

# SFMTA Employee Wellness Program



The Employee Wellness Program strives to assist employees to become healthier by offering worksite wellness programs and by recognizing individuals and worksites who successfully achieve personal milestones in personal health. Major components of the Employee Wellness Program include:

- SFMTA Wellness Council
- Road to Fitness
- Peer Assistance Program
- CARE Employee Assistance Program
- Employee Wellness Unit

## SFMTA Wellness Council

Established in 2012, the SFMTA Wellness Council has a mission to advance and promote good health and well-being among our employees and as a result maintain a thriving and productive employee-centric workforce. The worksite is an ideal setting to address an individual's health and well-being. We believe that a healthy workforce is essential to employee growth and prosperity and that workplace wellness programs can enrich our agency culture and positively change lives.

## Road to Fitness

Road to Fitness offers free fitness and wellness services for SFMTA employees, including workshops, seminars, fitness activities, health coaching, and more. The following are just some of the *Road to Fitness* activities being offered:

- Comprehensive Health Risk Assessments
- Fitness Classes
- Personalized Health Coaching
- Weight Loss Programs
- Farm Fresh Cooking Demonstrations
- Health Seminars
- *HealthStrong Bus* mobile fitness & wellness unit

## Peer Assistance Program

The Peer Assistance Program (PAP) is responsible for ensuring that SFMTA employees are provided a voluntary, confidential way to seek assistance with a variety of family, health and substance abuse issues. Peer Assistants are on-call 24 hours-a-day to respond to your issue, whatever it may be.

Peer Assistants are a diverse team of SFMTA employees who will listen to your problem and work with you to identify steps that can be taken to resolve your problem. PAP services include:

- Referrals for Life Management issues
- Support for Substance Abuse
- Critical Incident/Trauma Response

All SFMTA employees and their family members are eligible for PAP services. PAP services are free of charge. Referral services are free. You can contact Peer Assistance 24 hours a day, 7 days a week, by phone.

## CARE Program

The CARE Employee Assistance Program (EAP) is available for benefitted employees to help resolve personal concerns before they become more serious and difficult to manage. Counselors are available at all times to provide *free* and *confidential* assistance. With services provided by Claremont EAP, available offerings include:

- **Counseling** (including video option) for personal issues (e.g., marital concerns, parenting issues, substance abuse, depression, anxiety, stress)
- **Work/life referrals** (e.g., eldercare, childcare, school and college assistance, physician searches)
- **Legal consultation** (e.g., divorce, child custody, personal injury, real estate, simple wills)
- **Financial consultation** (e.g., tax questions, budgeting, debt management, financial planning)

Counselors can help develop an action plan and refer you to resources most appropriate for your specific needs. For additional program details, visit [www.claremonteap.com](http://www.claremonteap.com).

## Employee Wellness Unit

The Employee Wellness Unit is responsible for helping ensure that SFMTA employees are fit to safely perform job duties through development and implementation of enhanced Employee Wellness policies and procedures. HR/DOT Mandated Programs include:

- **License & Medical:** Verifies that operators and miscellaneous staff have valid MEC, CDL and Verification Transit Training (VTT), and are legally eligible to operate a revenue vehicle.
- **Substance Abuse Program:** Ensures compliance with the Department of Transportation (DOT) 49 Code of Federal Regulations (CFR) Part 40 and 655 in the administration of the drug and alcohol testing program.
- **Fitness for Duty:** Screening tests help identify disease early, in order to enable intervention and more effective health management. HSS medical plans cover preventive screenings at no co-pay cost.

