



EDUCATIONAL SERIES FOR HEALTHCARE PROFESSIONALS

2018

CEU REQUIREMENTS

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1. You must have registered online for today's session
2. Dial-in to the audio portion of the webinar
Please note that participants who "listen-in" on another participant's line will NOT be eligible for credit.
3. Within **2 WEEKS** of this session:
 - ✓ Complete the evaluation*
 - ✓ Complete the post-test & earn a passing grade*

***An email with links to the evaluation and post-test will be sent Friday afternoon (04/27/18) by 5:00 PM ET.**

****Certificates will be emailed within 4-6 weeks****



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SPEAKERS

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**EDUCATIONAL
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WORKING THROUGH TREATMENT

Key Topics:

- What and who to tell
- ADA, including reasonable accommodations
- Communication strategies
- Family and Medical Leave Act (FMLA) as intermittent leave

RESEARCH: WORKING THROUGH TREATMENT

- Top five reasons to continue working after a diagnosis:
 - Financial reasons (63%)
 - Feel well enough (51%)
 - Health insurance (40%)
 - Want things to feel normal (39%)
 - Feel productive and busy (31%)
- 65% of surveyed cancer patients and survivors said that cancer recovery is aided by the routine nature of work
(Cancer and Careers/Harris Poll 2017)

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CASE STUDY: JARED

- Jared has worked as an office manager for a doctor's office for 7 years. The doctor's office has 5 employees, including Jared.
- Jared has been a valued employee and trusted with significant responsibilities. He has always had stellar employee evaluations. His employer was considering giving him a promotion and a raise at the beginning of next year.
- In March, Jared was diagnosed with cancer. He chose not to tell his employer, because he didn't want anyone to treat him differently because of his diagnosis. He took vacation days for surgery and has been able to schedule his medical appointments around his work schedule.
- But, he has been experiencing some side effects that affected his work, such as fatigue and an inability to focus. Jared has tried to struggle through these side effects to do his job, but his work performance has suffered over the last six months. His employer let him know today that they will have to let him go.
- *What could Jared have done differently?*
- *Would it matter if he worked for a larger employer?*

DISCLOSURE RIGHTS

Disclosure Rights

Generally, not required, but may need to disclose *some* information to use . . .

- ADA's discrimination protections
- Reasonable accommodations
- Medical leave

Do you have to disclose a cancer diagnosis?

<http://TriageCancer.org/QuickGuide-Disclosure>

DISCLOSURE AT WORK

Control the Message

- Should you tell?
- Who should you tell?
- When should you tell?
- How much should you share?
 - #itsfluid
- How should you share it?

*CAC Manager's Toolkit & Workplace Transitions

SIDE EFFECTS & IMPACT ON DISCLOSURE AT WORK

Visible Manifestations	"Hidden" Manifestations
Hair Loss	Pain
Weight Changes	Fatigue
Skin Changes	Mental Health
Surgery scars	Ostomy Bags

"CHEMO BRAIN"

- What is "chemo brain?"
 - Cognitive problems: memory & concentration, executive function, ability to learn new material, ability to work with numbers
- Studies show cognitive challenges not just from chemo
 - Ex: radiation, endocrine therapy
- Studies range on the % of patients experience cognitive problems post-treatment
- Predictors of cognitive decline: age, cognitive reserve (IQ, education, occupation, hobbies, etc.), genetics

Triage Cancer Quick Guide to "Chemo Brain"

<http://TriageCancer.org/QuickGuide-ChemoBrain>

"CHEMO BRAIN" FACTORS

What other factors affect cognitive function?

- Hydration and nutrition
- Stress, depression, anxiety
- Sleep disorders (insomnia, sleep apnea)
- Pain and pain medications
- Other physical illnesses

Practical strategies to improve cognitive function:

- Sleep
- Exercise, nutrition, hydration
- Mindfulness meditation, yoga, etc.
- Medication (e.g., depression, anxiety, pain, etc.)

“CHEMO BRAIN” AT WORK

- Studies show only 2% of people multi-task effectively
- Trying to focus on more than one thing cause a 40% drop in productivity



lowers IQ

And studies show that while working, being distracted by incoming calls or emails lowers a person's IQ by 10 points.

The equivalent of missing a night of sleep.

And twice the effect of smoking marijuana.

COMMUNICATION STRATEGIES

- Ask for priorities
 - Create a written plan
- Identify a point person
- Know your limits and set boundaries
 - “I appreciate that you thought of me for this project but I’m a bit swamped this week, and am concerned about my ability to get this back to you in a timely manner.”
 - “Thank you for offering me these additional shifts. Unfortunately, I’m short on time at the moment as I’ve got some family obligations to attend to. But I’d love to talk about this possibility again in a few months, once the situation at home has settled down.”

CASE STUDY: AMBER

- After Amber was diagnosed with cancer of the tonsils and larynx, she decided to work through her treatment. Amber works as a cashier at a large supermarket chain.
- She hasn't told anyone at work about her medical condition. She took 2 weeks of vacation time for her surgery and recovery.
- She is now in the third week of her chemotherapy and is having trouble with fatigue and is limited in how long she can stand at a time.
- She also has to constantly drink water because of the affect of treatment on her salivary glands. As a result of the large volume of water she consumes, she has to urinate frequently.
- The supermarket does not allow employees to have beverages at the checkout stand and she is only allowed breaks every 4 hours. **Amber doesn't know what to do.**

AMERICANS WITH DISABILITIES ACT (ADA) – TITLE 1

Eligibility

- Private employers with 15 or more employees & State/Local Governments
 - Note: Federal employees covered by Rehabilitation Act of 1973 (similar to ADA)
 - ADA does not apply to tribal employers
- Be a “qualified individual”
 - “Can perform essential functions of the job with or without a reasonable accommodation”
- Have a disability under the ADA’s definition

WHAT ARE REASONABLE ACCOMMODATIONS?

“Any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities.”

<http://triagecancer.org/QuickGuide-ReasonableAccommodations>

MODIFYING WORK SPACE

- Identify Challenges
- Manipulate Work Space
 - Phone, files within easy reach
 - Switching offices
 - Special furniture requests
 - Hand controls on cars

MODIFYING SCHEDULE

- Working from home
- Part or full-time
- Flexible schedule
- Schedule breaks
- Extended leave

In 2015, 37% of workers in US telecommuted.

OTHER OPTIONS

- Use of Technology
 - Ex: smartphone/tablet; speak/type software
- Change in Policy
 - Ex: valet using restroom at the front of hotel
 - Ex: wearing hats or scarves
- Shift Job Responsibilities
 - Ex: water cooler
 - Ex: Occupational/vocational therapy/rehabilitation
- Change Job
 - Only if an open position exists
 - Ex: ER Nurse; school teacher

RESEARCH: ACCOMMODATIONS

- Workplace Accommodations: Low Cost, High Impact
 - Cost of accommodations:
 - 59% cost \$0
 - 36% one-time cost, typically \$500
 - 83% of employers who called JAN for info or help were doing so to retain or promote a current employee
 - Accommodation benefits for employers include:
 - Retaining a valued employee (90%)
 - Increasing the employee's productivity (72%)
 - Avoiding the costs of training a new employee (61%)
 - Increased the employee's attendance (56%)

Source: Job Accommodation Network Study, updated 9/1/17

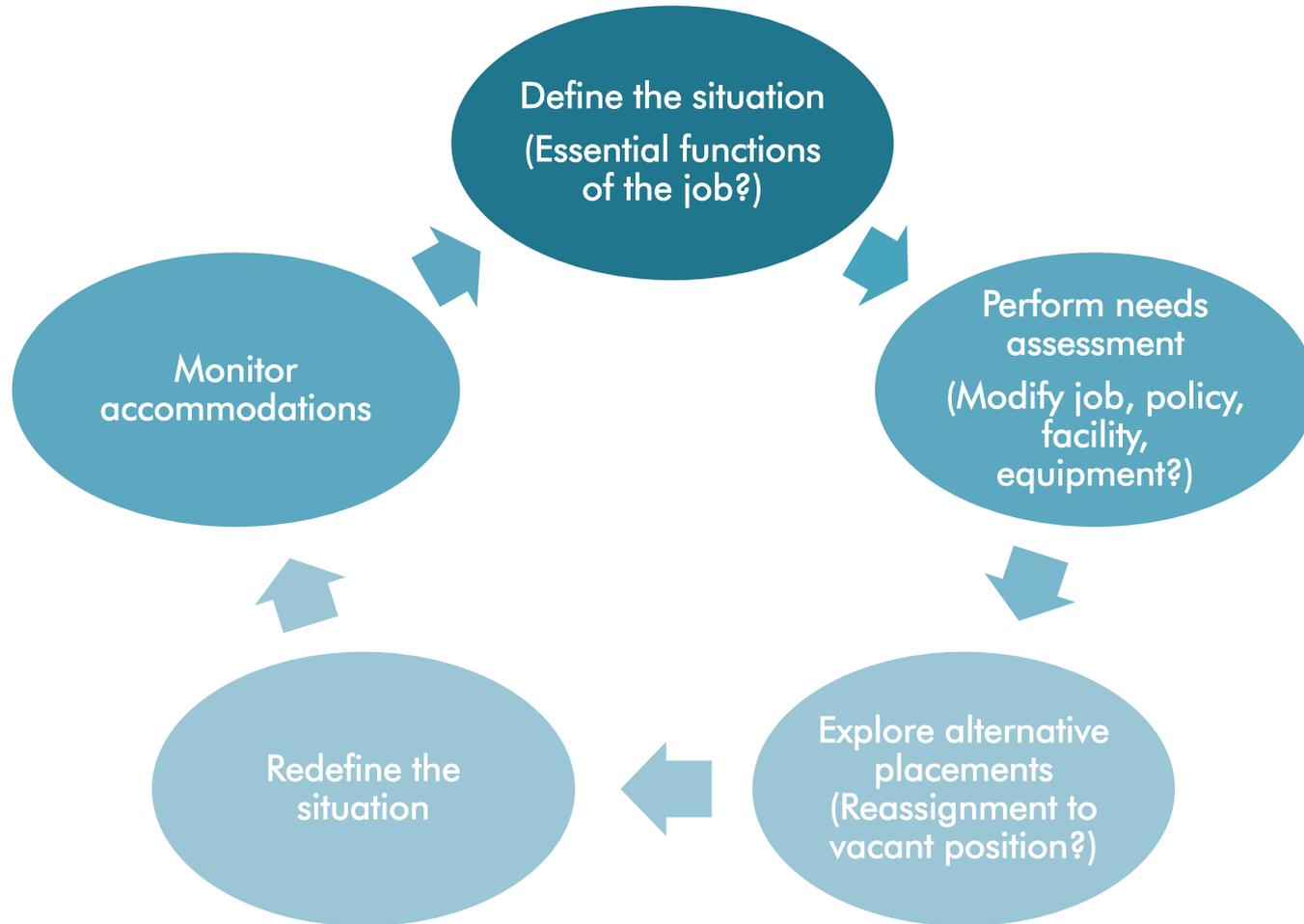
REASONABLE ACCOMMODATION TIPS

- Do employers have to accommodate you?
 - Yes, unless undue hardship or direct threat
- Has to be “reasonable”
 - But not “special”
- Can get more than one!
- Caregivers not entitled to accommodations, but could still ask

REASONABLE ACCOMMODATION TIPS

- When do you ask?
 - As soon as you realize you need one
- How do you ask?
 - Job Accommodation Network: www.AskJan.org
 - Check employer's policies
- Who do you ask?
 - Supervisors vs. HR
 - Requests must be confidential, but limitations
 - Check employer's policies
- Can change over time/needs

RA INTERACTIVE PROCESS



REASONABLE ACCOMMODATIONS: ADDRESSING QUESTIONS

Why is Phillip getting to...work from home? Work different hours? Move to an office? Have a printer at his desk?

- Possible Manager's Response

- *"I realize that it may seem like Phillip is getting special treatment, but please know that we treat each employee as an individual and sometimes need to make accommodations to best support that person. We also highly value each person's privacy. Now, I have been meaning to talk to you about that presentation that is coming up. . ."*

- Possible Employee's Response

- *"Our manager thought this might be a good way for me to deal with some personal matters as well as benefit the company. I appreciate your concern! And since I have you, I would love to talk about the new territory I have been assigned; do you have any suggestions?"*

MEDICAL MARIJUANA

- Still illegal under FEDERAL law
- AK, CA, CO, DC, MA, ME, NV, OR, WA passed legalization laws
- More than half the states, DC, & Guam have medical marijuana laws, which vary:
 - Patient registry or ID cards
 - Allow dispensaries or retail sales
 - Specify medical conditions
 - Ex: AL, IA, KY, TX – only epilepsy or seizure disorders
 - Recognize patients from other states
 - Allow for minor use or legal defense
 - Do they have other limitations
 - Ex: GA (4/15) legalized medical marijuana, but can't be smoked – oils only

*Triage Cancer Chart of State Laws

<http://Triaecancer.org/StateLaws>

MEDICAL MARIJUANA AT WORK

- Generally, employers are required to accommodate an eligible employee, unless:
 - Undue hardship OR Direct threat (e.g., airline pilot, school bus driver, OSHA, DOT, etc.)
- In *Garcia*, Court ruled reasonable accommodations are not required for illegal drug use
 - Exceptions for medical marijuana:
 - CT and DE state laws mandate employers accommodate medical marijuana cardholders
 - In some states, (e.g., AZ, CT, DE, RI) medical marijuana users protected by state laws prohibiting employers from discriminating against employees for use of medical marijuana
 - Some employers are creating accommodations anyways
- Employers not required to accommodate recreational use
 - CO employers not required to accommodate
 - WA doesn't specifically address workplace accommodation

<http://TriageCancer.org/QuickGuide-MedicalMarijuana>

SHORT-TERM & INTERMITTENT FMLA LEAVE

- Can be used in segments to help you work through treatment
- Using FMLA leave for:
 - Follow-up appointments
 - Days not feeling well
- Smallest increment of time
 - Ex: airline pilot v. IT staff

TOP TAKEAWAYS

1. Patients should gather information about their needs in the workplace, and legal protections that might help
2. Patients should think about who to tell and how to share the news at work
3. Reasonable accommodations can help make working through treatment easier

UPCOMING ACCREDITED WEBINARS

Educational Series for Healthcare Professionals*:

- **TAKING TIME OFF** - THURSDAY, MAY 24
- **RETURNING TO WORK** - THURSDAY, OCTOBER 25
- **HEALTH INSURANCE OPTIONS** - THURSDAY, NOVEMBER 15

**All 60-minute sessions begin at 12 PM ET/9 AM PT*

Balancing Work & Cancer Webinars**:

AFTERNOON/MORNING SESSIONS - 1 PM ET / 10 AM PT:

- **OCCUPATIONAL THERAPY & VOCATIONAL REHAB** – WEDNESDAY, JUNE 6

~NEW TIME~ EVENING/AFTERNOON SESSIONS - 6 PM ET /3 PM PT:

- **DISCLOSURE, PRIVACY & ONLINE BRAND** – WEDNESDAY, SEPTEMBER 12
- **WORKING THROUGH TREATMENT** – WEDNESDAY, OCTOBER 10, 6 PM ET/3 PM PT

***All sessions are 60-minutes*

More information & Registration:

<http://www.cancerandcareers.org/en/community/events/>

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MORE FROM CAC

NATIONAL CONFERENCE ON WORK & CANCER

Friday, June 22, 2018, New York City

www.cancerandcareers.org/conference

WEST COAST CONFERENCE ON WORK & CANCER*

Saturday, October 13 2018, Los Angeles

<http://www.cancerandcareers.org/en/community/events/westcoast-conference>

*Travel scholarships available – apply today!

TRIAGE CANCER RESOURCES

- Educational Blog (<http://TriageCancer.org/Blog>)
- Events (<http://TriageCancer.org/Events>)
 - Triage Cancer Conferences
 - Ypsilanti, MI ~ May 5, 2018
 - Reno, NV ~ September 22, 2018
 - Lewiston, ME ~ October 27, 2018
- Cancer Survivorship Webinar Series (<http://TriageCancer.org/Webinars>)
- Insurance & Finance Intensive for Health Care Professionals
- Resources (<http://TriageCancer.org/Resources>)
 - Quick Guides
 - State Resource Contact Information
 - International Resources
 - Links to Partner Publications
- CancerFinances.org

ADDITIONAL RESOURCES

Legal Assistance:

- National Cancer Legal Services Network www.NCLSN.org
- LawHelp www.lawhelp.org
- Lawyer Referral Service:
<http://apps.americanbar.org/legalservices/lris/directory>

Employment Rights & Options:

- Equal Employment Opportunity Commission www.EEOC.gov
- Job Accommodation Network www.AskJan.org
- U.S. Department of Labor (COBRA) www.dol.gov/EBSA
- U.S. Department of Labor (FMLA) www.DOL.gov/WHD
- FlexJobs: www.flexjobs.com
- Workplace Transitions: www.workplacetransitions.org

Disability Insurance Options:

- Social Security Administration: www.SSA.gov

Health Insurance Options:

- www.CancerFinances.org

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