

ARE WELLNESS DAYS PAID

ARE WELLNESS DAYS PAID? A COMPREHENSIVE GUIDE FOR EMPLOYEES AND EMPLOYERS

FEELING BURNT OUT? DREAMING OF A DAY DEDICATED SOLELY TO YOUR WELL-BEING? THE QUESTION ON MANY MINDS IS: ARE WELLNESS DAYS PAID? THE ANSWER, UNFORTUNATELY, ISN'T A SIMPLE YES OR NO. THIS COMPREHENSIVE GUIDE DIVES DEEP INTO THE COMPLEXITIES OF PAID WELLNESS DAYS, EXPLORING THE LEGAL LANDSCAPE, COMPANY POLICIES, AND THE OVERALL BENEFITS—FOR BOTH EMPLOYEES AND EMPLOYERS—OF PRIORITIZING EMPLOYEE WELL-BEING. WE'LL EQUIP YOU WITH THE KNOWLEDGE TO UNDERSTAND YOUR RIGHTS AND ADVOCATE FOR POLICIES THAT SUPPORT A HEALTHIER, HAPPIER WORKFORCE.

WHAT ARE WELLNESS DAYS?

BEFORE WE TACKLE THE "PAID" ASPECT, LET'S DEFINE WHAT WELLNESS DAYS ACTUALLY ARE. WELLNESS DAYS ARE DEDICATED TIME OFF SPECIFICALLY DESIGNED FOR EMPLOYEES TO FOCUS ON THEIR PHYSICAL AND MENTAL HEALTH. UNLIKE SICK DAYS, WHICH ARE TYPICALLY RESERVED FOR ILLNESS, WELLNESS DAYS ARE PROACTIVELY USED TO PREVENT BURNOUT AND PROMOTE OVERALL WELL-BEING. THINK OF IT AS A PROACTIVE APPROACH TO HEALTH MANAGEMENT, ENCOURAGING EMPLOYEES TO ENGAGE IN ACTIVITIES THAT REJUVENATE THEM, SUCH AS EXERCISE, MEDITATION, SPENDING TIME IN NATURE, PURSUING HOBBIES, OR SIMPLY RELAXING.

ARE WELLNESS DAYS LEGALLY REQUIRED TO BE PAID?

THE SHORT ANSWER IS NO. THERE'S NO FEDERAL LAW IN THE UNITED STATES MANDATING PAID WELLNESS DAYS. UNLIKE SICK LEAVE OR VACATION TIME, WHICH MAY BE LEGALLY REQUIRED IN CERTAIN STATES OR UNDER SPECIFIC COMPANY POLICIES, WELLNESS DAYS FALL OUTSIDE OF MANDATED PAID TIME OFF. THIS MEANS WHETHER OR NOT YOUR WELLNESS DAYS ARE PAID ENTIRELY DEPENDS ON YOUR EMPLOYER'S POLICIES.

HOWEVER, IT'S CRUCIAL TO UNDERSTAND THAT THE ABSENCE OF A LEGAL REQUIREMENT DOESN'T MEAN EMPLOYERS SHOULDN'T CONSIDER OFFERING THEM. MANY FORWARD-THINKING COMPANIES ARE REALIZING THE SIGNIFICANT RETURN ON INVESTMENT ASSOCIATED WITH SUPPORTING EMPLOYEE WELL-BEING.

COMPANY POLICIES: THE DECIDING FACTOR

THE REALITY IS THAT THE PAYMENT OF WELLNESS DAYS IS DETERMINED ENTIRELY BY INDIVIDUAL COMPANY POLICIES. SOME COMPANIES MIGHT OFFER A SET NUMBER OF PAID WELLNESS DAYS ANNUALLY AS PART OF THEIR EMPLOYEE BENEFITS PACKAGE. OTHERS MAY OFFER UNPAID WELLNESS DAYS, ALLOWING EMPLOYEES TO TAKE TIME OFF BUT WITHOUT PAY. STILL OTHERS MAY NOT OFFER WELLNESS DAYS AT ALL.

IT'S VITAL TO REVIEW YOUR EMPLOYEE HANDBOOK, COMPANY INTRANET, OR DIRECTLY CONTACT YOUR HUMAN RESOURCES DEPARTMENT TO ASCERTAIN YOUR COMPANY'S SPECIFIC POLICY ON WELLNESS DAYS. THIS INFORMATION IS CRUCIAL FOR PLANNING AND MANAGING YOUR TIME OFF EFFECTIVELY.

THE BENEFITS OF OFFERING PAID WELLNESS DAYS (FOR EMPLOYERS)

WHILE THERE'S NO LEGAL MANDATE, OFFERING PAID WELLNESS DAYS OFFERS SIGNIFICANT ADVANTAGES FOR EMPLOYERS. THESE INCLUDE:

INCREASED PRODUCTIVITY AND ENGAGEMENT: EMPLOYEES WHO FEEL VALUED AND SUPPORTED ARE MORE LIKELY TO BE PRODUCTIVE AND ENGAGED IN THEIR WORK. WELLNESS DAYS CONTRIBUTE TO REDUCED BURNOUT AND INCREASED JOB SATISFACTION.

REDUCED ABSENTEEISM AND PRESENTEEISM: BY PROACTIVELY ADDRESSING EMPLOYEE WELL-BEING, COMPANIES CAN MINIMIZE SICK DAYS AND INSTANCES OF PRESENTEEISM (BEING PHYSICALLY PRESENT AT WORK BUT NOT FULLY PRODUCTIVE DUE TO ILLNESS OR STRESS).

IMPROVED EMPLOYEE RETENTION: OFFERING COMPETITIVE BENEFITS, INCLUDING PAID WELLNESS DAYS, CAN SIGNIFICANTLY IMPROVE EMPLOYEE RETENTION RATES, REDUCING THE COSTS ASSOCIATED WITH HIRING AND TRAINING NEW EMPLOYEES.

ENHANCED COMPANY CULTURE: IMPLEMENTING A WELLNESS PROGRAM, INCLUDING PAID WELLNESS DAYS, DEMONSTRATES A COMMITMENT TO EMPLOYEE WELL-BEING, FOSTERING A POSITIVE AND SUPPORTIVE COMPANY CULTURE.

STRONGER EMPLOYER BRANDING: IN A COMPETITIVE JOB MARKET, OFFERING PAID WELLNESS DAYS CAN BE A POWERFUL TOOL FOR ATTRACTING AND RETAINING TOP TALENT. IT SHOWCASES A COMPANY'S COMMITMENT TO EMPLOYEE WELL-BEING AND CREATES A POSITIVE EMPLOYER BRAND.

NEGOTIATING FOR PAID WELLNESS DAYS

IF YOUR COMPANY DOESN'T CURRENTLY OFFER PAID WELLNESS DAYS, THERE ARE STEPS YOU CAN TAKE TO ADVOCATE FOR THEIR INCLUSION. THIS MIGHT INVOLVE:

RESEARCHING INDUSTRY BENCHMARKS: FIND OUT WHAT OTHER COMPANIES IN YOUR INDUSTRY ARE OFFERING IN TERMS OF WELLNESS BENEFITS. THIS DATA CAN BE A POWERFUL TOOL IN NEGOTIATIONS.

PRESENTING A WELL-RESEARCHED PROPOSAL: GATHER DATA ON THE BENEFITS OF WELLNESS PROGRAMS AND THEIR POSITIVE IMPACT ON PRODUCTIVITY AND EMPLOYEE RETENTION. PRESENT THIS INFORMATION TO YOUR HR DEPARTMENT OR MANAGEMENT.

COLLABORATING WITH COLLEAGUES: BUILDING SUPPORT AMONG COLLEAGUES CAN STRENGTHEN YOUR NEGOTIATING POSITION. A COLLECTIVE EFFORT IS MORE LIKELY TO GARNER ATTENTION FROM MANAGEMENT.

HIGHLIGHTING THE ROI: EMPHASIZE THE POTENTIAL COST SAVINGS ASSOCIATED WITH REDUCED ABSENTEEISM AND INCREASED PRODUCTIVITY.

CONCLUSION

THE QUESTION "ARE WELLNESS DAYS PAID?" LACKS A STRAIGHTFORWARD ANSWER. THE PAYMENT OF WELLNESS DAYS HINGES ENTIRELY ON INDIVIDUAL COMPANY POLICIES. WHILE NOT LEGALLY MANDATED, OFFERING PAID WELLNESS DAYS IS A STRATEGIC INVESTMENT FOR EMPLOYERS, FOSTERING A HEALTHIER, MORE PRODUCTIVE, AND ENGAGED WORKFORCE. EMPLOYEES SHOULD ACTIVELY REVIEW THEIR COMPANY'S POLICIES AND CONSIDER ADVOCATING FOR THE INCLUSION OF PAID WELLNESS DAYS TO PRIORITIZE THEIR WELL-BEING AND CONTRIBUTE TO A MORE POSITIVE WORK ENVIRONMENT.

FAQs

1. CAN I USE MY SICK DAYS FOR WELLNESS PURPOSES? WHILE SOME EMPLOYERS MIGHT BE LENIENT, TECHNICALLY SICK DAYS ARE INTENDED FOR ILLNESS, NOT WELLNESS. USING SICK DAYS FOR WELLNESS MIGHT CREATE COMPLICATIONS DOWN THE LINE.
1. WHAT IF MY COMPANY DOESN'T OFFER WELLNESS DAYS? EXPLORE OTHER OPTIONS SUCH AS UTILIZING VACATION TIME, NEGOTIATING WITH YOUR EMPLOYER FOR UNPAID WELLNESS DAYS, OR ADVOCATING FOR THE IMPLEMENTATION OF A WELLNESS PROGRAM.
1. ARE THERE TAX IMPLICATIONS FOR PAID WELLNESS DAYS? GENERALLY, PAID WELLNESS DAYS ARE TREATED AS PART OF YOUR REGULAR COMPENSATION AND ARE SUBJECT TO THE SAME TAXES AS YOUR SALARY. CONSULT WITH A TAX PROFESSIONAL FOR SPECIFIC GUIDANCE.

1. CAN I TAKE A HALF-DAY WELLNESS DAY? COMPANY POLICIES VARY. SOME MIGHT ALLOW FOR PARTIAL WELLNESS DAYS, WHILE OTHERS MIGHT ONLY PERMIT FULL-DAY ABSENCES. CHECK YOUR COMPANY'S SPECIFIC GUIDELINES.

1. WHAT CONSTITUTES AN ACCEPTABLE "WELLNESS ACTIVITY"? THIS IS LARGELY UP TO YOU. THE FOCUS SHOULD BE ON ACTIVITIES THAT PROMOTE YOUR PHYSICAL AND MENTAL WELL-BEING, WHETHER THAT'S EXERCISE, MEDITATION, SPENDING TIME WITH FAMILY, OR PURSUING A HOBBY.

📖 **are wellness days paid: Ask a Manager** Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."—Library Journal (starred review) "I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor."—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* "Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way."—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

are wellness days paid: Workplace Wellness Programs Study Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence and impact on employee health and medical cost, facilitators of their success, and the role of incentives in such programs. The authors employ four data collection and analysis streams: a literature review, a survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five employer case studies.

are wellness days paid: Working Mother, 2007-10 The magazine that helps career moms balance their personal and professional lives.

are wellness days paid: Working Mother, 2007-10 The magazine that helps career moms balance their personal and professional lives.

are wellness days paid: Healthy Brain, Happy Life Wendy Suzuki, Billie Fitzpatrick, 2015-05-19 A neuroscientist transforms the way we think about our brain, our health, and our personal happiness in this clear, informative, and inspiring guide—a blend of personal memoir, science narrative, and immediately useful takeaways that bring the human brain into focus as never before, revealing the powerful connection between exercise, learning, memory, and cognitive

abilities. Nearing forty, Dr. Wendy Suzuki was at the pinnacle of her career. An award-winning university professor and world-renowned neuroscientist, she had tenure, her own successful research lab, prestigious awards, and international renown. That's when to celebrate her birthday, she booked an adventure trip that forced her to wake up to a startling reality: despite her professional success, she was overweight, lonely, and tired and knew that her life had to change. Wendy started simply—by going to an exercise class. Eventually, she noticed an improvement in her memory, her energy levels, and her ability to work quickly and move from task to task easily. Not only did Wendy begin to get fit, but she also became sharper, had more energy, and her memory improved. Being a neuroscientist, she wanted to know why. What she learned transformed her body and her life. Now, it can transform yours. Wendy discovered that there is a biological connection between exercise, mindfulness, and action. With exercise, your body feels more alive and your brain actually performs better. Yes—you can make yourself smarter. In this fascinating book, Suzuki makes neuroscience easy to understand, interweaving her personal story with groundbreaking research, and offering practical, short exercises—4 minute Brain Hacks—to engage your mind and improve your memory, your ability to learn new skills, and function more efficiently. Taking us on an amazing journey inside the brain as never before, Suzuki helps us unlock the keys to neuroplasticity that can change our brains, or bodies, and, ultimately, our lives.

are wellness days paid: *Lead or Get Off the Pot!* Pat Croce, 2004-05-15 Pat Croce's management and motivational expertise are world-renowned. His fresh, daring leadership philosophy launched a small physical therapy practice into a nationwide franchise and revitalized Philadelphia's famed 76ers basketball team -- stories that were relayed in his bestselling memoir, *I Feel Great and You Will Too!* Now, in *Lead or Get off the Pot!*, the irrepressible count of *carpe diem* offers a unique leadership prescription that turns conventional wisdom on its ear. Everyone -- regardless of age, position, or station in life -- has the opportunity to take control and improve the lives of those around them. You can become a true leader: one who challenges, mediates, motivates, communicates, and inspires those in your workplace, community, or personal life. In this practical and accessible guide, Pat shares his bold and unorthodox strategies for developing personal passion, a can-do attitude, and the motivation essential for cultivating leadership skills. His advice includes: Twelve Ways to Build a Passionate Team; Croce's Three Rules for Praise; Learning to Listen with a Leader's Eye; and much more. *Lead or Get Off the Pot!* is an informative and highly practical collection of leadership lessons that can be used by everyone. Don't wait to gain a so-called leadership position to lead. Do it now!

are wellness days paid: *The Myth of Making It* Samhita Mukhopadhyay, 2024-06-18 We can bury the girlboss, but what comes next? The former executive editor of Teen Vogue tells the story of her personal workplace reckoning and argues for collective responsibility to reimagine work as we know it. "One of the smartest voices we have on gender, power, capitalist exploitation, and the entrenched inequities of the workplace."—Rebecca Traister, author of *Good and Mad* "As I sat in the front row that day, I was 80 percent faking it with a 100-percent-real Gucci bag." Samhita Mukhopadhyay had finally made it: she had her dream job, dream clothes—dream life. But time and time again, she found herself sacrificing time with family and friends, paying too much for lattes, and limping home after working twelve hours a day. Success didn't come without costs, right? Or so she kept telling herself. And Mukhopadhyay wasn't alone: Far too many of us are taught that we need to work ourselves to the bone to live a good life. That we just need to climb up the corporate ladder, to "lean in" and "hustle," to enact change. But as Mukhopadhyay shows, these definitions of success are myths—and they are seductive ones. Mukhopadhyay traces the origins of these myths, taking us from the sixties to the present. She forms a critical overview of workplace feminism, looking at stories from her own professional career, analysis from activists and experts, and of course, experiences of workers at different levels. As more individuals continue to question whether their professional ambitions can lead to happiness and fulfillment in the first place, Mukhopadhyay asks, What would it mean to have a liberated workplace? Mukhopadhyay emerges with a vision for a workplace culture that pays fairly, recognizes our values, and gives people access to the resources

they need. A call to action to redefine and reimagine work as we know it, *The Myth of Making It* is a field guide and manifesto for all of us who are tired, searching for justice, and longing to be liberated from the oppressive grip of hustle culture.

are wellness days paid: *Let My People Go Surfing* Yvon Chouinard, 2016-09-06 Wonderful . . . a moving autobiography, the story of a unique business, and a detailed blueprint for hope. —Jared Diamond, Pulitzer Prize-winning author of *Guns, Germs, and Steel* In this 10th anniversary edition, Yvon Chouinard—legendary climber, businessman, environmentalist, and founder of Patagonia, Inc.—shares the persistence and courage that have gone into being head of one of the most respected and environmentally responsible companies on earth. From his youth as the son of a French Canadian handyman to the thrilling, ambitious climbing expeditions that inspired his innovative designs for the sport's equipment, *Let My People Go Surfing* is the story of a man who brought doing good and having grand adventures into the heart of his business life—a book that will deeply affect entrepreneurs and outdoor enthusiasts alike.

are wellness days paid: *Workplace Wellness that Works* Laura Putnam, 2015-06-15 A smarter framework for designing more effective workplace wellness programs *Workplace Wellness That Works* provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? *Workplace Wellness That Works* shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, *Workplace Wellness That Works* skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

are wellness days paid: *Engagement Strategies in Health and Disease Management* Robin Foust, 2007 More employers are finding disease management to be clinically beneficial to patients, but it's extremely difficult to prove the financial return on investment (ROI) of your program. Convincing patients to enroll-and stay engaged-is the most important step you can take to improve your chances of success. It's critical that your disease management program operate as efficiently as possible and achieve high participation and retention rates, improved outcomes, and lower costs and utilization in order to prove its worth. Otherwise, you may risk program termination by unconvinced clients or employers. Real-world advice and customizable tools . . . all in one book *Engagement Strategies in Health and Disease Management* provides practical strategies for maximizing the effectiveness of health and disease management programs. You'll find case studies of successful outreach and retention strategies, as well as tools to help improve your program's enrollment efforts. Edited by acclaimed health and disease management specialist Robin Foust, BS, PAHM, this book is the go-to resource for anyone who needs proven strategies to boost participation and avoid HIPAA violations. The success of health and disease management programs relies heavily on the group of patients enrolled. If you don't know your target population's needs and what approach it will respond to, your program will have little chance at success. Even the best programs can fail due to faulty outreach efforts Once programs enroll patients, it's critical to keep them fully

engaged. In other words, patients must adhere to lifestyle, medication, preventive care, and other treatment strategies. Programs must build positive relationships with patients to encourage retention and long-term quality and outcome gains.

are wellness days paid: Workplace Wellness that Works Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? Workplace Wellness That Works shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, Workplace Wellness That Works skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

are wellness days paid: HR for Hybrid Working Gary Cookson, 2022-06-03 Many employees are looking for a mix of remote and office working. How can HR professionals adapt policies and practices to ensure hybrid working is effective for the workforce and the business? HR for Hybrid Working covers everything that people professionals need to succeed in a hybrid working model and manage the transition to this new way of working. It shows why and how contractual documents, policies, pay and reward terms need to change, how to manage changing employee expectations and how to assess and communicate to staff what work can be done partially remotely and manage the impact on company culture. There is also insight on how to adapt learning and development (L&D) and wellbeing activities to ensure they support employee development. Alongside expert guidance on how to assess what technology solutions are right for the business, HR for Hybrid Working explains how to manage inductions and exits from the organization when the location of employees is changeable. Packed full of advice, examples and case studies, this book also provides a dedicated section on the new skills needed by HR professionals as organizational roles, structures and processes change in a hybrid working model.

are wellness days paid: The Work Wellness Deck Landra Bickley Eliopoulos, 2021-08-31 Banish burnout with this deck of 60 easy-to-do-anywhere prompts that encourage sanity, serenity, and wellness in your place of work, wherever that may be. Burnout is common in today's work culture. Whether due to long hours, excessive workloads, or lack of work-life balance, we all know someone who has felt overwhelmed at work. Enter The Work Wellness Deck: 60 actionable suggestions that will restore a sense of well-being in the workplace and banish burnout once and for all. Packaged in a portable format, the deck is organized into three categories: REFRESH (mental health), FLOW (physical health), and CONNECT (work relationships). Prompts include office stretches that help your posture, breathing exercises to manage stress, a gratitude practice to focus on the positive, and networking ideas to build meaningful relationships. Individuals can keep the deck on their desk or in their bag, pulling a card to start the day or as a midday mindfulness break, teams can use the cards to set a group intention, and company leaders can distribute this deck to employees as a wellness perk. No matter how it's used, The Work Wellness Deck will help people in

all industries build resiliency, improve productivity, communicate effectively, and forge connection—no matter where they work. **BURNOUT IS COMMON:** Whether you work from home and struggle to delineate work and personal time, or you work long hours at an office, it is common to feel overworked and overwhelmed at one point or another. The Work Wellness Deck is an effective tool in preventing and/or diminishing feelings of burnout. **PERFECT FOR COMPANIES:** Small businesses, company leaders, and HR reps in every industry—tech, finance, healthcare, law, media, nonprofits, retail, and more—can distribute this deck to their employees as a way to encourage them to prioritize their health and wellness. **LITTLE-PUBLISHED SLICE OF WELLNESS:** Wellness is a huge trend, but beyond self-help books on the topic, there isn't much accessible publishing on wellness in the workplace. This one-of-a-kind format is practical but still giftable, and fills that gap. Perfect for: • People who work and want to prioritize their own wellbeing • Anyone who feels burned-out • Job-changers • New graduates • HR reps and company leaders (for themselves or their employees); especially as a welcome gift for new hires, or a gift for a workplace anniversary or promotion

are wellness days paid: *The Future of Time* Helen Beedham, 2022-02-28 ****Business Book Awards 2023: People, Culture & Management Book of the Year**** The way we value and manage time at work is broken. Businesses are squandering time when making decisions, delivering work and managing people. Employees are rewarded for 24/7 availability, speed of response and hours worked. The results are clear: low productivity; high stress and burnout; falling retention; and stalling diversity. The Future of Time reveals how 're-working' time - transforming organizations by adopting positive time practices - can help you build a more diverse, engaged and productive workforce. Diagnostics to quickly assess the 'time defects' damaging your business Compelling evidence, case studies and strategies to 're-work' time successfully Timelines and tools to bring about fast, effective change. Helen Beedham, MA Cantab, speaks, consults and leads research on how to create more inclusive, productive workplaces where everyone can flourish. For the past 25 years, as management consultant then chair of a City-wide professional network, she has led change programmes for FTSE 100 businesses and regularly brought together Heads of HR, Diversity, Inclusion and Wellbeing to exchange market-leading practices.

are wellness days paid: Group Practice Personnel Policies Manual Courtney Price, PhD, 1997

are wellness days paid: The Topography of Wellness Sara Jensen Carr, 2021-06-15 The COVID-19 pandemic has re-ignited discussions of how architects, landscapes, and urban planners can shape the environment in response to disease. This challenge is both a timely topic and one with an illuminating history. In *The Topography of Wellness*, Sara Jensen Carr offers a chronological narrative of how six epidemics transformed the American urban landscape, reflecting changing views of the power of design, pathology of disease, and the epidemiology of the environment. From the infectious diseases of cholera and tuberculosis, to so-called social diseases of idleness and crime, to the more complicated origins of today's chronic diseases, each illness and its associated combat strategies has left its mark on our surroundings. While each solution succeeded in eliminating the disease on some level, sweeping environmental changes often came with significant social and physical consequences. Even more unexpectedly, some adaptations inadvertently incubated future epidemics. From the Industrial Revolution to present day, this book illuminates the constant evolution of our relationship to wellness and the environment by documenting the shifting grounds of illness and the urban landscape.

are wellness days paid: The Company That Solved Health Care John Torinus, 2010-10-05 Even with new health-care policies, one thing is clear: health-care costs will continue to rise dramatically. While individuals may get better coverage, businesses will have the same problem they've had for the last four decades. Health care, one of corporate America's largest expenses, is growing at double-digit rates, and nothing done in Washington will change that. But one medium-size company set out to tame the beast of rising health-care costs, employing best practices and cutting-edge ideas. The results have caused others to sit up and take notice. Serigraph, Inc., a Wisconsin-based manufacturer of decorative parts, and its chairman, John Torinus, did what

Washington can't or won't do: reduce cost increases to less than 2 percent while improving the quality of health care for its employees. The implications for corporate America are staggering--the opportunity for genuine reform in an expense category that has been spiraling out of control. Serigraph began its initiative to control health-care costs in 2003, when its annual health-care bill was \$5 million and another \$750,000 was needed for the projected 15 percent annual increase. The company employed three strategies for reform, each of which can cut the health-care bill by 20 percent to 40 percent--consumer responsibility, the primacy of primary over specialty care and centers of value. Applied in concert with other management methods, these three approaches almost eliminated growth in health-care costs while improving the quality of employee care. The results are documented. They are beyond refute. The Company That Solved Health Care describes the fascinating details of Serigraph's program, and shows how any company can achieve similar results. This book is essential reading for any manager responsible for his or her company's health-care expenses, any academic or thinker involved in the health-care debate and anyone who wants to better understand why health-care costs have been rising and what can be done to achieve price stability while improving patient care.

are wellness days paid: *Dying for a Paycheck* Jeffrey Pfeffer, 2018 In this timely, provocative book, Jeffrey Pfeffer contends that many modern management commonalities such as long hours, work-family conflict, and economic insecurity are toxic to employees--hurting engagement, increasing turnover, and destroying people's physical and emotional health--while also being inimical to company performance. He argues that human sustainability should be as important as environmental stewardship. You don't have to do a physically dangerous job to confront a health-destroying, possibly life-threatening workplace....In *Dying for a Paycheck*, Jeffrey Pfeffer marshals a vast trove of evidence and numerous examples from all over the world to expose the infuriating truth about modern work life: even as organizations allow management practices that actually sicken and kill their employees, those policies do not enhance productivity or the bottom line, thereby creating a lose-lose situation. Exploring a range of important topics, including layoffs, health insurance, work-family conflict, work hours, job autonomy, and why people remain in toxic environments, Pfeffer offers guidance and practical solutions that all of us--employees, employers, and the government--can use to enhance workplace well-being. We must wake up to the dangers and enormous costs to today's workplace, Pfeffer argues. *Dying for a Paycheck* is a clarion call for a social movement focused on human sustainability. Pfeffer makes clear that the environment we work in is just as important as the one we live in, and with this urgent book he opens our eyes and shows how we can make our workplaces healthier and better.--jacket flaps

are wellness days paid: *Leadership Center* Ganesh Shermon, 2018-08 Leadership Centers, a focused, friendly, talent development leadership development - assessment process identified for service industries such as BFSI, Professional Services, Consulting, Digital, Business Services, IT/IS, Corporate Functions, and Knowledge Industries focuses on developing leadership capabilities to manage smart intellectual talent. The tools designed for such centers are industry sharp, providing the participants with a comprehensive experience. Leadership Centers handle a wide variety of tools such as In Basket, Psychometrics, Case Studies, Group Discussions, Competency Tests, Role Plays, Social Adaptability, Contingency Exercises, Journey Mapping Issues, Transformation Story Telling, Dialogue Debates, Concept Discussions and many similar assessment methods are included. With a wide variety of tools, templates, forms this book is customized for Employee Experience.

are wellness days paid: *Managing Psychosocial Hazards and Work-Related Stress in Today's Work Environment* Ellen Pinkos Cobb, 2022-08-08 Today's evolving world of work makes it imperative for employers to manage psychosocial hazards (PSH) and risks leading to work-related stress. This book contains essential, general, and country-specific information and templates for the successful management of hazards to prevent psychological harm in the workplace. Acknowledged as global issues affecting all workers and industries, PSH are work factors that have the potential to lead to physical or psychological injury and stress, relating to how work is designed, organized, and managed, and to work relationships and interactions. This book advances the idea that management

of PSH, and psychological health and safety, is part of the duty of care of today's responsible and ethical employers to employees, and that U.S. employers should recognize this responsibility. Clear and easy to follow, this guide presents comprehensive information on addressing PSH, discussing measures taken internationally (laws, guidance, and resources from Europe, Canada, Mexico, Australia, and Japan), and a new global standard on psychological health and safety at work. (Note: At times within this book, and Part II in particular, punctuation may be added to quoted provisions for ease of reading and for consistency.) Practitioners and students in the fields of management, occupational health and safety, human resource management, ethics and compliance, occupational health psychology, and organizational psychology will come away with a deeper understanding of the importance of PSH and their management.

are wellness days paid: *Working Mother*, 2003-10 The magazine that helps career moms balance their personal and professional lives.

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aspects of sales and distribution management. Beginning with the introduction and leading to the latest trends in distribution management, the book covers the whole gamut of the subject. The book will be of immense value to the undergraduate and postgraduate students of management and commerce. KEY FEATURES • Comprehensive yet concise: Presents a comprehensive, easy-to-read text written in an engaging style. • Practical Approach: Offers a practical approach with the help of numerous examples. • Industry preparedness: Provides sufficient food for thought to students to transform them into result-oriented marketers. • Emerging issues: Latest issues like managing sales during crisis and digital supply networks covered as separate chapters. • Case studies: A brief case study after each chapter, focusing on specific issues dealt within the chapter. • Case-based analytical and chapter-end Questions: Designed to help students ponder upon various aspects and analysing their understanding of the subject. TARGET AUDIENCE • BBA/MBA • B.Com

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and the art of negotiation, putting leadership competencies into practice, learning from the frontlines, and building organizational wellness Highlights entrepreneurial thinking for nurses in larger healthcare systems or private practice Includes examples of innovation solutions developed during COVID-19 Reflects updated AACN Essentials and other national standards and competencies A supplemental skills-building handbook helps learners put key content into real-world practice. Key Features: Delivers multiple real-world examples of leadership, innovation, and the entrepreneurial mindset with direct applicability to current nursing practice Provides accompanying skills-building handbook to help nurses put knowledge in to practice Includes motivational quotes to inspire and challenge readers Embeds Calls to Action---practical exercises to help readers develop specific skills related to chapter content---within each chapter Presents educational podcasts by world-class leaders Offers succinct takeaway points distilling key concepts in each chapter Includes learning objectives, review questions, bulleted takeaway points, and an extensive instructor package

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registration and exercise liability waiver. To further support its applied approach, Health Fitness Management, Third Edition, incorporates updated research and industry trends as it leads readers through key managerial development areas. It starts with organizational fundamentals and the payoffs of thoughtful staff recruitment, training, development, and retention. It then shifts to methods for attracting and retaining members while also increasing profitability with the right mix of products and services. Finally, it reviews operational and facility management functions, covering everything from reading financial statements and maintaining equipment to understanding and managing risk. To aid with retention and for easy reference, The Bottom Line segments sum up the key points to emphasize the most important topics in the text. Learning objectives, key terms, and a list of references round out each chapter to foster a better learning experience. Instructors will have access to an instructor guide, which contains additional practical assignments, and a test package for gauging student comprehension. Written by industry experts, Health Fitness Management, Third Edition, is the fundamental resource for the management and operation of health and fitness facilities and programs. Enhanced with practical scenarios and applied knowledge, it provides a solid foundation for students preparing for a management career in the health and fitness industry, and it serves as an essential reference for professionals already enjoying the challenges and opportunities of club management.

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they need, understand what they read, and apply what they've learned to improve professional communication. Person-Centered Communication with Older Adults is an essential guide for today's healthcare professionals and other aging-services providers, and also for the educators who help to prepare the providers of tomorrow. - Presents a conceptual framework for understanding respect-based, person-centered communication - Teaches specific communication skills to aging services providers and educators to assist in effectively communicating with older adults - Includes numerous case studies to help in identifying common problematic situations and describing practical ways to integrate positive communication - One of the first books to integrate scientific, evidence-based findings with a personal approach that includes important new information on neurocardiology

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are wellness days paid: Care Without Coverage Institute of Medicine, Board on Health Care Services, Committee on the Consequences of Uninsurance, 2002-06-20 Many Americans believe that people who lack health insurance somehow get the care they really need. Care Without Coverage examines the real consequences for adults who lack health insurance. The study presents findings in the areas of prevention and screening, cancer, chronic illness, hospital-based care, and general health status. The committee looked at the consequences of being uninsured for people suffering from cancer, diabetes, HIV infection and AIDS, heart and kidney disease, mental illness, traumatic injuries, and heart attacks. It focused on the roughly 30 million-one in seven-working-age Americans without health insurance. This group does not include the population over 65 that is covered by Medicare or the nearly 10 million children who are uninsured in this country. The main findings of the report are that working-age Americans without health insurance are more likely to receive too little medical care and receive it too late; be sicker and die sooner; and receive poorer care when they are in the hospital, even for acute situations like a motor vehicle crash.

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crises, or even intense personal trauma? This book reveals the key traits of those who emerge stronger from challenges, helps you train your brain to withstand the stresses of daily life, and presents an approach to an effective career reboot. This volume includes the work of: Daniel Goleman Jeffrey A. Sonnenfeld Shawn Achor This collection of articles includes "How Resilience Works," by Diane Coutu; "Resilience for the Rest of Us," by Daniel Goleman; "How to Evaluate, Manage, and Strengthen Your Resilience," by David Kopans; "Find the Coaching in Criticism," by Sheila Heen and Douglas Stone; "Firing Back: How Great Leaders Rebound After Career Disasters," by Jeffrey A. Sonnenfeld and Andrew J. Ward; and "Resilience Is About How You Recharge, Not How You Endure," by Shawn Achor and Michelle Gielan. How to be human at work. The HBR Emotional Intelligence Series features smart, essential reading on the human side of professional life from the pages of Harvard Business Review. Each book in the series offers proven research showing how our emotions impact our work lives, practical advice for managing difficult people and situations, and inspiring essays on what it means to tend to our emotional well-being at work. Uplifting and practical, these books describe the social skills that are critical for ambitious professionals to master.

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