

Ramazzini in the time of Covid 19:

Work Organization and Corporate Structure as Mediators of Pandemic Response

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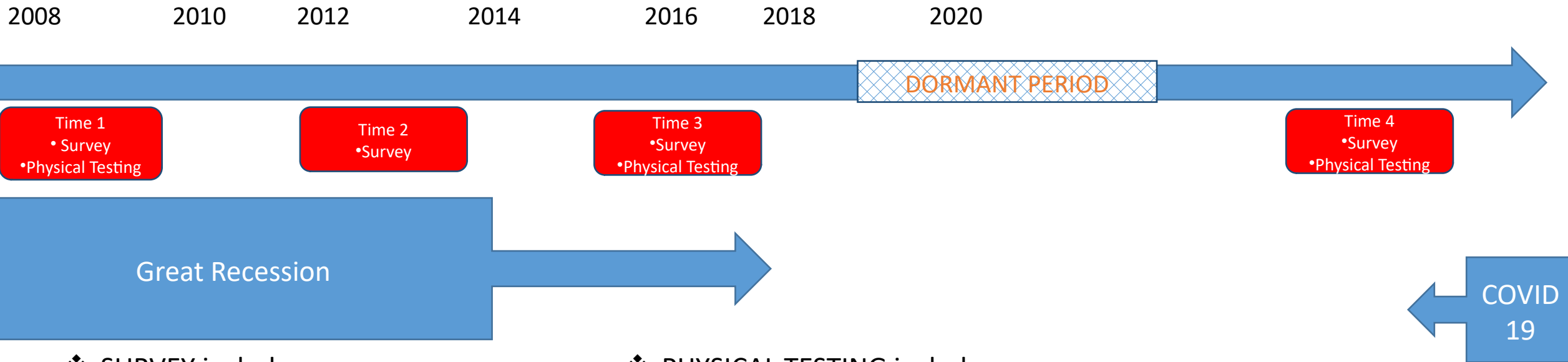
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Timeline for UConn-SAM

6 mid-size manufacturing companies in Connecticut

- 5 year pre-study history of stable retirement/turnover rates
- Stable management and ownership
- No major reorganization lay-off plans



❖ SURVEY includes:

- ❖ Demographics
- ❖ General Physical and Psych Health
- ❖ Workplace Factors
- ❖ Out-of-work Factors

❖ PHYSICAL TESTING includes:

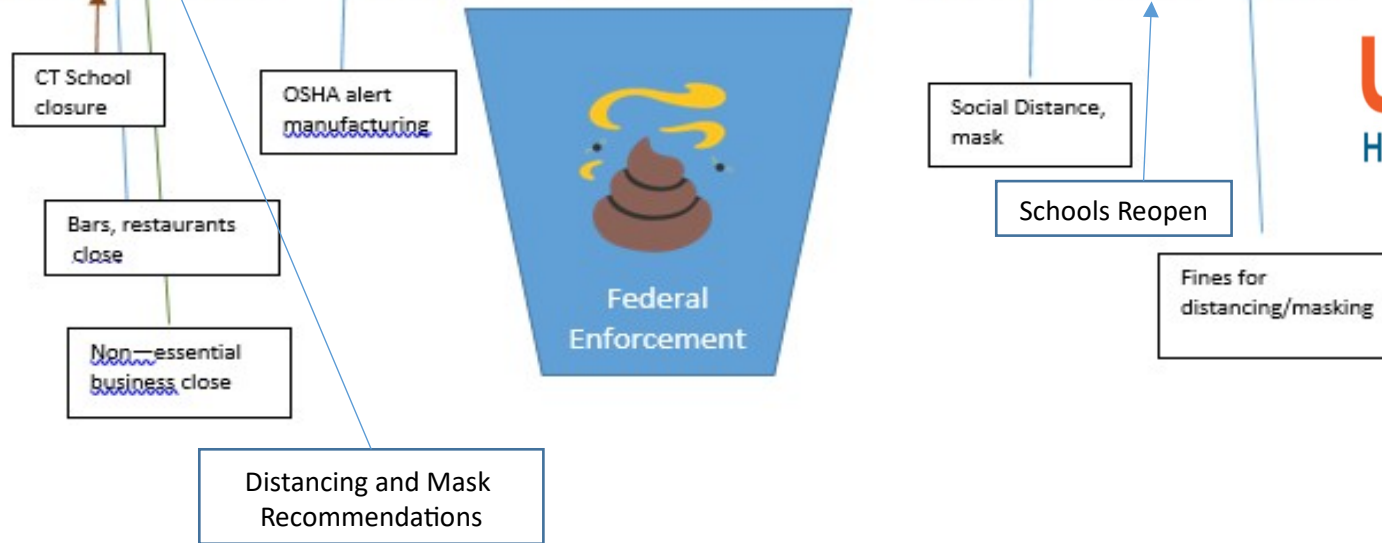
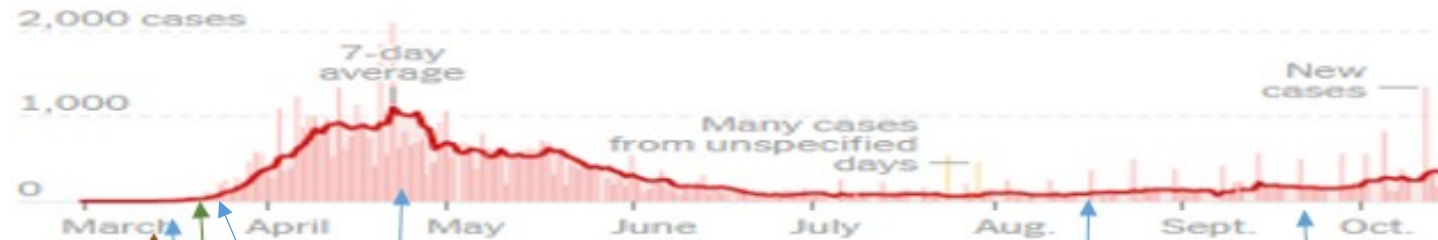
- ❖ Physical examination
- ❖ Strength
- ❖ Flexibility
- ❖ Endurance

UCONN-SAM cohort 2008-2010 n=1000

Company	Mean for 2012/13 collection	T1 Baseline Testing	T2 18 Month Testing	T3 36 Month Testing	T4 F/u Testing (repeat/Total)
A	234	October- November 2009	April- May 2011	July – October 2012	Withdrew 2018
B	81	December 2009- January 2010	June- July 2011	October – December 2012	2019 43/98
C	108	February- March 2010	August- September 2011	January -February 2013	2019 16/32
D	67	April 2010	October 2011	March 2013	2019 23/56
E	193	May- June 2010	November- December 2011	April – June 2013	2019 58/41
F	94	September 2010	March 2012	July 2013	2019 34/82
G	COVID-19 only				

KEY Connecticut Events in COVID-19 Interventions

January February March April May June July Aug



UConn-SAM
Healthy Aging at Work and Home



COVID-19 in Connecticut and Response

January February March April May June July Aug

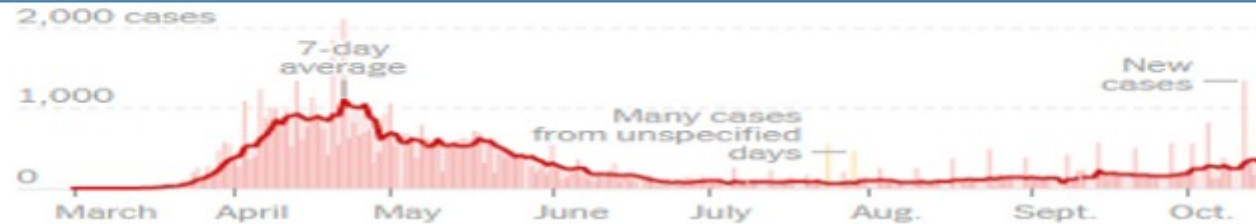


Began preparations			Administration
A		?	Foreign owned multi-national
B	xx		Private international
C	xx		Multi-National CT-based
D		xx	Private Equity
E		xx	Δ Local → merged subsidiary
F		xx	Public Corp spin-off
G			Public Corp sub-division



COVID-19 in Connecticut and Key Events

January February March April May June July Aug

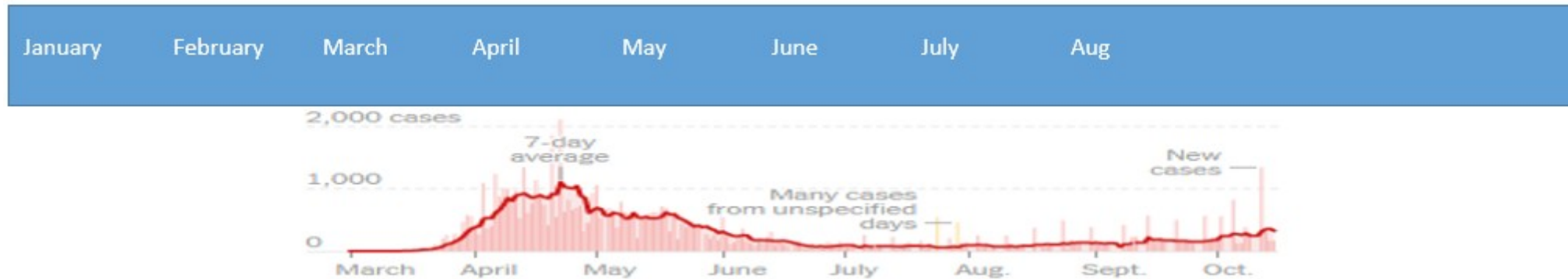


	B	C	D	E	F	G
	Private multi-national	Multi-national CT-based	Private Equity	Δ local→ merged sub	Public Corp spin-off	Public Corp sub-division
PPE by March 2020	√	√				
Engineering Controls by April 2020	√	√			√	√
Temperature Checking	√				√	
Eliminate common areas/time cards	√	√	√	√	√	√
New entry/shift procedures by April 2020	√	√		?		√
Leave Policy for high risk/older		√				√
Cooperative union policies	NA	√		√		√
Use of PPP program for worker v support	√	√				
Reported cases						√
Contact surveillance	√	√		?	?	√

UConn-SAM and COVID-19

- All companies continue to operate
- Asian plant links predict early March engineering response and less supply chain issues
- Corporate level EH&S >> private equity owned
- Early responders shut-downs to re-engineer plants for significant plant specific factors
- Tele-work for admin staff
- Shift variation and hazard/bonus pay
- No federal or State specific guidelines

Aging Workforce Trends Prior to February 2020

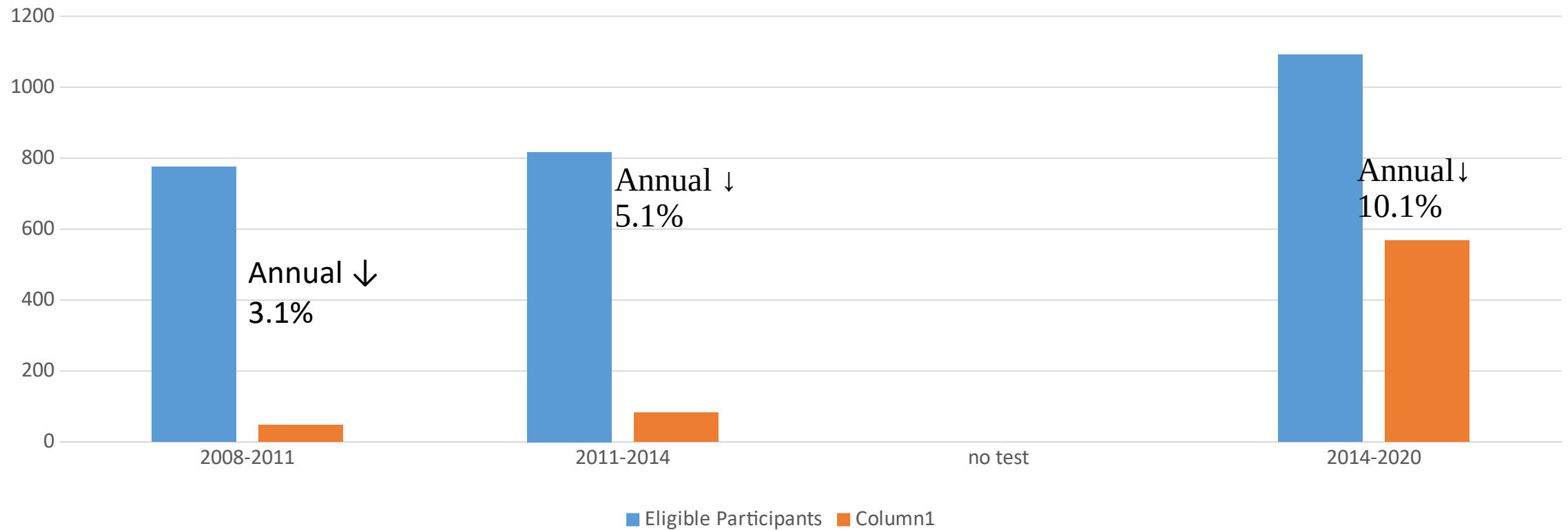


- Findings from UConn-SAM and implications for an aging workforce
- Health and Retirement implications
- Impacts on Major concerns to aging workers

Principal Findings 2008-2020

- **Retirement/turnover rate 39% of historic norms – 2008-2014**
 - **Returned to > historic norms in 2008-2014**
- **Major organizational changes at all facilities after 2010**
 - **4 companies changed ownership**
 - **1 company internationalized**
 - **1 company changed ownership and reorganized in 2014-2017 period**
- **Recession impacts**
 - **64% planned to delay retirement due to financial conditions**
- **Eldercare prevalence ~ 15%**
- **Physical workload (WA, JCQ, MSD) stable throughout observation period,**

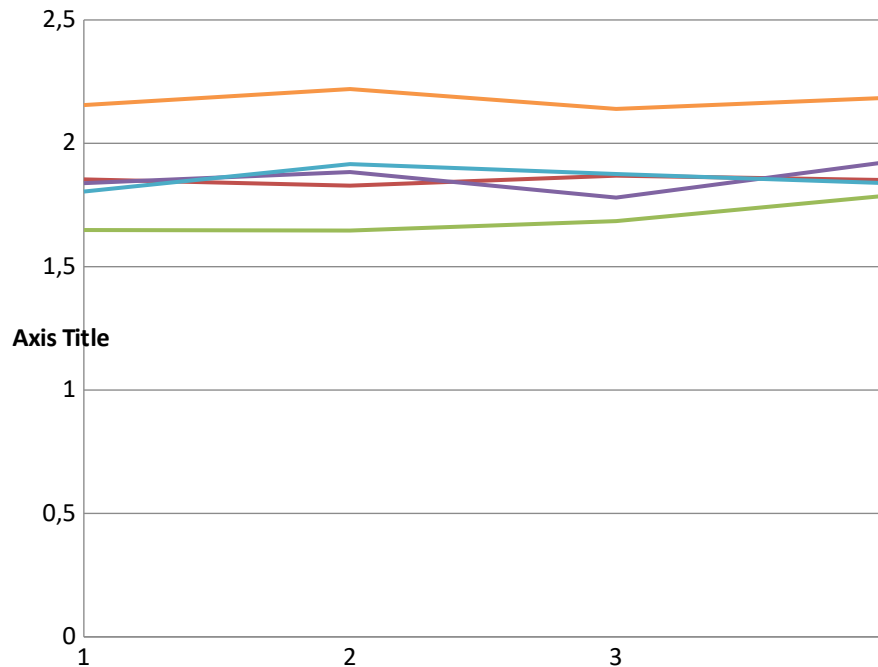
Eligible Participants/Leaving Employment



JCQ Physical Demands:

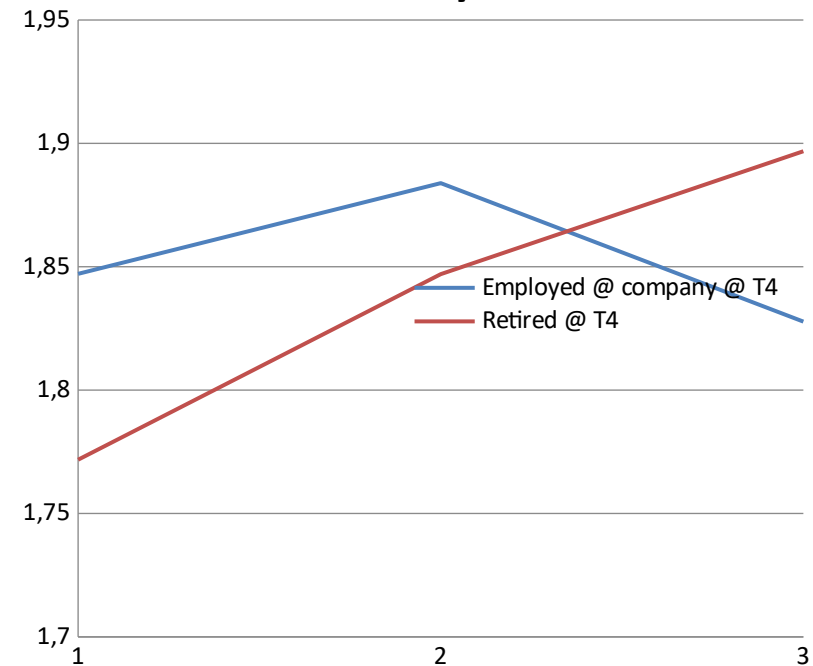
12 year trend and comparison of remaining and leaving work-2008-2020

JCQPhysD: Cross-sectional



- AH
- FE
- GR
- RG
- SI
- ST

JCQPhysD





If your employer made any of the following arrangements available to you, would it lead you to work longer than you originally planned?

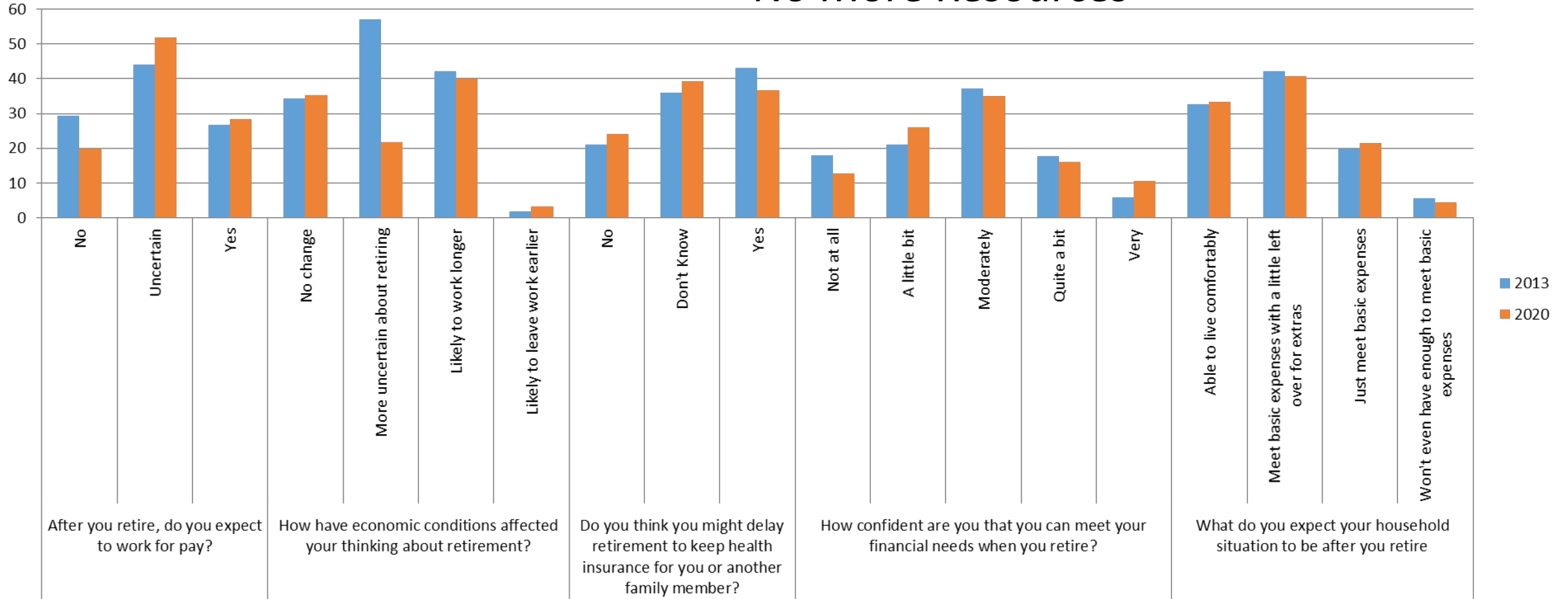
Part-time work	54%
Working from home	41%
Flexible work hours	48%
Offered me an easier job or lighter duties	17%
Offered alternative driving and commuting options	7%
The ability to collect employer pension or retirement funds while working	23%
Time off for medical appointments, or family or personal needs	17%

Healthy Aging Considerations

Please consider each of the following programs, policies, and resources that might be available AT OR THROUGH YOUR WORKPLACE to promote HEALTHY AGING when answering the series of questions that follow...

	Does your workplace provide?			Do you currently use OR would you be likely to use such a service?	
	Don't Know	No	Yes	No	Yes
Interventions to improve the physical work environment	23%	12%	65%	21%	79%
Interventions to improve organizational work conditions	25%	32%	43%	18%	82%
Worksite health promotion programs.	23%	17%	61%	18%	82%
Retirement bridging policies	45%	32%	23%	28%	72%

Retirement Resources 2013-2020: *Less Uncertainty* *No More Resources*



COVID-19 and the Future of Work



- Uncertainty of long-term support: CARES, PPP, Worker's Compensation, medical leave, etc.
- No federal support mechanisms for 2nd wave
- Sequestering of older and chronically ill workers
- ↑ Retirement of older workers suggested
- ↑ Communications and Engagement of Unions and Health and Safety Committees/transient
- The need for OSHA to regulate specifics
- Shifting markets and products/electronics and aerospace