



June 2021

NAWHC NOW! provides information offered by the National Association of Worksite Health Centers and other industry experts on programs, developments, resources and benchmarking surveys related to onsite, near-site, mobile and virtual worksite clinics. Visit www.nawhc.org for details and membership information.

NAWHC BOARD OF DIRECTORS

NAWHC members are invited to nominate yourself for a position on the NAWHC Board of Directors. The Board is responsible for the policy directions, management oversight and financial viability of the organization. It meets three times a year by conference call and once in person at the NAWHC Annual Forum, which also allows participation by conference call. There are four openings on the Board starting September 2021.

The Bylaws indicate that there may be up to 15 directors, two-thirds of whom are to be Health Center Sponsors and the other third may be from other NAWHC member categories. The term of office is for four years. To be eligible, a candidate must have experience in managing or providing services in or consulting or research on onsite or near-site health centers and has been involved in NAWHC activities.

Election of the NAWHC Board will take place during lunch at the NAWHC Annual Forum, September 9, 2021, in Chicago. You do not need to attend the Forum to be elected. If you are interested in serving on the NAWHC Board, please send your bio and letter of interest to Larry Boress, Executive Director, at lboress@nawhc.org, by August 3, 2021. Contact Larry with any questions.

EDUCATION – Details available at <https://www.nawhc.org/Events>

Key Contracting Issues for New and Mature Worksite Health Centers – June 28, 2021

Learn the latest key issues for contracting for your worksite health center and related services. NAWHC members will share their approaches and recommendations. The webinar begins at 11 AM CT. Free to members. [Register at this link.](#)

Different Payment Structures for Worksite Health Centers – July 27, 2021

Learn about different payment structures for your worksite health center. NAWHC members will share their approaches and recommendations. The webinar begins at 11 AM CT. Free to members. [Register at this link.](#)

Creating and Expanding Worksite Health Centers: NAWHC 9th Annual Forum – September 9-10, 2021, Mid-America Club, Chicago, Illinois

Join your colleagues and meet new ones at our major event – the 9th Annual Forum. The event will have formal and roundtable sessions on: The direction of employer centers in post-COVID-19 world; Planning and design of worksite health centers; Legal and regulatory aspects of worksite health centers; Increasing utilization and engagement; How COVID-19 has impacted the opioid problem; Pharmacy services; and the evolution of the digital front door for worksite services. [Register at this link.](#)

BENCHMARKING

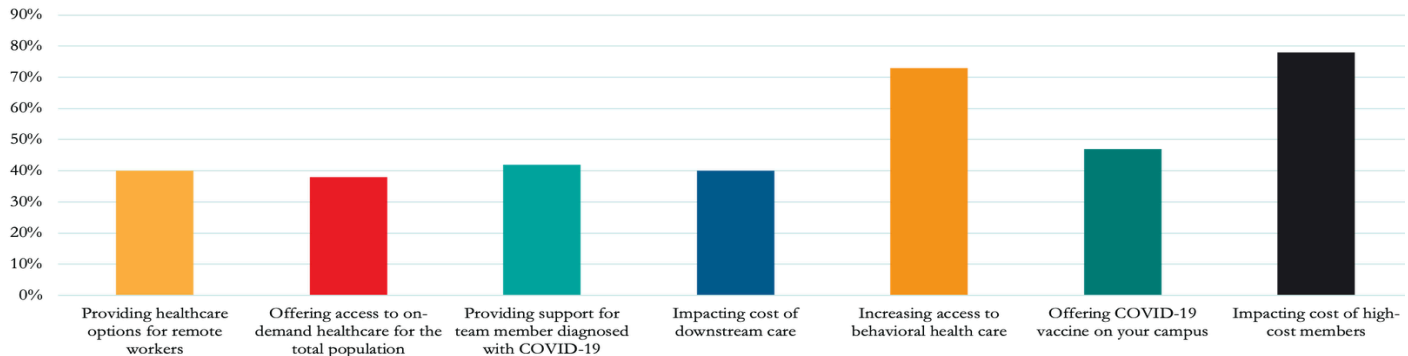
How Employers are Re-Thinking Their Approach to Health Care

10260 N Central Expy, Suite 285 Dallas, TX 75231 Phone: 214-665-8893

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A survey of clients by [Premise Health](#) asked how they are rethinking their approach to employee health care for 2021 and 2022. Almost all answers could be attributed to the impact of the COVID-19 pandemic. Nearly three-quarters of clients said providing on-demand healthcare options would be critical, along with increasing support for employees diagnosed with COVID-19 and improving access to high-quality care for remote workers. Roughly half of respondents also stated offering a COVID-19 vaccine on campus was a focus area for their teams. See the chart below for details on the responses:



Large U.S. Employers Accelerating Adoption of Virtual Care, Mental Health Services for 2021

The [Business Group on Health](#) conducts an annual survey of large employers (5000+ employees) to determine their health benefit strategies and future directions. Findings in most recent survey of 2021 health benefits directions:

- **Virtual Care:** Eight in ten respondents (80%) believe virtual health will play a significant role in how care is delivered in the future, a sharp increase from 64% last year and 52% in 2018. Additionally, over half (52%) will offer more virtual care options next year.
- **Telehealth:** Nearly all employers will offer telehealth services for minor, acute services while 91% will offer telemental health, and that could grow to 96% by 2023.
- **MSK:** Virtual care for musculoskeletal management shows the greatest potential for growth. While 29% will offer MSK management virtually next year, another 39% are considering adding it by 2023.
- **Mental Health:** More than two-thirds of respondents (69%) provide access to online mental health support resources such as apps, videos, and articles, and that number will jump to 88% in 2021. Roughly half (47%) provide manager training to help recognize mental and behavioral health issues and direct employees to services. Another 18% plan to do so in 2021. Half of respondents (50%) will conduct anti-stigma campaigns in 2021.
- **Virtual Mental Health:** More than half (54%) are lowering or waiving costs for virtual mental health services in 2021. More than a quarter (27%) will reduce the cost of counseling services at the worksite, bolstering the trend to bring services directly to employees.
- **On-site clinics continue to grow:** Nearly three in four respondents (72%) either have a clinic in place or will by 2023. Some employers are expanding services – 34% offer primary care services at the worksite, and an additional 26% plan to have this service available by 2023.

RESEARCH AND RESOURCES

EEOC Guidance on Incentives for COVID Vaccinations

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[An article from Law360](#) that noted the EEOC is approving modest incentives to get the COVID vaccine. The article included the following:

“The commission said employers won't run afoul of the Americans with Disabilities Act if they offer an incentive to employees to voluntarily provide proof that they got vaccinated by a third party, such as a pharmacy or a vaccination clinic, saying that information "is not a disability-related inquiry covered by the ADA. However, in another section of its guidance, the commission said that documentation showing an employee received a vaccination does qualify as confidential medical information under the ADA, which is subject to a heightened level of protection.”

The article concluded that *"if employers set up a system in which they administer the vaccine themselves on a voluntary basis, businesses can also offer employees incentives -- be they perks or penalties -- so long as they are "not so substantial as to be coercive."*

CDC Guidance for Workplaces

The CDC has a page for workplaces on its COVID-19 website providing:

- Workplace Guidance
- Returning to Work
- General Business FAQs
- Post- Vaccine Considerations

There is also guidance for specific industries and for planning and operations. [Go to this link](#) to access all the information.

Please visit our website at www.nawhc.org and be sure to check in and sign-up at the [NAWHC LinkedIn Group](#) to stay abreast of developments in NAWHC and in worksite health and wellness.