



1101 Hartman Street
McKeesport, PA 15132-1500
www.auberle.org
412-673-5856 ext. 1310

November 1, 2018

Dr. Karen A. Hacker, Director
Allegheny County Health Department
542 Fourth Avenue
Pittsburgh, PA 15219

Dear Dr. Hacker:

Auberle is committed to the health and wellbeing of our employees and making Auberle a Live Well Workplace. Auberle encourages our employees to make wellness part of their lifestyle at home and on the job. To this end, we are looking forward to gain Live Well Workplace status by participating in the Live Well Allegheny campaign. Auberle was named Healthiest Employers of Western Pennsylvania by Pittsburgh Business Times and Top Place to Work by the Pittsburgh Post-Gazette multiple consecutive years. Since 2009, we have created annual Employee Wellness Program providing health and wellness educations and activities for our staff to achieve improved health and personal wellness through such programs as nutrition and diet education, exercise, stress management, and other health and wellbeing improvement strategies.

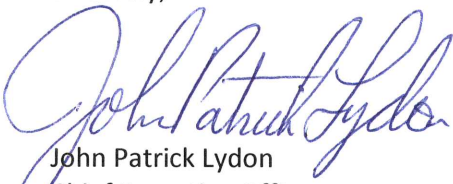
Auberle has been certified as a Workplace Safety Committee by the Pennsylvania's Department of Labor & Industry since 2010. It is the objective of the Safety Committee to assist the agency to conduct all operations as safely and efficiently as possible. The committees meets monthly to develop and recommend safety policies, conduct compliance audits, identify hazards, identify training needs, encourage safety feedback, and analyze all work related incidents.

Auberle takes care of its caregivers – our employees. The staff and leadership have implemented the Sanctuary Model to our agency as a guide for delivering high-quality services through trauma-informed approach with reflecting concern for staff and clients.

Providing a safe work environment and making impact on the wellbeing of our employees are, and have been a part of Auberle's commitment. We believe the Live Well Allegheny campaign is a seamless fit to our passion and will only complement the holistic approach to improving the lives of our employees.

We hope that you will consider Auberle as a community partner working with Allegheny County to achieve the goals of the Live Well Allegheny campaign and designate Auberle as a Live Well Workplace.

Sincerely,



John Patrick Lydon
Chief Executive Officer

Alliance for Strong Families and Communities
National Agency of the Year



Recipient, Wishart Award for Excellence
In Nonprofit Management

Auberle formally commits to the action steps identified below as a means to attain the status “Live Well Workplace”.

1. Building, Facilities, Workplace Environment

- Provide healthy cafeteria options with healthy foods/snacks such as fresh fruit and vegetables
- Provide healthy food options during company meetings and functions
- Ensure healthy food options in vending machines
- Ensure well-lit, safe stairwells
- Provide access to filtered water cooler dispensers
- Access to on-site fitness room and gymnasium for fitness activity
- Provide a tobacco/smoke-free workplace
- Provide space for a workplace garden that staff and clients can build and maintain

2. Policy Integration

- Provide employees comprehensive health insurance including dental and eyes care as well as preventive care without co-pays
- Provide healthy food and drinks options at company meetings, functions, and events
- Establish and communicate tobacco-free workplace policy that includes tobacco cessation resources for employees and spouses
- Allow and encourage paid time off for employees to have preventive care and cancer screenings
- Use financial incentives such as reduction in insurance premiums, gift cards, cash prizes to encourage participation in health improvement activities such as giving up tobacco, weight loss, regular physical activity, and increased consumption of fruits and vegetables
- Discount to health-club and fitness membership
- Encourage employees to participate in athletic teams and activities

3. Health Education, Screening and Prevention

- Provide annual Health –Risk Assessments (HRAs)
- Offer on-site health fair and screenings for staff and spouses measuring BMI, Obesity, Blood Pressure, LDL Cholesterol, Diabetes, Bone Density, and other biometrics
- Make available health and wellness educational resources to employees via printed material and electronic mail
- Remind employees of importance of regular check-ups, physical examinations, and health screenings
- Encourage walking, physical activity or fitness group before or after work
- Organize fitness classes on site
- Promote weight-loss challenges and walking events
- Encourage stair use through positive visible prompts
- Encourage tobacco cessation and provide resources and services
- Providing health counseling/coaching focused on physical activity, smoking cessation, stress and weight management through easy access insurance portal
- Organize educational Lunch & Learns on health and wellbeing topics

4. Leadership Commitment and Employee Ownership

- 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