

2024

Well-being Calendar

Employer Guide

Encourage your employees to engage in healthy behaviors year-round



January

Physical Activity | Give your health a boost

Learn More

- According to the Centers for Disease Control (CDC), using worksite wellness programs that promote physical activity can help you create a healthier workforce, which can mean lower health care costs for both you and your employees.
- **Recommended Resource:** [CDC Active People, Healthy Nation](#)

Observances and Key Dates

- [MLK Jr. Day](#)
- [Winter Safety Month](#)
- [National Blood Donor Month](#)
- [Quality of Life Month](#)

Engage Employees

- Offer competitive benefits and perks that promote movement, such as stipends for activity trackers, public transit passes, bike share programs, fitness studio classes or memberships, and home office ergonomic equipment.
- Encourage employees to kick-start their physical activity routine. Members can save on fitness memberships through [One Pass Select™](#) or participate in free classes through [Basecamp](#).

February

Heart Health | Cardio care essentials

Learn More

- Cardiovascular diseases (CVD) claim more lives each year in the U.S. than all forms of cancer and respiratory diseases combined. Employees with multiple CVD and stroke risk factors such as high blood pressure and high cholesterol cost employers more in terms of medical care, absenteeism, and lost productivity than employees with one or none of these risk factors.
- **Recommended Resource:** American Heart Association's [Well-being Resources for Employees](#)

Observances and Key Dates

- [American Heart Month](#)
- [National Wear Red Day](#)
- [National Cancer Prevention Month](#)
- [Children's Dental Health Month](#)
- [National Donor Day](#)

Engage Employees

- Encourage employees to lower their risk for cardiovascular disease through physical movement, stress reduction, and healthy eating. Download Basecamp's [Healthy Heart Guide](#) for tips, recipes, and additional recommendations.
- Offer worksite [programs and classes](#) related to physical activity, nutrition, alcohol use, stress, type 2 diabetes and obesity to aid employees in prevention and reducing high blood pressure.

March

Healthy Sleep | Get a good night's rest

Learn More

- Adequate sleep helps us achieve optimal mental and physical well-being. Unfortunately, 1 in 3 American adults report that they get less than 7 hours of sleep per night. Poor sleep increases a person's risk for various chronic conditions, weakens the immune system, and reduces physical and cognitive reaction times and accuracy, posing safety risks and decreasing productivity.
- **Recommended Resources:** [CDC Workplace Health Resource Center](#) and [Sleep Foundation](#)

Observances and Key Dates

- [National Colorectal Cancer Month](#)
- [National Kidney Month](#)
- [National Nutrition Month](#)
- [Bleeding Disorders Awareness Month](#)
- [National Sleep Awareness Week](#)

Engage Employees

- Most sleep disorders can be treated effectively, but only once the condition has been thoroughly and accurately diagnosed. [Providence sleep medicine](#) experts can help your doctor determine exactly what factors are preventing you from getting a great night's sleep.
- Members have access to lifestyle [health coaching](#), [well-being workshops](#) and our [Healthy Bites podcast](#) to support them in creating a healthy life.

April

Sustainability | Healthy planet, healthy people

Learn More

- Employers can foster sustainability and health by implementing eco-friendly practices, such as recycling programs and energy-efficient initiatives. Encouraging active commuting, like biking or walking, promotes employee well-being and reduces environmental impact. Promoting a work culture that values both sustainability and health creates a positive and responsible organizational environment.
- **Recommended Resource:** [National Center for Environmental Health](#)

Observances and Key Dates

- [National Minority Health Month](#)
- [National Stress Awareness Month](#)
- [Alcohol Awareness Month](#)

Engage Employees

- Offer competitive benefits and perks that promote sustainable transportation options, such as public transit passes, bike share programs, and [electric vehicle charging stations](#).
- Encourage employees to make sustainable choices. Members can save on eco-friendly products and services, through [LifeBalance](#) and [OnePass Select](#).

May

Mental Health | Practice self-care

Learn More

- We are in the midst of a national mental health crisis. Two out of five adults report symptoms of anxiety or depression. We know that mental health occurs along a continuum, with thriving and positive mental well-being at one end and serious mental health conditions or addictions at the other. In between, however, there are many shades of substance use, anxiety, depression, and other conditions that vary in intensity and impact.
- **Recommended Resource:** [StigmaFree Company Video](#)

Observances and Key Dates

- [Mental Health Month](#)
- [Women's Health Month](#)
- [Arthritis Awareness Month](#)
- [Better Sleep Month](#)

Engage Employees

- Promote comprehensive [behavioral health benefits](#) and ensure employees know how to access them. Download our [mental well-being resources](#) for additional recommendations.
- Offer and encourage supervisors and employees to participate in [Mental Health First Aid](#) training. Contact your health management consultant for more information on best practices to reduce risks and support mental health in the workplace.

June

Safety | Secure your well-being

Learn More

- When catastrophe strikes, it's human nature to look for someone or something to blame. The reality is close to 90 percent of all workplace injuries are caused by the worker's own unsafe actions. When we have safety knowledge and skills, we are more empowered to protect ourselves and help others during potentially unsafe situations.
- **Recommended Resource:** [National Safety Council Community Safety](#)

Observances and Key Dates

- [National Safety Month](#)
- [Employee Well-being Month](#)
- [Alzheimer's and Brain Awareness Month](#)
- [Men's Health Month](#)

Engage Employees

- Remind employees that the principles of hazard reduction in the workplace also apply at home. Provide tips and [checklists](#) for securing a safe environment off the clock.
- Offer and/or promote information and trainings to educate employees on best practices for reducing risks at home such as [CPR/First Aid training](#), emergency preparation, and child safety.

July

Summer Health | Have fun in the sun

Learn More

- Summer is one of the most anticipated seasons of the year, but many people spend long hours indoors working. Encourage employees to get outside by offering outdoor meetings and events. Promote local farmers markets and offer seasonal produce to help employees enjoy the season.
- **Recommended Resources:** [Wellable](#) and [WebMD](#)

Observances and Key Dates

- [UV Awareness Month](#)
- [Park and Recreation Month](#)
- [World Brain Day - July 22nd](#)

Engage Employees

- Remind employees of [perks and programs](#) to help them get the most from their plan – like [Assist America®](#) for emergency medical assistance while traveling and [ExpressCare](#) for same day in-person or virtual care.
- Encourage employees to support local businesses. [LifeBalance](#) offers discounts to recreational and cultural activities for the whole family.

August

Social Well-being | Connect with others

Learn More

- Having a strong social network is associated with reduced risk of depression and anxiety, lower levels of stress, increased practice of healthy lifestyle habits and greater happiness. Employees who have strong social bonds at work report higher levels of engagement, motivation and work quality. While many employees have embraced the benefits of working remotely, social connections may suffer.
- **Recommended Resources:** [Center for Workplace Mental Health](#) and [Aduro](#)

Observances and Key Dates

- [Immunization Awareness Month](#)
- [National Breastfeeding Month](#)
- [National Grief Awareness Day - Aug 30th](#)

Engage Employees

- Create in person or virtual opportunities for socialization such as team lunches, volunteer events, birthday or holiday celebrations – or team building activities like trivia, sports teams, or book clubs.
- Promote community events, volunteer opportunities or group fitness classes, such as those available through [Providence Basecamp](#), that bring people with common interests together.

September

Immune Support | Stay healthy

Learn More

- Seasonal viruses such as the flu and common cold put an economic burden on the workforce through increased medical costs and decreased employee productivity. The average employee misses 2.8 days of work from the flu and many employees miss work to care for sick family members, too. Employees who come to work when sick can spread the illness to coworkers.
- **Recommended Resources:** [Centers for Disease Control and Prevention](#) and [American Lung Association](#)

Observances and Key Dates

- [Healthy Aging Month](#)
- [National Preparedness Month](#)
- [Suicide Prevention Awareness Month](#)
- [Prostate Cancer Awareness Month](#)

Engage Employees

- Make it easy for employees to get vaccinated by hosting an on-site vaccination clinic or sharing information about nearby pharmacies or walk-in clinics. Use our [flu prevention toolkit](#) and [on-site vaccination clinic](#) resources to support your initiatives.
- Provide employees with PTO for sick days, which can also be used for caretaking sick family members. Allow flexible scheduling and remote work, when feasible, so employees don't come into work sick.

October

Cancer Prevention | Healthy activities can lower risk

Learn More

- Preventive screenings and communicating concerns with a doctor can enable early detection and treatment of some serious conditions that may initially have no symptoms. Focusing on healthy lifestyle behaviors like eating a healthy diet, being physically active, and managing stress levels can help your employees reduce their risk of chronic conditions and cancer.
- **Recommended Resources:** [SHRM](#), [World at Work](#), and [Time to Screen](#).

Observances and Key Dates

- [National Breast Cancer Awareness Month](#)
- [Health Literacy Month](#)
- [Youth Sports Week \(October 2-7\)](#)
- [World Inclusion Day \(October 10\)](#)

Engage Employees

- Remind employees to visit their primary care provider for their annual wellness visit and to stay up-to-date on preventive screenings and immunizations. Use our [Primary Care Provider toolkit](#) and [preventive health care](#) resources to support your initiatives.
- Encourage employees to find in-network providers with our [Provider Directory](#) or in their [myProvidence account](#). Employees can also use myProvidence to determine prices for treatments and prescriptions.

November

Meal Planning | Healthy eating made easy

Learn More

- Food influences employees' energy, sleep, immunity and productivity. Employees spend a large part of their lives at work, making it a good place to promote and reinforce healthy habits like meal planning. Meal planning can help employees eat healthier, save time and money, and reduce food waste.
- **Recommended Resources:** [American Heart Association](#)

Observances and Key Dates

- [American Diabetes Month](#)
- [Lung Cancer Awareness Month](#)
- [Great American Smokeout \(16th\)](#)

Engage Employees

- Create a work environment that supports healthy eating by having dedicated spaces for preparing and eating meals, offering a healthy option when food is on hand during meetings and encouraging employees to share their favorite recipes via your intranet or company newsletter.
- Remind employees of the free resources available to help them stick to their nutrition goals including [Health Coaching](#), [Providence Basecamp](#), and [virtual cooking classes](#).

December

Brain Health | Maintain your cognitive fitness

Learn More

- Studies have shown that you can help prevent cognitive decline and reduce the risk of dementia with some basic good health habits such as staying physically active, getting enough sleep, not smoking, having good social connections, limiting alcohol use and following a Mediterranean style diet. While memory and other cognitive changes can be frustrating - the good news is - thanks to decades of research, you can learn how to keep your mind active.
- **Recommended Resources:** [CDC](#) and [Alzheimer's Association](#)

Observances and Key Dates

- [Influenza Vaccination Week](#)
- [Crohn's and Colitis Awareness Week](#)
- [National Safe Toys and Gifts Month](#)

Engage Employees

- Encourage employees to be active every day. [One Pass Select™](#) provides discounted gym memberships to a network of participating fitness centers and on-demand access to fitness classes.
- Members have access to lifestyle [health coaching](#), [well-being workshops](#) and our [Healthy Bites podcast](#) to support them in creating a truly healthy life.



Health For All

We believe everyone should have access to quality healthcare. Healthcare is a human right. And we're dedicated to the health and care of every member of the community because everyone's well-being matters.

Have questions?

We're here to help

Customer Service is available 8 a.m. to 5 p.m. (Pacific Time), Monday through Friday.

Give us a call at **503-574-7500**
or **800-878-4445 (TTY: 711)**

[ProvidenceHealthPlan.com](https://www.ProvidenceHealthPlan.com)