

MIGRAINE AT WORK



Welcome to the Migraine at Work Newsletter for Quarter 2 of 2023: a quarterly resource to keep you up to date on the latest news, events and research for migraine at work

Quarter 2 has taken our team across the country and internationally to discuss the importance of addressing migraine in the workplace. We have spoken at events in multiple states across the US and overseas in Australia and Denmark.

We have also held virtual seminars for organizations with an interest in migraine in the workplace. These virtual seminars come at little-to-no cost to each employer and have received great feedback. If you'd like a virtual seminar on migraine at work from an expert, please let us know.

We also have launched our exciting new enterprise grade educational app. This contains interactive micro-lessons to enhance engagement and knowledge outcomes from the Migraine At Work Educational Program.

Free samples and demo access to the education app is available upon request. After seeing the app we think you'll agree that there is no better way to train and educate organizations and employees about migraine at work.

FROM THIS QUARTER

**FUJITSU MIGRAINE
WORKPLACE STUDY**

**MIGRAINE & HEADACHE
AWARENESS MONTH**

**IN-PERSON
CONFERENCES**

VIRTUAL CONFERENCES

**MIGRAINE MANAGEMENT
CHECKLIST**

**DOCTOR DISCUSSION
GUIDE**

JOBS LISTINGS

**MIGRAINE MANAGEMENT
RESOURCES**

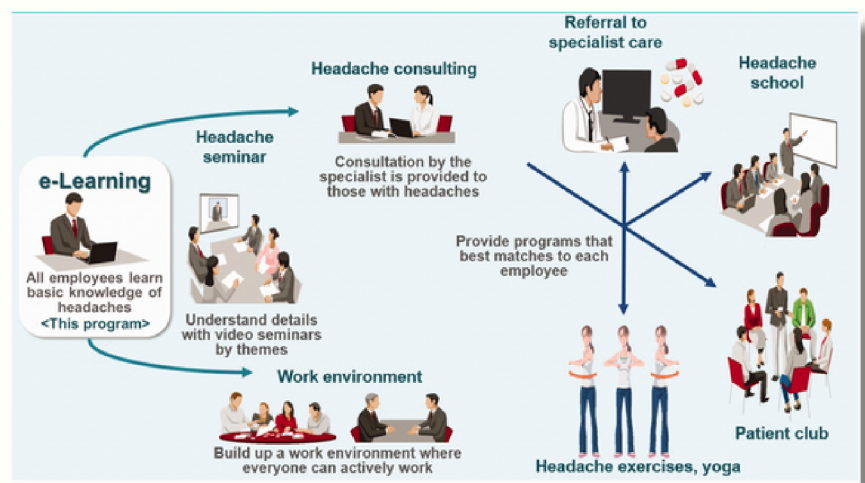
FUJITSU MIGRAINE WORKPLACE STUDY SAKAI, ET AL

One of the largest ever migraine at work studies has been recently published in a medical journal. The implementation was conducted at Fujitsu. Fujitsu is one of the largest IT companies in the world and is a leader in health and wellbeing initiatives.

Fujitsu ran an internal launch and encouraged all 81k employees to participate, including managers. The program included an e-Learning implementation and provided a telehealth consultation to employees. The e-Learning program was delivered via the company intranet. It included a self-check questionnaire that provided a preliminary diagnosis.

Study summary findings:

- **Most (89%) migraine-related productivity loss is due to presenteeism, it is therefore seldom noticed by employers.**
- 16.7% of all employees (81k) screened positive for migraine (n=12,295). 40.7% screened positive for tension-type headache (n=29,837).
- 5.1% said their headaches were “severe to moderate”.
- **From all those who had headaches, 81% had never visited a doctor for their headaches.**
- Prior to the program 37% of employees would not do anything for their headaches and wait for it to go away. One of the top reasons not seeking headache care was not being able to miss work to seek care.
- **One of the most important outcomes is that the e-learning led to a substantial decrease in stigma;** 83% of participants without headache changed their attitude towards colleagues with headaches disorders as a result of the e-learning.
 - Lack of migraine and headache understanding by colleagues and/or supervisors and stigma are associated with feelings of guilt, impaired work interpersonal relationships, and decreased productivity (increased presenteeism)
- **The program ROI was calculated at 32x (3204%), with a saving per employee for the headache consultation \$4,962 USD.**
- Read the full study [here](#).



MIGRAINE & HEADACHE AWARENESS MONTH: JUNE 2023

Each June the migraine community recognizes MHAM (Migraine & Headache Awareness Month). The impact of migraine is highlighted during this period, including its effects on specific patient groups. This year included awareness days highlighting disparities for Black Americans, those who are LGBTQ+, employees, veterans, women, and many others.

MIGRAINE AND HEADACHE AWARENESS MONTH REMEMBRANCE DAY

- Studies have shown that nearly 9% of those with migraine report having survived a suicide attempt, as did 10% of those with headache pain comparable to migraine.
- Populations with migraine have 2.5x the rate of death by suicide as compared to populations without migraine; the number increases with chronic migraine specifically.
- In one study, the risk of suicide attempts increased by 17% with each 1-point increase in headache severity on a pain intensity scale of 0-10.*
- In the same study, baseline head pain level was higher in people who attempted suicide (7.58) versus people who did not attempt suicide (5.18).*



NATIONAL HEADACHE FOUNDATION; THE JOURNAL OF HEADACHE AND PAIN; BRESLAU ET AL*

MIGRAINE WORLD SUMMIT #MIGRAINEMONDAY

DISPARITIES FOR BLACK AMERICANS

- Only 46% of Black patients with headache seek help from a healthcare provider, compared to 72% of white patients.
- Only 14% of Black patients with headache receive acute medications, compared to 37% of white patients.
- People of color with migraine often experience attacks which are more severe, more frequent, and more likely to become chronic.



*SHEILA L THORNE; JESSICA KAWASHI, MD; DISPARITIES IN HEADACHE COUNCIL

MIGRAINE WORLD SUMMIT MIGRAINE & HEADACHE AWARENESS MONTH CHRONIC MIGRAINE AWARENESS DAY

- **Chronic migraine** is defined as having headache occurring on 15 or more days/month for more than 3 months, which, on at least 8 days/month, has the features of migraine headache.
- **Comorbidities increase with chronic migraine, such as:**
 - allergies (59.9%)
 - sinusitis (45.3%)
 - depression (42.2%)
 - hypertension (33.7%)
 - arthritis (33.6%)
 - other chronic pain (31.5%)
 - anxiety (30.2%)



*ICHD-3; DAWN BUSE; CHRONIC MIGRAINE AWARENESS INC.

MIGRAINE WORLD SUMMIT MIGRAINE & HEADACHE AWARENESS MONTH #MIGRAINEMONDAY

DISPARITIES FOR THE LGBTQIA+ COMMUNITY

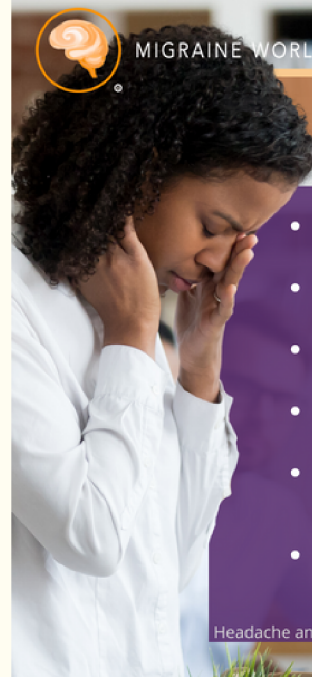
- 50% of people in the LGBTQIA+ community experience migraine, compared to only 12% of the general population.
- In one study: Gay, lesbian, or bisexual patients were 58% more likely to experience migraine than heterosexual patients.
- Gender-affirming hormone therapy (GAHT) may sometimes result in estrogen fluctuations commonly associated as a trigger for more frequent and severe migraine attacks.

AMERICAN MIGRAINE FOUNDATION; AMA NEUROLOGY; ANNA PACE, MD



MIGRAINE WORLD SUMMIT

HOW IS MIGRAINE DISABLING?



- Migraine is a complex neurological disease — not “just a headache.”
- Migraine is the 2nd leading cause of disability worldwide.
- Headache disorders are the 3rd leading cause of years lost due to disability.
- 20% of Americans with chronic migraine report being occupationally disabled.
- Severe migraine attacks hold a disability weight similar to that of quadriplegia, dementia, and active psychosis.
- 1 billion people live with migraine, yet it's the least publicly funded neurological disease relative to its economic impact.

Headache and Migraine Policy Forum; Global Burden of Disease Study 2019

SHRM LAS VEGAS 2023 CONFERENCE

The Migraine at Work team attended the largest human resources event in the world with over 20,000 in-person attendees. At the event Dean and Carl spoke with several experts about the impact of migraine on the workplace

and what can be done to improve employee wellness and productivity.



Dean Barclay (Benefits Consultant, Migraine At Work) and Carl Cincinnato (Executive Director, Migraine At Work) at the world's largest HR event discussing migraine at work.

CONTACT US TO DISCOVER HOW YOUR ORGANIZATION CAN IMPROVE CORPORATE WELLNESS AND PRODUCTIVITY



LIVING WITH MIGRAINE AT WORK: EXPERT, FIRST-HAND PERSPECTIVES WEBINAR

Migraine at Work Steering Committee member Paula Dumas joined Cannon Hodge and Bernadette Gorczyca to discuss their personal experiences having their careers completely

derailed by migraine disease. This webinar offers validation and education for anyone feeling like they are alone in having enormous difficulties balancing work and migraine. Watch [here](#).

Living with Migraine at Work: Expert, First-Hand Experience



Paula Dumas, Migraine at Work
Cannon Hodge, Neura Health
Bernadette Gorczyca, Migraine Advocate

A discussion of how people with migraine are challenged in the workplace and how employers can better accommodate those living with the disease.

NeuraHealth.co

"Migraine is the second leading cause of global disability and is one of the most stigmatized diseases in the world, resulting in serious workplace challenges.

In fact, 40% of HR participants say that direct supervisors think that employees who report migraine attacks are faking it or exaggerating.

People with migraine often work through disabling symptoms like paralysis and vision loss while having their disease stigmatized and equated to a bad headache. There's nothing fake about it."

Watch the webinar recording [here](#).

AMERICAN HEADACHE SOCIETY 2023 CONFERENCE AUSTIN, TEXAS

The Migraine at Work team attended the annual AHS meeting to discuss topics on the forefront of migraine and headache medicine.

In order to give our clients the most accurate information, it is crucial to keep involved in the latest research, debates, and treatment options.



"Impact of migraine on work status, disability, and career by headache day frequency: Results of a Canadian survey" on the left; Dr. William Young and Carl Cincinnato on the right



Carl Cincinnato and AHS attendees on the left; Migraine at Work Steering Committee Members, Carl Cincinnato, Paula K. Dumas, and Dr. Vincent Martin on the right



ONE VOICE SUMMIT COPENHAGEN, DENMARK

Carl Cincinnato from the Migraine at Work team attended an international advocacy summit hosted by Lundbeck. It brought together international leaders and advocates from a range of

brain and mental health organisations. In her talk, Global CEO of Lundbeck, Deborah Dunsire, recognized the unmet need of migraine in the workplace.



Carl Cincinnato, Executive Director, Migraine at Work (pictured far left) and other migraine leaders shared their perspectives and collaborated at this global advocacy event.

Don't get left behind- prioritize migraine in the workplace in your company today.



NOW IS THE TIME TO ADDRESS MIGRAINE IN THE WORKPLACE

Article published in public policy publication, Open Access Government, calls for action to be taken to address migraine in the Workplace and the steps that can be taken to help manage it's burden on productivity.

Is migraine a disability?

"In the UK, migraine is included in the Equality Act 2010, meaning that it may be considered a disability, depending on the frequency, severity and impact of the attacks. This is a useful foundation for employers to build the blocks of their company policy when it comes to migraine. It is a serious neurological condition that can have wide-ranging impacts,[1] and deciding to treat it as such will encourage all employees to view it similarly."



What accommodations can be provided?

"The Work Foundation's report on the impact of migraine in the workplace on employment in Europe gave much careful consideration to the characteristics of a 'migraine-friendly' workplace, with flexibility and support being two essential pillars.

Flexibility can be expressed in many ways – whether it is encouraging hybrid working so employees can work in an environment free from aural or visual triggers (such as repetitive noises or flickering lights) or giving as much control to the employee to manage their workload.

There are also practical considerations, which would see small accommodations like ensuring access to plenty of drinking water and a quiet room making a notable difference."

Author: Andrew Jackson, UK Country Manager, Lundbeck. Read the full article [here](#)

JOBS LISTINGS

Many of us trying to work with migraine are set up to fail due to hostile work environments. We want to highlight companies who pride themselves on making this road

more accessible to employees with disabilities. Companies must prioritize these efforts past the hiring process and truly support their workers.

DISABILITY EQUALITY INDEX

The Disability Equality Index: Best Places to Work for Disability Inclusion ranks companies on these efforts.

[2022 Best Places to Work List](#)

[Career Options for DEI](#)

[Flex Jobs Postings- Fully Remote & Flexible](#)



CVS IS HIRING INDIVIDUALS WITH DISABILITIES - REVIEW THEIR JOBS POSTINGS

CVS Health prides itself on prioritizing hiring and supporting workers with disabilities.

[CVS Disability Positions](#)

RESOURCES

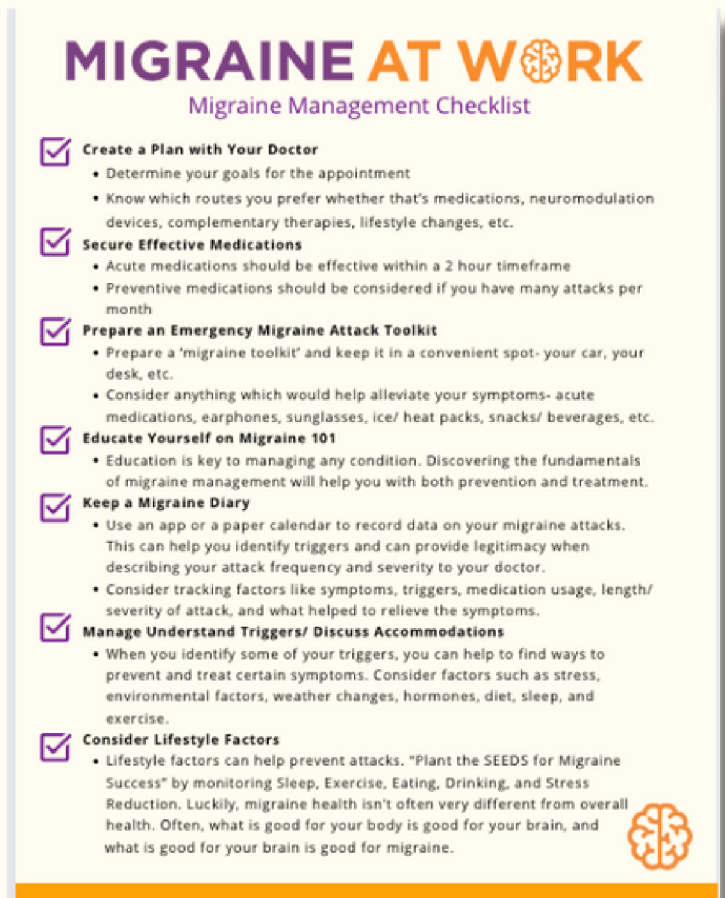
MigraineAtWork.org is home to helpful information and additional resources to provide you with what you need to know when encountering migraine in the workplace.

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

When you are first diagnosed with a chronic, unpredictable illness, it can be difficult to know where to begin in terms of symptom management.

The Migraine Management Checklist covers important steps to consider when you or an employee wants to know how to make more progress on their disease management.

[Download this guide from our website's resource section here.](#)



MIGRAINE AT WORK
Migraine Management Checklist

- Create a Plan with Your Doctor**
 - Determine your goals for the appointment
 - Know which routes you prefer whether that's medications, neuromodulation devices, complementary therapies, lifestyle changes, etc.
- Secure Effective Medications**
 - Acute medications should be effective within a 2 hour timeframe
 - Preventive medications should be considered if you have many attacks per month
- Prepare an Emergency Migraine Attack Toolkit**
 - Prepare a 'migraine toolkit' and keep it in a convenient spot- your car, your desk, etc.
 - Consider anything which would help alleviate your symptoms- acute medications, earphones, sunglasses, ice/ heat packs, snacks/ beverages, etc.
- Educate Yourself on Migraine 101**
 - Education is key to managing any condition. Discovering the fundamentals of migraine management will help you with both prevention and treatment.
- Keep a Migraine Diary**
 - Use an app or a paper calendar to record data on your migraine attacks. This can help you identify triggers and can provide legitimacy when describing your attack frequency and severity to your doctor.
 - Consider tracking factors like symptoms, triggers, medication usage, length/ severity of attack, and what helped to relieve the symptoms.
- Manage Understand Triggers/ Discuss Accommodations**
 - When you identify some of your triggers, you can help to find ways to prevent and treat certain symptoms. Consider factors such as stress, environmental factors, weather changes, hormones, diet, sleep, and exercise.
- Consider Lifestyle Factors**
 - Lifestyle factors can help prevent attacks. "Plant the SEEDS for Migraine Success" by monitoring Sleep, Exercise, Eating, Drinking, and Stress Reduction. Luckily, migraine health isn't often very different from overall health. Often, what is good for your body is good for your brain, and what is good for your brain is good for migraine.

MIGRAINE AT WORK

For more information, please feel free to reach out.

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