

# COVID-19 UPDATE: Supporting Essential Employee Well-being

For many employees “work from home” has become the new normal, but in industries like healthcare, working from home is not an option. Restaurants, gyms, and daycares may be closed, but essential employees are still responsible for physically going into work. What can employers do to help employees improve and maintain their health and well-being during this new normal? The short answer: help create environments that are conducive to healthy behaviors and supportive of employee well-being. This is not an easy feat, but we have a few suggestions on how you can help your employees address the problems they may be facing.

Employees are...	What you can do to help...
Struggling to stay physically active and make healthy food choices.	<ul style="list-style-type: none"> <li>▶ Provide at-home exercise materials, such as a yoga mat, weights, jump rope, or stretch bands</li> <li>▶ Provide weekly healthy lunch deliveries at work</li> <li>▶ Subsidize healthy food delivery subscriptions, such as Blue Apron or Hello Fresh</li> <li>▶ Raffle contest: Peloton, StreetStrider, ElliptiGO, or other large at-home personal health items – employees become eligible for the raffle once they submit a video, story, or photo of themselves exercising at home</li> </ul>
Finding it difficult to balance work/life responsibilities, especially when children are at home, leading to unnecessary stress, anxiety, and potential burnout.	<ul style="list-style-type: none"> <li>▶ Provide virtual EAP counselors and a designated onsite well-being room where employees can conduct their virtual visits</li> <li>▶ Provide resources for at-home care, such as nanny placement services, online education, parenting support, backup childcare, and tutors</li> <li>▶ Subsidize distance learning tools</li> <li>▶ Raffle contest: <a href="#">staycation goodies</a> – employees become eligible for the raffle once they schedule PTO</li> </ul>
Dealing with furloughs and layoffs at home.	<ul style="list-style-type: none"> <li>▶ Host a financial webinar</li> <li>▶ Coordinate free initial financial consultation</li> <li>▶ Subsidize the following:               <ul style="list-style-type: none"> <li>– Healthy food delivery subscriptions</li> <li>– Grocery deliveries</li> <li>– Weekly lunch deliveries</li> </ul> </li> </ul>
Missing the ability to have fun with colleagues.	<ul style="list-style-type: none"> <li>▶ Host social distance “game time” – Charades, Trivia</li> <li>▶ Host “theme days” where employees can dress up and music (if allowed) can be played (e.g., 80’s, sports, movies)</li> <li>▶ Encourage departments to host their own weekly non-work-related gatherings, such as socially distanced outdoor happy hours or ice cream socials</li> <li>▶ Provided branded masks for company-sponsored socially distanced activities</li> </ul>

Continued ▶▶

## **COVID-19 UPDATE:** Supporting Essential Employee Well-being

Don't forget to contact your medical carrier to see if your wellness funds can be used to cover the cost of any work from home resources, be it fitness equipment, groceries, or home office materials.

If you have questions about implementing any of the above ideas, contact your SBA account team and they will connect you with one of our well-being subject matter experts!

Please be advised that any and all information, comments, analysis, and/or recommendations set forth above relative to the possible impact of COVID-19 on potential insurance coverage or other policy implications are intended solely for informational purposes and should not be relied upon as legal advice. As an insurance broker, we have no authority to make coverage decisions as that ability rests solely with the issuing carrier. Therefore, all claims should be submitted to the carrier for evaluation. The positions expressed herein are opinions only and are not to be construed as any form of guarantee or warranty. Finally, given the extremely dynamic and rapidly evolving COVID-19 situation, comments above do not take into account any applicable pending or future legislation introduced with the intent to override, alter or amend current policy language.