



Physical & Mental Health in the Workplace

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Redefining Health & Wellness

Old: Absence, treatment or modification of a diagnosed disease

New: Inclusive concept of health as vitality, energy and positive thoughts

Help the healthy stay healthy while providing guidance to those with high risk improve their health status



Wellness Program Implementation



Wellness Ambassadors

Name that Campaign

Surveying Employees

Calendar of Events

Incentives

Biometric Screenings

Ongoing Reporting & Review

Wellness Program Development

Phase 1

- Branding of Wellness Program ("Name That Campaign")
- Wellness Employee Interest Survey
- Wellness committee formation
- Employee Health and Wellness Fair
- Flu Shot Campaign
- Lunch and Learns
- Running or Walking Groups
- Biometrics Screening and Health Risk Assessment completion incentivized

Phase 2

All of year one wellness activities plus:

- Biometric Screening and Health Risk Assessment Questionnaire completion incentivized with payroll incentives, Health Reimbursement Account funding or large prize
- Shift program emphasis to match biometric results
- Non-tobacco use verified with signed waiver or completion of tobacco cessation course incentivized (surcharge or discount)

Phase 3

All of year one and two wellness activities plus:

- Achieving biometric targets or completing alternate activity incentivized with payroll incentives or Health Reimbursement Account funding.
- Non-tobacco use verified with urine lab test or completion of tobacco cessation course incentivized (surcharge or discount)



Hybrid Wellness Programs

- Providing Onsite *and* Remote Options
 - Wellness Communications
 - Virtual Fitness Classes
 - Screenings: Biometrics, Angio & More
 - Socially distanced
 - Biometrics At-Home Testing or the Lab
 - Share podcasts, videos, books, etc.
 - Challenges



Program Suggestions

TINSEL TOES CHALLENGE

August 14th – September 24th

- 6 week **Company-Wide** Challenge
- 56,000 steps per week for each participant
 - Average of 8,000 steps/day
- Company goal of more than **24 million** steps in 6 weeks!

If we meet our company goal, **every participant earns a 1/2 day off** to be used within the 4th Quarter. Use this time to destress from the holidays, go shopping for your family or spend the afternoon with your loved ones.

Please note, the 4 hours may not be combined with any other company provided Holiday time off.



UNPLUG CHALLENGE

March 6th – March 31st

Do you constantly catch yourself using technology, whether it's your computer, phone, TV, tablet, etc.? If you do, this challenge is for you!

The Challenge:
Unplug from ALL TECHNOLOGY* for 1 hour each workweek day between 7pm and 11pm.

Track whether or not you unplugged and what you did on the tracker posted in each office (GG & BenTek).

The employees with the most unplugged days will go into a raffle for a chance to win one of (2) \$50 gift cards!

Some ideas to help you unplug include:

- Spend time with your best friend, furry, or not
- Monopolize your kids (play a board game)
- Catch the sunset
- Enjoy a meal sans handhelds
- Read a real, hand held, paper book
- Get some exercise

Let's all UNPLUG so we can RECHARGE!



WALKING MEETINGS

Cooler weather is here and in the spirit of Gehring Group & BenTek's new Wellness Program, *Well On Our Way to Better Health Today*, let's take our meetings outside!

Walking increases energy and the ability to think clearly, which increases meeting productivity. So get your team out there today!

If you can take your meeting outside (sans strong wind and papers), head out there! Keep track of how many walking meetings you complete and aim for a goal of one per week!

You can take your phone outside with you to take notes and apply when you return to the office or even consider recording the meeting!



Headspace is here. Stress less.

Stressful situations are an everyday part of life. Headspace can help you better respond to and reduce stress in as little as 10 days.

Sign-up here:
work.headspace.com/gehringgroup/member-enroll

GET YOUR

FLU VACCINE

Employees with eligible health insurance coverage (i.e. Florida Blue) are encouraged to attend and receive a flu vaccination which will be administered by CVS. Those not on our group plan, may bring your Insurance card for the vaccine.

All employees (on our group plan or not) should bring their current health insurance card with them.



Program Suggestions

BYOL

According to Harvard Health, the more you cook, the healthier you live! People who frequently cook dinner at home consume fewer calories than those who cook less.

This is why *Well on Our Way to Better Health Today* is promoting:

**BRING
YOUR
OWN
LUNCH**

Starting September 5th, if you bring your own lunch from home on Mondays, Wednesday or Thursdays, you earn yourself a ticket! Each week on Fridays, through December, (1) winner will be pulled for a choice of a \$20 gift card to Whole Foods or Starbucks!!

MAINTAIN, DON'T GAIN CHALLENGE

**Initial Weigh-Ins, November 18th & 21st
Final Weigh-Ins, January 6th & 8th**

Join us for this *voluntary* challenge to maintain your weight through the Holidays! For all participants that do not increase their weight by more than 2 pounds (or lose weight) over the holiday season, you will earn a **\$50 gift card!**

To participate and opt-in, contact Joelle directly by **Thursday, November 14th**. She will coordinate weigh-ins every 5 minutes in the mornings, for Gehring Group on 11/18 and for Bentek on 11/21. All remotes are eligible too, just please contact Joelle by 11/14 as well. If you are out of the office for weigh-in dates, make sure to contact Joelle asap to schedule a date within the same week.



Maintain, Don't Gain Challenge

Join us for this *voluntary* challenge to maintain your weight through the Holidays!



STRESS LESS WITH COLORING

Did you Know?

Adult coloring books are now being used more often to influence stress levels and anxiety. Studies have shown that taking the time to color prompts significant enhancements pertaining to creativity, self-efficacy and positive effect.

They can help improve your mood, enhance mindfulness and reduce your mental health stress!

Go ahead and find a page you like, and color away! Feel free to rip it out and take with you, or leave it in the book anonymously, or leave your name if you wish to come back to finish another time!



For all participants that do not increase their weight by more than 2 pounds (or lose weight) over the holiday season, you will earn a **\$50 gift card!**

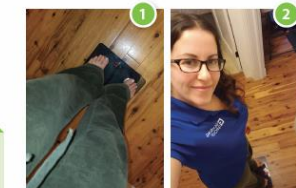
To participate and opt-in, contact Joelle directly by **Tuesday, November 17**. All weigh-ins are on the responsibility of the employee to use own scale at home or Publix. **Final weigh-in must be completed with the same scale.** Scale at the GG office is not available (even for those in office, as it may not be available for January final weigh-in).

All weigh-ins will be monitored by Joelle, confidentially. The information will not be saved in the K drive and it will be password protected.

Initial Weigh-Ins DUE by **November 18**
Final Weigh-Ins DUE by **January 6**

Two pictures must be submitted for both weigh-ins, see sample photos below. First picture of your feet on the scale with the number easy to read. Second picture of a selfie of you on the scale (with the weight still in the photo if you can).

Please Note: All photos to be emailed or texted to Joelle only, no posting on teams.



Gehring Group and Bentek are committed to helping you achieve your best health. If you are unable to meet a standard to qualify for a reward of the wellness program because it is unreasonably difficult due to a medical condition, or it is medically inadvisable for you to attempt, please contact Human Resources and we will work with you (and your physician, if necessary) to develop a wellness program specific to your needs that will qualify for the reward.



Legislation Continues While Virtual

- ADA Disclaimers – Still needed for all activity or outcomes-based programs
- EEOC Notice is still effective and should be sent out annually for Biometrics and/or Health Assessment being incentivized
 - Ex: City A offered \$25 for completing onsite screening, but now City A only offers \$25 for online Health Assessment



Sample Notice for Employer-Sponsored Wellness Programs

New rules published on May 17, 2016, under the Americans with Disabilities Act (ADA) require employers that offer wellness programs that collect employee health information to provide a notice to employees informing them what information will be collected, how it will be used, who will receive it, and what will be done to keep it confidential. The EEOC has published the sample notice below to help employers comply with the ADA:



Available Achievements & Awards

- Healthiest Employer
- Best Wellness Employer (Wellness Workdays)
- Worksite Wellness (FL Dept of Health)
- Bell Seal (Mental Health America)



Mental Health Resources

- Employee Assistance Program: Employee perception & engagement
- Connecting with your colleagues
- Encouraging breaks: From social media & news
- Taking care of yourself: Eat healthy, exercise, sleep, avoiding excessive alcohol and substance use
- Making time to unwind: Group activities during and after work

RESOURCES:

NATIONAL CRISIS TEXT LINE: Text HOME to 741741

NATIONAL SUICIDE PREVENTION HOTLINE
(800) 273-8255

MENTAL HEALTH SCREENING TOOLS
<https://mhanational.org/self-help-tools>

NATIONAL ALLIANCE ON MENTAL ILLNESS (NAMI)
(800) 950-6264
<https://nami.org>

AMERICAN PSYCHOLOGICAL ASSOCIATION (APA)
<https://www.apa.org/news/apa/2020/04/grief-covid-19>

SUBSTANCE ABUSE AND MENTAL HEALTH SERVICES ADMINISTRATION (SAMHSA)
(800) 662-4357
<https://www.samhsa.gov/find-help/national-helpline>

NATIONAL DOMESTIC VIOLENCE HOTLINE
(800) 799-7233
<https://www.thehotline.org>

VICTIM CONNECT RESOURCE CENTER
(855) 484-2846
<https://victimconnect.org/resources/national-hotlines>

AMERICAN FOUNDATION FOR SUICIDE PREVENTION
<https://afsp.org/taking-care-of-your-mental-health-in-the-face-of-uncertainty>



Know Your Numbers – Mental Health in the US



- 1 in 5 Adults Experienced a Mental Illness
- Over 12 Million People Had Serious Thoughts of Suicide
- 26.3 Million Adults Received Care Via Virtual Services
- 18% of Adults w/ Mental Illness Have Comorbidity - Substance Use Disorder
- Cardiometabolic Disease Is 2x Higher w/Serious Mental Illness

Know Your Numbers – Mental Health in the US



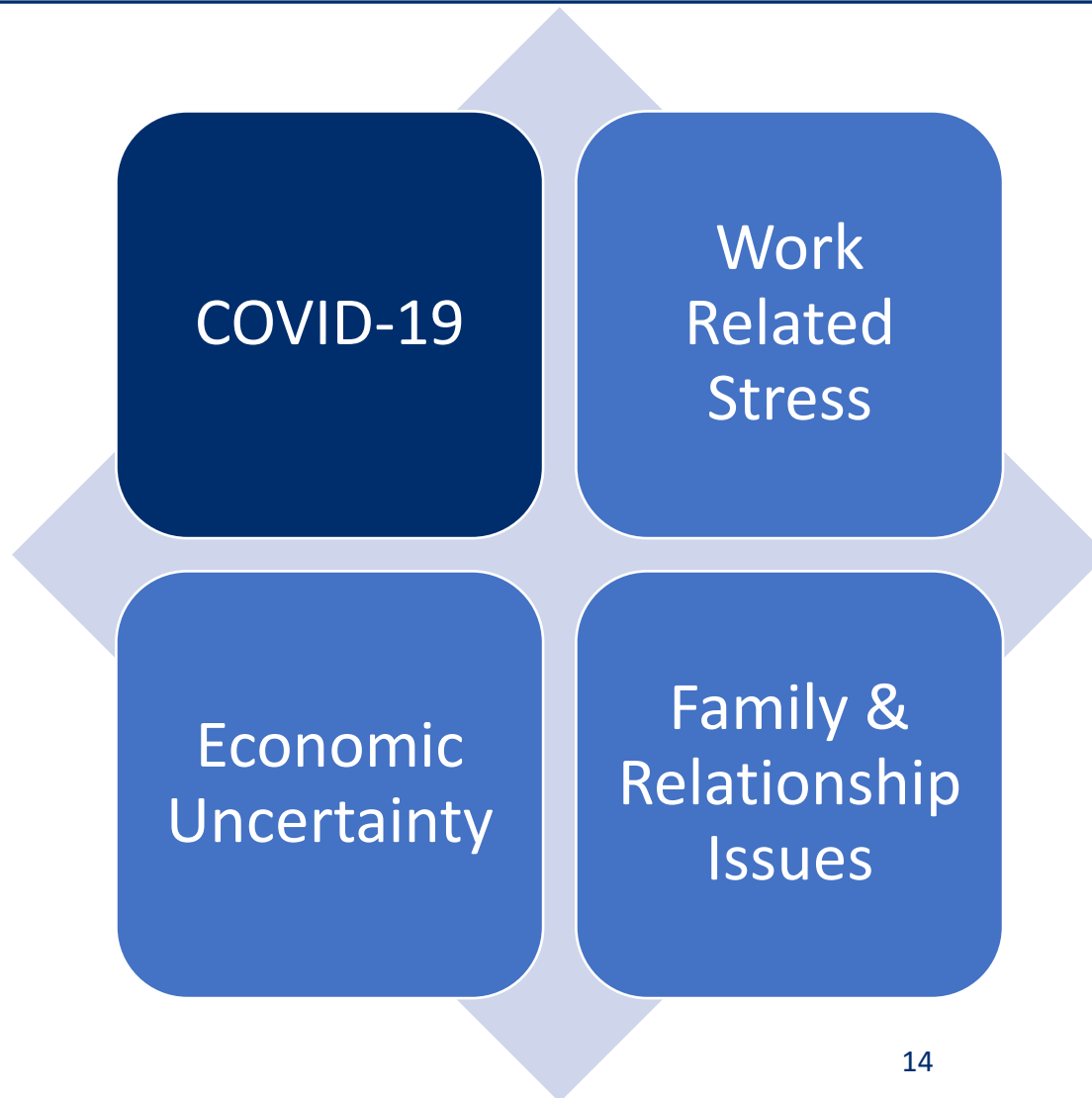
- Of Those Adults Receiving Mental Health Services
 - 17.7 Million experienced delays or cancellation of appointments
 - 7.3 Million had delays in getting medications
 - 4.9 Million were not able to access care needed

Mental Health in Florida



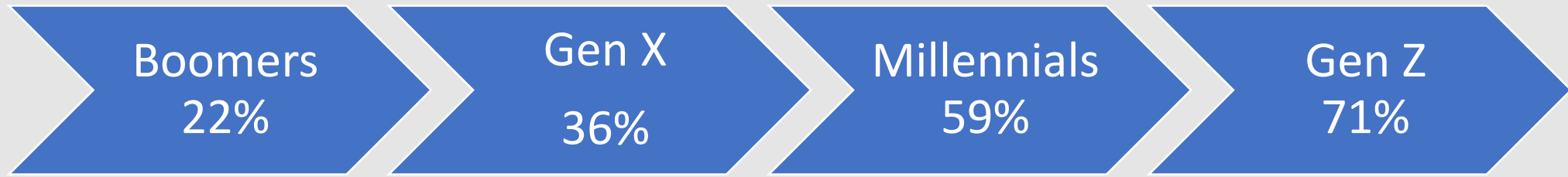
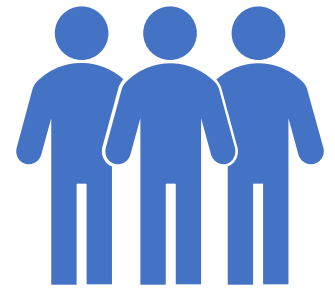
- 40.8 % of Adults Reported Symptoms of Anxiety or Depression
- More Than Half Did Not Received Treatment in 2020
- Floridians Are Over 5x More Likely To Seek Care With Out of Network Providers

Top 4 Issues Impacting Employee Mental Health



- 1 in 5 young adults, age 18 – 25, reported the pandemic negatively impacted their mental health
 - 50% had significant negative impact
 - 18% increase in use of alcohol
 - 19% increase in use of illegal drugs

Younger Workers Are Struggling



Impact to Employees If Untreated

Poor Physical Health



Absenteeism



Conflicts At Work



Impaired Decision Making



Mental Health & Substance Use - BOB

- Claims Spend (60,000 Members)
 - \$13.65 Million Paid Medical
 - \$8.23 Million Paid Pharmacy

Year	Medical*	Pharmacy*
2020	\$6.30	\$4.13
2021	\$8.68	\$4.25
2022 (January)	\$11.55	\$4.36

*PMPM



Mental Health & Substance Use - BOB

Top Conditions

- Depression
- Anxiety Disorder
- Bipolar
- Drug Dependency
- Alcohol Dependency

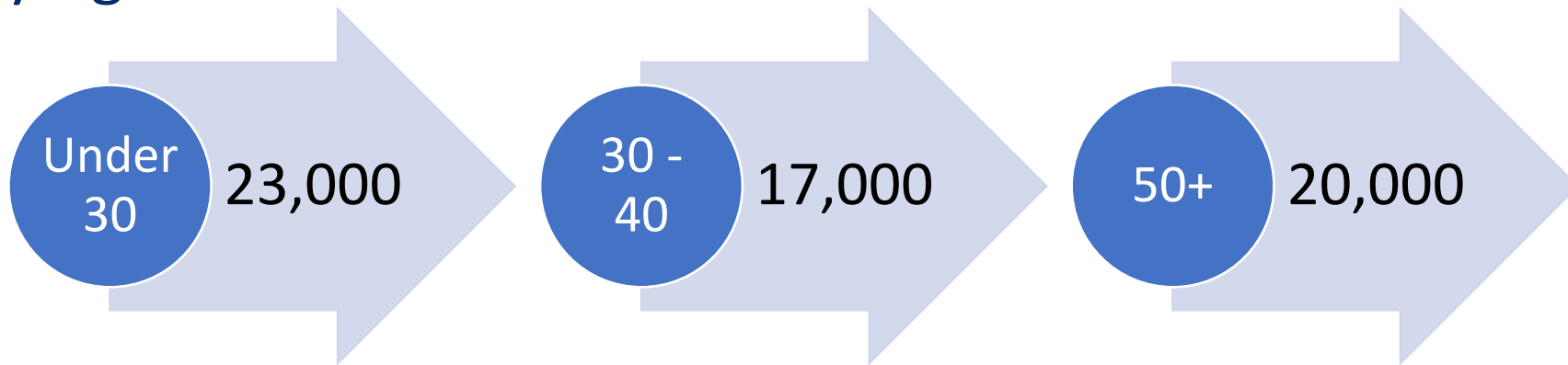
Top Place of Service

- Outpatient Hospital
- Emergency Room
- Office Setting
- Inpatient Hospital



Mental Health & Substance Use - BOB

- Risk By Demographics
 - 30,000 Employees / 30,000 Dependents
 - By Age

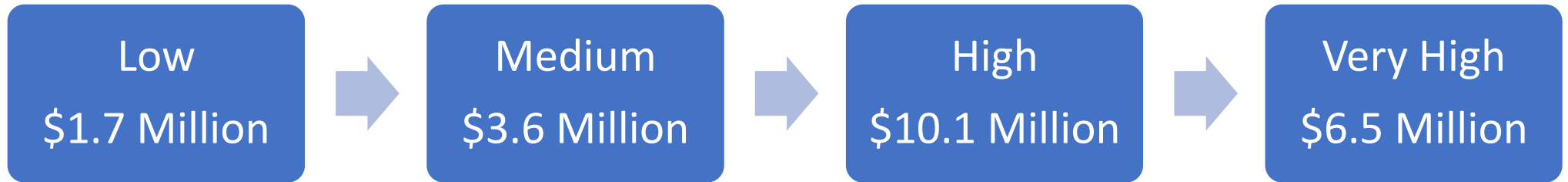


- By Gender
 - 31,000 Male / 29,000 Female

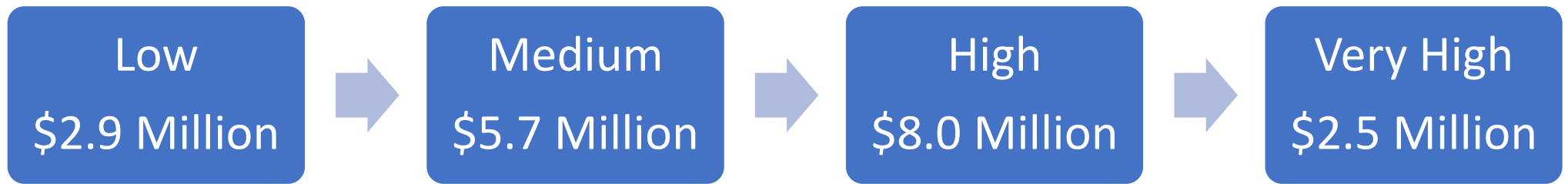


Mental Health & Substance Use - BOB

- Risk by Plan Spend



- Emerging Risk



Employer/Employee Survey

Employer Support for MH (Frontline Employees)

Employers
71%

Employees
27%

Access to MH Providers

Employers
31% Top Priority

Employees
67% Experience
Challenges

Workplace Stigma

Employers
23% Implemented
Awareness Campaigns

Employees
79% Feel Awareness
Campaigns are
Valuable



Action Steps

Make Mental Health a Priority

- Organizational Leadership

Enhance Programs

- Variety of Options
- Provider access

Communicate Often

- Year Round
- Education & Training

Inclusion Culture

- Community Challenge
 - Peer to Peer

Measure

- Surveys & Assessments
- Adjustments & future enhancements



Mental Health: Not One & Done

- Mental Health First Aid (become a trainer)
- Peer to Peer, Chaplaincy & CISM
- Retirement Assistance
- Financial Assistance Programs
- Custom EAP
- Client Specific/ Enhanced Provider Networks
- Telehealth & Virtual
- Onsite Clinicians - Health Center
- Resiliency Training

Mental Health Legislative Refresh

Federal

Healthcare Reform – ACA

- Essential health benefits, plans must cover:
 - Behavioral health treatment including inpatient services, substance use disorder treatment
 - No pre-existing, no denial of coverage at application
 - Equitable benefits with medical services

Mental Health Parity Act

State – Senate Bill 376/House Bill 227

- Benefits for First Responders - PTSD

The title "NUTRITION SCAVENGER HUNT" is displayed in large, 3D block letters. "NUTRITION" is green and "SCAVENGER HUNT" is orange. A magnifying glass with a black handle is positioned over the word "HUNT", focusing on a small illustration of a strawberry. The background is blue with faint, repeating icons of various food items and health-related symbols like a heart and a person.

NUTRITION SCAVENGER HUNT

Ready, Set, Hunt!!

Thank you!

*For Your Unwavering
Dedication & Service
To Our Communities and
Sticking Your Neck Out
Everyday!*

Questions?

