TRAIN THE TRAINER: Providing comprehensive education on employment issues of cancer survivors and caregivers

Monica F. Bryant, Esq.
Cancer Rights Attorney
COO, Triage Cancer

Rebecca V. Nellis, MPP
Vice President of Programs and Strategy,
Cancer and Careers

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OBJECTIVES

• The participant shall obtain a better understanding of the unique employment issues faced by those coping with cancer, the legal protections and benefits to which patients and caregivers may be entitled, and practical tools and tips for navigating those issues.

• The participant shall be able to educate other healthcare professionals, patients, and caregivers about these issues.

CANCER AND CAREERS

Cancer and Careers empowers and educates people with cancer to thrive in their work environment by providing expert advice, interactive tools and educational events.

• CancerAndCareers.org
• Publications in English and Spanish
• Job Search Webinars and Resume Review
• Accredited Programs for Healthcare Professionals
• CancerAndCareers.org/espanol
• Ask The Experts Teleconferences
• Community Events
• National and Regional Conferences
TRIAGE CANCER

Triage Cancer provides education and resources on the entire continuum of cancer survivorship issues

- Speakers Bureau of experts & survivors
- Educational blog at TriageCancer.org/blog
- Resources & materials at TriageCancer.org
- Expert authors on cancer survivorship issues
- Seminars, teleconferences, webinars, & conferences
- Cancer survivorship event planning & support

Triage Cancer partners with experts in the areas of medicine, mental health, nursing, social work, patient navigation, nutrition, oncofertility, law, employment, education, financial management, insurance, relationships, sexuality and intimacy, pain and palliative care, advocacy, and other areas of cancer survivorship.

RESEARCH: WORK & CANCER

- 40% of cancer survivors are of “working age”
- JAMA article found that cancer survivors were more likely to be unemployed *(JAMA 2009; 301(7):753-762)*
- 20% of cancer survivors still report work limitations affected by cancer-related problems 5 years after diagnosis *(Work & Cancer Survivors)*
- In 2011, EEOC received 951 claims for cancer discrimination *(www.eeoc.gov/eeoc/statistics/enforcement/ada-receipts.cfm)*
- 79% of surveyed cancer survivors said that cancer recovery is aided by the routine nature of work *(Cancer and Careers/Harris Interactive Survey 2012)*
INSTITUTE OF MEDICINE REPORT - 2007

- Identified key elements that should be included in the Survivorship Care Plan:
  - Specific tissue diagnosis and stage;
  - Initial treatment plan and dates of treatment;
  - Toxicities during treatment;
  - Expected short- and long-term effects of therapy;
  - Late toxicity monitoring needed;
  - Surveillance for recurrence or second cancer;
  - Who will take responsibility for survivorship care;
  - **Psychosocial and vocational needs**; and
  - Recommended preventive behaviors/interventions.

INSTITUTE OF MEDICINE REPORT - 2007

Cancer Care for the Whole Patient: Meeting Psychosocial Health Needs

*Psychological and social problems created or exacerbated by cancer*, including:
- depression and other emotional problems;
- lack of information or skills needed to manage the illness;
- lack of transportation or other resources; and
- disruptions in *work, school, and family life*

*cause additional suffering, weaken adherence to prescribed treatments, and threaten patients’ return to health.*
LIVESTRONG SURVEY - 2010

- 98% of cancer survivors experienced the physical (i.e., pain), emotional (i.e., emotional distress) and practical (e.g., financial) concerns of post-treatment survivorship

- Only 20 percent of survey respondents received help with their practical concerns

- Alarmingly, the # of people NOT getting care for physical, emotional or practical concerns increased between 2006 and 2010

NEEDS ASSESSMENT: HEALTHCARE PROFESSIONALS

- 60% Patients ask for help determining if they are ready to return to work
- 80.9% Patients ask for guidance on working through treatment
- 57% Familiar with the protections provided to cancer patients under the Americans with Disabilities Act
- 68% Familiar with the protections provided to cancer patients under the Family and Medical Leave Act
- 50.5% Advised patients to seek legal advice for work-related issue
- 81.8% Have patients who complain of chemo brain and its impact on being able to focus at work

Survey responses from 2,850 registrants to Cancer and Careers’ Educational Series for Healthcare Professionals, collected between 2009-2013
WHY INCORPORATE CLINICAL “LEGAL” ASSESSMENT?

- People don’t know what they don’t know
  - Patients unlikely to ask about these topics
    - Overwhelmed or unaware
    - Don’t think that the healthcare team can help with these issues, so they don’t bring it up
    - More likely to be offhand comments
- Personal nature of questions
  - Privacy concerns
  - Embarrassed by financial issues

INCORPORATING CLINICAL “LEGAL” ASSESSMENT?

Open-ended questions
- What type of insurance do you have?
- What type of work do you do?
- Do you have any concerns about working through treatment or taking time off?
- Do you have questions about your insurance coverage?
- Are you concerned about disclosing your diagnosis at work, at school, or to other people in your life?
- What is your family environment like?
- Do you have a strong support system?

Cancer and Careers checklist
**NEWLY DIAGNOSED PATIENTS**

Key Topics:
- Decisions about whether to work
- Americans with Disabilities Act (ADA)
- State Fair Employment Laws
- Disclosure
- Online brand and social media use

**WORKING THROUGH TREATMENT**

Key Topics:
- What and who to tell
- ADA, including reasonable accommodations
- Maintaining focus
- Family and Medical Leave Act (FMLA)
RETURNING TO WORK

Key Topics:

• Easing back into the routine
• Job search (resumes, interviews, networking, LinkedIn)
• FMLA and ADA return to work requirements
• Transitioning off disability insurance

RESOURCES

Cancer and Careers:

• Ask the Experts Calls
• Educational Series for Healthcare Professionals (webinar)
• Affordable Care Act Teleconferences
• National Conference on Work and Cancer

Triage Cancer

• Educational Blog
• Events (TriageCancer.org/Events-Calendar)
• Webinars

Cancer and Careers & Triage Cancer

• In-Service Trainings for Healthcare Professionals
• Regional Conferences on Work and Cancer
OTHER RESOURCES

Legal Assistance:
• National Cancer Legal Services Network www.NCLSN.org
• LawHelp www.lawhelp.org

Employment Rights:
• 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

Disability Insurance Options:
• Social Security Administration: www.SSA.gov

CONTACT INFORMATION

Monica Fawzy Bryant, Esq.
MB@TriageCancer.org
www.TriageCancer.org
Twitter
@TriageCancer
@NavSurvivorship
Facebook
www.Facebook.com/TriageCancer
Blog
www.TriageCancer.org/Blog

Rebecca V. Nellis, MPP
RNellis@CEW.org
www.CancerandCareers.org
Twitter
@CancerAndCareer
@RebeccaNellis
Facebook
www.Facebook.com/CancerandCareers
Newsletter
www.cancerandcareers.org/en/community/newsletter