



Live Well Workplaces

Live Well Allegheny is a county-wide campaign to improve the overall health and wellness of Allegheny County residents. The campaign aims to improve health and well-being of residents through collaborative work with partners, stakeholders, and residents. *Live Well Allegheny* connects communities, schools, workplaces, restaurants, and community partners in collective action to achieve our goal of making Allegheny County the healthiest county in the nation.

We recognize the leadership role that workplaces can play in promoting behavior changes and encouraging healthy lifestyles. There is increasing evidence that by adopting evidence-based practices, businesses will experience reduced employee absenteeism, increased employee productivity, reduced employer health costs, and increased employee job satisfaction. Together, we can assist each other and foster the sharing of best practices among all Allegheny County workplaces to improve the health of employees.

Check out www.livewellallegheny.com for more information!

In order to be designated as a *Live Well Workplace*, the employer must first indicate its intent to work with Allegheny County to accomplish the goals of the campaign. At a minimum, workplaces must **commit to at least four action steps** in their formal action for designation as a *Live Well Workplace*.

If your business is interested in making these healthy commitments and partnering with *Live Well Allegheny*, please fill out the commitment form beginning on the next page. If you have any questions, comments, or concerns, contact Hannah Hardy via email (hannah.hardy@alleghenycounty.us) or phone (412-247-7946).

Thank you!

Contact Information

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The following is a sampling of possible evidence-based practices that qualify as action steps, but it is by no means exclusive or exhaustive. The interventions listed are also categorized into four different themes:

building the workplace environment

policy integration

health education, screening, and prevention

leadership commitment and employee ownership

We encourage workplaces to select actions from a sampling of these categories, or to explore their own initiatives, but **a minimum of four actions steps are required** for designation as a *Live Well Workplace*.

{businessInformation[1]} agrees to the implementation of action steps related to building the workplace environment, including:

Provide healthy cafeteria options with healthy foods/snacks such as fresh fruit and vegetables for purchase

Provide healthy food options during company meetings and functions

Ensure healthy food options in vending machines

Provide private area for use by breast feeding employees to pump and store their milk.

Ensure well-lit, safe stairwells

Provide access to water fountain, water dispenser, water cooler

Access to on-site fitness center or conference room for exercise classes, physical activity

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Locate safe and accessible outdoor walking or running paths and trails, map a safe walking route starting and ending from the workplace or in vicinity

Provide access to secure bicycle storage area in safe, convenient location

Provide standing/walking desks

Consider a tobacco/smoke-free work campus

Provide space for or create workplace garden(s) that employees can build and maintain

{businessInformation[1]} agrees to the implementation of action steps related to policy integration, including:

Institute a healthy food policy requiring healthy food and drink options at company meetings, functions, and events

Establish and communicate tobacco-free workplace policy that includes tobacco cessation resources for employees

Develop a policy that supports breast feeding employees and allows them flexibility to pump at work in a designated, private area

Allow and encourage paid time off for employees to have preventive cancer screenings.

Offer employee flex work hours to allow for opportunities for physical or wellness activity before, during, after work, and lunch breaks

Use financial incentives such as reduction in insurance premiums, gift cards, cash, prizes, extra vacation days to encourage participation in health improvement activities such as giving up tobacco, weight loss, regular physical activity, and increased consumption of fruits and vegetables.

Negotiate health-club discounts or provide subsidized membership at local

fitness centers, programs such as Weight Watchers

Create and sponsor employee athletic teams and activities

Provide or insure that your employees have access to comprehensive health insurance that includes dental and eye care as well as preventive care without co-pays

{businessInformation[1]} agrees to the implementation of action steps related to health education, screening, and prevention, including:

Provide annual Health-Risk Assessments (HRAs)

Offer health screenings for BMI, Obesity, Cancer, Blood Pressure, LDL Cholesterol, Diabetes, and numerous other biometrics

Make available health and wellness educational resources to employees via printed materials, direct mail, electronic correspondence, posters, bulletin boards on topics such as physical activity, improved nutrition, and tobacco cessation

Remind employees of importance of regular check-ups, physical examinations, and health screenings

Encourage employees to hold walking meetings

Support stretching and physical activity breaks during work hours and meetings

Set up walking/running/fitness club before or after work

Organize fitness classes on site

Provide or subsidize pedometers

Promote weight-loss competitions, group challenges, team relays, walking events, marathon competitions

Encourage stair use through attractive and visible prompts

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Promote cessation tobacco support groups, resources, and services

Provide easy-to-access information about local programs and opportunities for physical fitness, community health related events, farmers markets

Provide health counseling/coaching focused on physical activity, smoking cessation, and weight management

Organize educational seminars or Lunch and Learns on health topics

Conduct periodic weigh-ins and BMI Calculations with educational materials on the association of excess body weight and diabetes, heart diseases, and hypertension

Highlight success stories of employees who have successfully quit smoking, lost weight, or achieved health goals

{businessInformation[1]} agrees to the implementation of action steps related to leadership commitment and employee ownership, including:

Create an Employee Wellness Committee that has ongoing leadership support and participation as well as representatives from various programs or departments

Organization leaders actively demonstrate their support for employee wellness and participate in wellness activities and programs

Company mission/vision statement supports employee health and value of wellness programs in the workplace

Leaders publicly recognize employees for healthy actions or outcome

Participation in another recognized workplace wellness certification

Signature


