NATIONAL EMPLOYEE WELL-BEING MONTH

National Employee Well-Being Month spotlights the employer’s important role in helping to promote an environment that focuses on the physical and mental health, resiliency, and welfare of its employees. Originally launched in June 2009, this year marks the twelfth year of National Employee Well-Being awareness. In the wake of the COVID-19 pandemic and growing civil unrest, the well-being of our employees and their families is more important than ever. In recent months, our employees have faced threats to their health, loss of life, economic uncertainly, and have endured disruptive changes to the regular rhythm of their lives.

The County has a long and proud history of commitment to wellness and mental health, and to providing resources to support and strengthen the well-being of Los Angeles County employees. The Department of Human Resources (DHR) continues to lead the efforts to support employees and their families by providing needed resources, and by identifying new programming to address changing needs.

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Together with the County’s health plans (Anthem Blue Cross, Cigna, Kaiser Permanente, and UnitedHealthcare), DHR’s Workplace and Community Programs continues to bring the best in wellness programs to County employees. Webinars and resources have been introduced to help employees thrive at work, whether that is at the traditional worksite or working remotely. Last May, over 400 employees attended an online workshop on how to set up an ergonomic telework station. Compared to the limited capacity of in-person workshops, DHR’s ongoing web-based programs allow greater participation in various activities. For example, DHR has provided training and support not only for home office ergonomics, but also at-home physical fitness, stress management, and healthy cooking, in response to a shift to telework.

To further support employees, DHR launched the Life Assistance Program (LAP) on April 15, 2020, in partnership with Cigna’s LAP. The expanded resource provides free 24-hour crisis intervention and counseling to all County employees and their families. Confidential counseling is also available through DHR’s Employee Assistance Program, which aims to enhance the quality of life and wellbeing of County employees and their families.

County employees were also given a subscription to Headspace, a digital platform designed to reduce stress and promote well-being through over 1,000 hours of guided meditations and mindfulness exercises. Additional services are available through the Department of Mental Health, such as the LA County Employee Well-Being Line, which provides support seven days a week for the unique challenges frontline staff and first responders face.

As Los Angeles County continues to meet unprecedented challenges head on, Employee Well-Being Awareness Month offers a valuable opportunity to highlight the importance of this topic and promote the services and resources available to our employees and their families.

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I, THEREFORE MOVE, that the Board of Supervisors:

1. Proclaim June 2020 as “National Employee Well-Being Month” in the County of Los Angeles;

2. Encourage all County Department Heads to promote employee wellness by sharing these resources and encouraging their employees to access the wellness offerings online at https://employee.hr.lacounty.gov/wellness-activities-3/.

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