

NORTHEAST

BUSINESS GROUP ON HEALTH



MONDAYS WITH
D R **MARK &** D R **MICHAEL**

Monday, July 8, 2024 | 1:00 – 1:45PM

TOPIC #26

Managing Migraine in the Workplace

abbvie



Guest speakers:



Carl Cincinnato
Executive Director
Migraine At Work



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

Dispelling Migraine Myths



- **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	No	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?





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 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



12-Week Program Customized with/for AbbVie

			
Educational modules	Supportive resources	Live Webinar	Feedback & Evaluation
<ul style="list-style-type: none">• 4 short, online video modules• Medically reviewed; fact-checked• Up-to-date, best practices	<ul style="list-style-type: none">• Customized FAQs• Biweekly emails with tips and reminders	<ul style="list-style-type: none">• Board-certified headache specialist with Q&A• Recording to be available	<ul style="list-style-type: none">• Pre- and post-program survey to demonstrate ROI

Included 60 hours of support from a Project Manager toward customization, planning, and execution



Note: US employees in Q3 2022

Promotions and Collaborations

Promotions

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

Outline

- Migraine Overview
 - Background
 - Prevalence
 - Burden
- Migraine Diagnosis
 - Identifying and Diagnosing Migraine
 - Ruling Out Secondary Headache Disorders
- The American Headache Society recommendations for Migraine Treatment

HRConnect Search

Home My Work Events My Life Events Programs Leading My Team HR Hub HR Policies My Requests

Migraine Friendly Workplace

Benefit Highlights

Discover tools and resources to help you thrive at work if you suffer from migraine.

What is Migraine?
Migraine is a complex neurological disease, not just a headache. Symptoms range from light sensitivity, nausea and vomiting to temporary paralysis and loss of vision. Migraine is very common – in fact, it is the 2nd leading cause of disability worldwide*. AbbVie is committed to providing tools and resources to employees living with migraine.

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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

Questions

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** – 30th Annual Tribute to Leadership

