivity to Light, Movement, Sound, Touch, or Odors	No	Yes
Sinus Congestion	No	Common
Visual Aura	Νο	Common
Numbness / Tingling	No	Common
Difficulty Concentrating, Cognitive & Memory Impairment	No	Common
Weakness, Dizziness, Vertigo	No	Less Common
Duration	30 mins to 7 days	4 to 72 hours

# You probably know someone with migraine



# Answering "yes" to two out of three of these simple questions suggests probable migraine. "Yes" to three out of three confers a 95% confidence of migraine.

During the last three months, have you ever had any of the following symptoms concerning your headache pain?

- 1. Did you ever feel nauseous when you had headache pain?
- 2. Did the light trouble you (much more than then when there is no headache)?
- **3.** Did your headache ever limit your ability to work, study or do something you needed to, for at least one day?



## Migraine Treatments



#### **Acute Treatments**

- Acute treatments are used to treat an attack at its onset. Generally, the earlier the better in terms of providing effective relief.
- Be aware of overusing medications it can lead to daily headache or migraine.

#### **Preventive Treatments**

- Preventive treatments are used to prevent attacks before they occur and reduce the number of migraine attacks
- Prevention strategies may be considered in anyone who wishes to reduce their attack frequency.

#### **Complementary & Alternative Treatments**

- There are a wide range of treatments and therapies which work alongside or, in some cases, be used instead of medication.
- Neuromodulation devices
- Cognitive Behavioral Therapy (CBT)
- Biofeedback
- Relaxation and Stress Management Techniques
- Supplements such as Magnesium, CoQ10 or Riboflavin.
- Behavioral and lifestyle changes (i.e. SEEDS more information about this coming up)



Always seek a registered practitioner & keep your doctor informed of additional treatments or therapies being used for migraine

# **AbbVie**

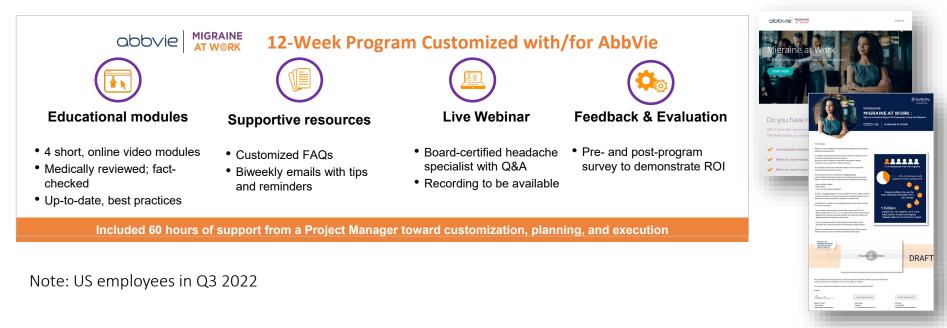
AbbVie creates medicines and solutions that put impact first – for patients, communities and our world.

AbbVie was founded January 2, 2013	From treating 20 conditions across all stages of life in 2013 to more than 75+ conditions 10 years later	Therapeutic Areas: • Immunology • Oncology • Neuroscience • Eye Care • Aesthetics • Other areas
Received over 40 Great Places to Work and Top Employer rankings globally	Recognized for being a good corporate citizen and for our contributions to society and business performance	50K+ employees working in 70+ countries 26K U.S. employees

### Migraine at Work Education

Goal to facilitate migraine symptom recognition, increase migraine screening and diagnosis, enhance HCP-patient dialogue about migraine, inform treatment choices

Collaboration between AbbVie HR/Benefits team, AbbVie Migraine Portfolio team and Migraine at Work



# Promotions and Collaborations

#### Promotions

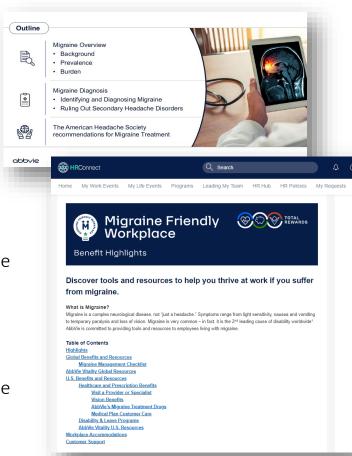
- Launch email communication to all U.S. employees
- Onsite displays
- Employee Resource Group newsletter content
- AbbVie intranet feature
- Champion emails

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 Testimonials from employees on impact of migraine on their personal and professional lives

#### Other Collaboration

- Employee Relations accommodation support
- Facilities quiet spaces available
- Migraine Friendly Workplace Guide and Resources – shared globally for employees
- HR Guide Creating a Migraine Friendly Workplace
- On-site Clinics– frontline clinicians educated



## What Can Employers Do About It



Employers can take several proactive steps to address workplace issues related to migraine, ensuring a supportive and accommodating environment for affected employees. Here are some effective strategies:



Education and Awareness Training Programs Informational Resources



Flexible Work Arrangements Remote Work Options Flexible Hours



Workplace Accommodations Quiet Spaces Ergonomic Adjustments Adjustable Lighting



Treatment Access & Wellness Programs Access to Healthcare Wellness Initiatives



Supportive Work Environment Empathy and Understanding Open Communication



Regular Feedback & Evaluation Check-ins Check-ins Performance Reviews





# Upcoming NEBGH events

- July 22 Mondays w/ Dr. Mark & Dr. Michael
- August 13 Shhh! What Women Don't Tell You About Their Health
- September 12 Pharmacy Benefits 2024
- September 26 Up and Comers BenefitsBlueprint Series: Benchmarking Leave and Time Off
- November 7 Advances in Lung Cancer: Progress, Promise, and Workplace Support
- November 19 2024 Post-Election Analysis: What Employers Need to Know
- December 12 30<sup>th</sup> Annual Tribute to Leadership



