

MIGRAINE AT WORK



Welcome to the Migraine at Work newsletter. You'll find topical highlights including webcasts, articles, and resources.

Let us know what areas you want covered, and what resources you need to succeed. We are a non-profit here to serve and support you.

Migraine can be a chronic and debilitating condition affecting 39 million Americans. It's the second leading cause of disability worldwide, yet it is so frequently misunderstood that only 22% of employees consider migraine a "serious enough" reason to call out of work.

For every 1,000 employees, the average American company must spend \$84,000 on direct costs and absenteeism. This figure does not account for lost productivity which is also high.

Our mission is to give employers and employees the tools they need to build healthier, stigma-free and more productive workplaces.

WORLD HEALTH EDUCATION
FOUNDATION



FROM THIS QUARTER

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WEBCASTS: THRIVING IN THE WORKPLACE SERIES

We have continued our webcast series, Thriving in the Workplace. Ten episodes are currently on the website and have been shared across various channels.

Join hosts, Wendy Bohmfalk and Carl Cincinnato, as they talk with migraine experts and advocates about how to navigate migraine in the workplace.



EPISODE 9: BRAIN HEALTH

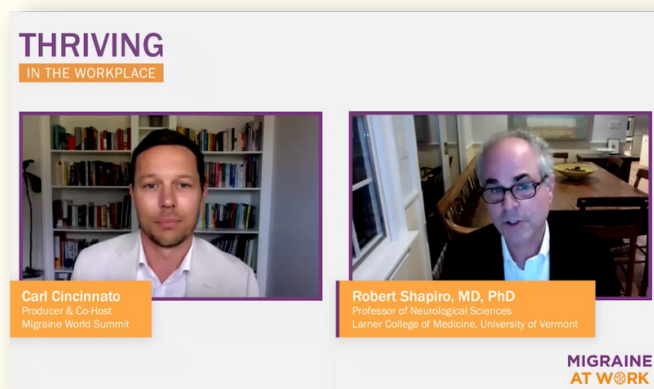
EXPERT GUEST: Dr. Krystal Culler, DBH, MA
Founder & Creative Director, Virtual Brain Health Center

Discover useful tips to optimize your brain health- in and out of the office. What does it mean to have a healthy brain? What are the effects of taking migraine medication over a long period of time? What are risk factors associated with cognitive decline? Find answers to these and much more in this interview.

EPISODE 10: STIGMA & HESITATION IN MIGRAINE CARE

EXPERT GUEST: Dr. Robert Shapiro, MD, MA, PhD, Professor of Neurology at University of Vermont and Founding President of Alliance for Headache Disorders Advocacy

Examine how stigma and delaying healthcare consultation are increasing the cost of migraine in the workplace. If migraine has such a huge impact, how come no one talks about it? Visit the website view this interview online.



ORIGINAL ARTICLES

MigraineAtWork.org answers the central questions around Migraine at Work, such as: what is migraine disease? How does it affect the workplace? And what can be done to reduce its impact?

Information on the site is tailored to both the employee and employer, answering the pressing questions from each perspective and providing tools and resources for each to take the next step.



IS MIGRAINE A DISABILITY?

Learn how your migraine disease can qualify as a protected disability under the Americans with Disabilities Act (ADA), and which rights this affords you.

MENTAL HEALTH, MIGRAINE, AND BURNOUT IN THE WORKPLACE

Untangle the complex relationships between mental health conditions and migraine, and how leaving these conditions undertreated can lead to burnout in your workplace.



HOW TO REQUEST WORKPLACE ACCOMMODATIONS

Accommodations can make working with migraine significantly more manageable. Uncover how to request these accommodations in your workplace, and even print off our accommodations request form to submit it directly.



RESOURCES

MigraineAtWork.org creates original content and collects additional resources from around the country to provide you with everything you need to know when working with migraine.

Resources include accommodation request forms, discussion guides for coworkers, scripts for difficult conversations, and links to report discrimination, and much more.

MIGRAINE AT WORK DISCUSSION GUIDE

Learn how to approach difficult conversations with your employer on how to disclose your condition, request accommodations, and suggest migraine education courses.

Example scripts are provided to help walk you through this potentially intimidating process.



ACCOMMODATION REQUEST FORM

Print off an accommodation request form to submit to Human Resources to ensure you are best equipped to handle working with migraine. Remember, you can request accommodations even if you work from home.



INFOGRAPHICS

One of the primary pillars of Migraine at Work is employee and employer education about migraine. This is made easy with helpful infographics. Most of the images shown below are cropped versions of the full infographic.

Click on the links to visit the website for each infographic. Browse the library of infographics on various topics, and feel free to share any or all of these internally at your organization.

ACCOMMODATIONS

SOURCE: MIGRAINE AT WORK

Most accommodations for employees with migraine are relatively inexpensive and effective. Supporting employee migraine health is not just good for the individual, it's also good for business productivity and the bottom line.

Flexible Scheduling	Working from Home (Telework)	Managing Lights With Lenses, Screen Filters, Natural Light, Removing Fluorescent Lights	Meditation, Mindfulness Or "Time-Out" Rooms
Noise Management	Fragrance - Free Workspaces		

For more suggestions for both accommodations and more information related to thriving in the workplace with migraine disease, visit or contact us at MigraineAtWork.org

PREVALENCE

40% of Americans have not been diagnosed

Migraine is the second leading cause of global disability

Employees with migraine are more likely to experience other conditions such as:

- mental health disorders
- chronic pain
- sleep disorders
- obesity

1 in 6 US employees live with migraine disease

Addressing migraine can also help address these comorbidities as well

IMPACT OF MIGRAINE IN THE WORKPLACE

Migraine costs businesses \$78 billion each year

Migraine may cost a company anywhere between between **\$84,000 and \$181,000** for every 1,000 employees

90% of people cannot work properly during a migraine attack

losses cost up to 2x as much as absenteeism

ABSENTEEISM

PRESENTEEISM

WHAT IS MIGRAINE AT WORK? SOURCE: MIGRAINE AT WORK

MIGRAINE IS A WHOLE-BODY DISEASE SOURCE: HEADACHE AND MIGRAINE POLICY FORUM

MIGRAINE CAN AFFECT VIRTUALLY EVERY PART OF THE BODY.

- Depression, anxiety, memory lapses & difficulty concentrating
- Headaches
- Sinus pain & pressure
- Hallucinations & visual disturbances
- Earaches
- Jaw pain & yawning

LIVE WEBINAR

On January 27, 2022, we launched a live webinar introducing Migraine at Work. We covered topics such as why migraine at work is an issue, how employers can help, and how individual employees can set themselves up for success.

The Q&A segment provided assistance to individual queries and situations. There were over 1,100 registrations and the recording- now hosted on our website- continues to reach more people in need. Access the webinar recording [here >>](#)

Migraine is highly prevalent at work

particularly among employed women

1 in 6 US adults

#2 leading cause of US disability

More than asthma, diabetes, and epilepsy combined

>25% of women age 33-55 during peak employment and child raising

Source: My Migraine Voice Study, IHS Migraine Initiative Toolkit

How can work trigger migraine attacks?

- Bright Lighting
- Stressful
- Unsociable Working Hours
- Sharp Smells or Fragrances
- Poor Diet
- Bad Posture

To Dos:

- Arrange meeting for project
- Make presentation deck
- Organize Vendor
- Meet with Boss

Hidden Costs of Migraine Presenteeism

White Collar Health Care Service Workers

Shapiro, RE. Headache. 2020;60:2059. Allen, D. Hum Resour Health. 2018;16:59.

SHARED CONTENT

Migraine in the workplace has never been more prominent in mainstream news. See below for a selection of news and articles that have appeared recently.

Migraine at Work shares the most relevant material helpful for our audience, whether it involves migraine in the media, legal rights, workplace accommodations, or other related topics.



5 WAYS TO COPE WITH MIGRAINES AT WORK

SOURCE: TIME

AUTHOR: Alejandro de la Garza

TIME covers tips to avoid attacks at work, what to do when an attack happens at work, and when to disclose migraine.



WORKING WELL WITH MIGRAINE - A TOOLKIT

SOURCE: Society for Women's Health Research

AUTHOR: Melissa Laitner, PhD

Legal rights, potential accommodations, and disclosure about migraine at work are discussed in this toolkit.



ADDRESSING DISCRIMINATION IN THE WORKPLACE

SOURCE: Patients Rising

AUTHOR: John

Patients Rising lists the steps needed to report workplace discrimination and the protections granted by the ADA.



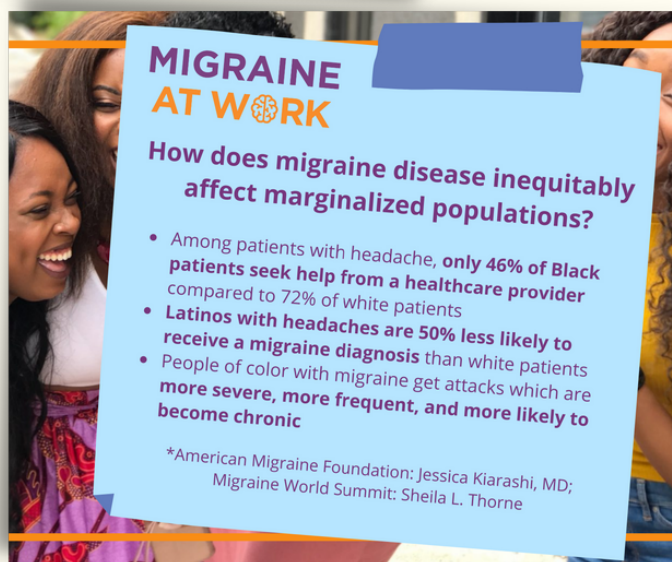
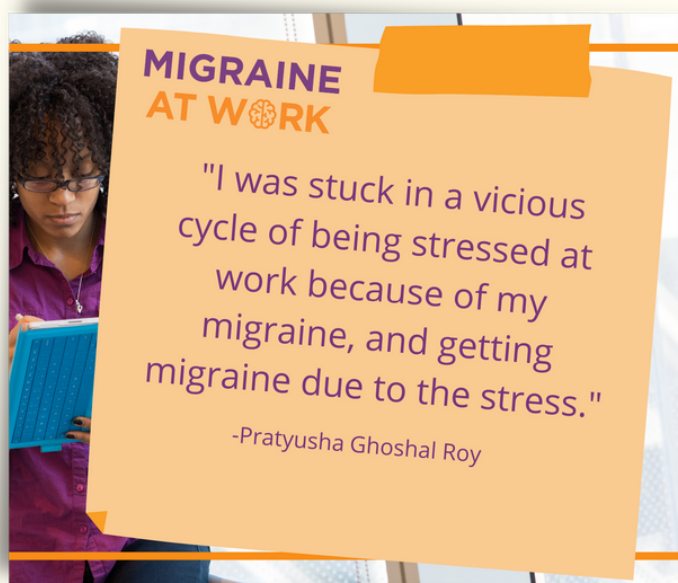
JUGGLING WORK AND MIGRAINE VIDEOS

SOURCE: Migraine Again

STARRING: David, Linda, Suzanne, Debra, Morgan, Lyn, Angie, and Kelley

Real people working with migraine share their stories and their tips.

SOCIAL MEDIA



Migraine At Work is on social media! The focus is to educate both employees and employers about various aspects of Migraine at Work, including education about migraine disease, workplace rights, and accommodations in the workplace.

We often connect individuals to specific resources through direct messaging. Our Instagram followers steadily grown this quarter, and we continue to run weekly engagement activities with our community with polls and Q&A submissions.

[FOLLOW US ON INSTAGRAM](#)

[LIKE US ON FACEBOOK](#)

[FOLLOW US ON LINKEDIN](#)

[JOIN OUR LINKED IN PRIVATE GROUP FOR EMPLOYEES](#)

[JOIN OUR LINKED IN PRIVATE GROUP FOR HR, EMPLOYERS](#)

THE 2022 MIGRAINE WORLD SUMMIT

The 7th annual Migraine World Summit is live from March 16-24, 2022. There will also be a live webinar, complete with audience Q&A. It's on March 9 from 3:00 PM Eastern. Both events are free. Registration is required.

Sign up for the [webinar here](#) and the [full 9 day event here](#). Topics covered include the latest medications, new research, nutrition, causes, risk factors, inflammation, genetics, brain health, migraine long haulers, symptoms, and more. [View the full schedule here.](#)

[REGISTER FOR THE 2022 PRE-SUMMIT WEBINAR](#)

[REGISTER FOR THE MIGRAINE WORLD SUMMIT](#)

This event is hosted by Paula K. Dumas, Steering Committee Chair of Migraine at Work, and Carl Cincinnato, Executive Director at Migraine at Work.

This is the leading patient event and has reached over 1.2 million people. 32 world leading experts are interviewed on specific topics related to migraine management.

Each interview is free and live for just 24 hours, starting at 3 PM Eastern.

If interested, viewers may purchase a pass to allow permanent access to all interviews.

MIGRAINE AT WORK

For more information, please feel free to reach out.

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