

MENTAL HEALTH AND COVID



Mental Health and Safety at Work

According to the World Health Organization (WHO) workplaces that promote mental health and support people with mental disorders are more likely to reduce absenteeism, increase productivity and benefit from associated economic gains. Not mentioned here, but certainly linked, is the reduction of workplace accidents and loss that can result from a focus on employee mental health.

So, here is our first attempt to promote worker Mental Health.

What are the effects of the COVID-19 pandemic on mental health?

According to the WHO, bereavement, isolation, loss of income and fear are triggering mental health conditions or exacerbating existing ones. Many people may be facing increased levels of alcohol and drug use, insomnia, and anxiety. COVID-19 itself can lead to neurological and mental complications, such as delirium, agitation, and stroke. People with pre-existing mental, neurological or substance use disorders are also more vulnerable to SARS-CoV-2 infection □ they may stand a higher risk of severe outcomes and even death. Living with unhealthy stress levels is driving our mental health car into a certain crash. Unless we acknowledge our collective plight and intentionally take action to cope mental health crashes continue to rise.

Stressed-Out Americans

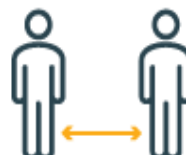
Because of the extraordinary times in which we live, many Americans are stressed-out and may not even know it setting the stage for a mental health crisis. Starting conversations and identifying problems are important steps in addressing mental health concerns, according to Mental Health America, a nonprofit organization that addresses the needs of those living with mental illness and promoting overall mental health for all Americans. To help people identify issues, this organization offers **free online**, real-time screening.

WE ARE BEATING THE
COVID-19 VIRUS IN
RIVERSIDE COUNTY!

LET'S KEEP IT GOING



WEAR A MASK



STAY 6 FEET APART



AVOID CROWDS

MENTAL HEALTH AND COVID

“Pandemic” stress can be attributed to several factors. A study done by the American Psychiatric Association (APA) back in March 2020, found that more than one-third of Americans (36%) say coronavirus is having a serious impact on their mental health, and most (59%) feel coronavirus is having a serious impact on their day-to-day lives. Most adults are concerned that the coronavirus will have a serious negative impact on their finances (57%), and almost half are worried about running out of food, medicine, and/or supplies. Two-thirds of Americans (68%) fear that the coronavirus will have a long-lasting impact on the economy. Today, the number of Americans who are anxious, scared, depressed, or lonely has increased during the pandemic. By one estimate, depression has risen by a factor of 3. Another study ⁽¹⁾ about loneliness among people aged 18-35 concluded that 43% of surveyed adults have experienced “high loneliness” as a result of physical distancing measures that are used to control the novel coronavirus’ spread. Due to the impact of stress on our Mental Health, Americans should be engaging one another on this topic. Employers can promote the use of self-assessments so that workers can understand their stress levels and do something about it to avert a health crisis.

Visit the Mental Health America website to take a free mental health test at <https://screening.mhanational.org/screening-tools?ref=Covid>



Learning to Talk About It

Creating and maintaining a mentally healthy work environment means having a culture conducive to conversations. “In dealing with COVID-19, it’s important to formalize the fact that we are all experiencing some level of anxiety, loneliness and isolation”, explains Darcy Gruttadaro, J.D., director of the Center for Workplace Mental Health, American Psychiatric Association Foundation ⁽²⁾. “Normalizing these feelings helps people feel comfortable in sharing their feelings. And if the top leadership is open as well, it helps create a culture that can address mental health issues”. The problem with ignoring these issues, says Gruttadaro, is that it can lead to chronic levels of mental illness such as anxiety, depression and other serious mental health problems. Gruttadaro suggests that companies specifically address this issue with employees and not merely include information on this topic as part of an overall communication on

dealing with the physical aspects of protection from COVID-19.

One reason to separate these messages is that the hesitation to talk about discussing mental health issues is still strong. A 2019 APA study found that only 50% of workers say they are at least somewhat comfortable discussing mental health openly with coworkers and supervisors. Age plays a factor in this as well; *Millennials are almost twice as likely as Baby Boomers to be comfortable (62% vs. 32%) talking about these issues.* But these statistics could change as everyone tries to deal with COVID-19. Now is a good time to remind employees that Employee Assistance Programs (EAP) provide confidential services to address mental health issues. It’s also a good time to educate employees on how to manage stress through self-care.



MENTAL HEALTH AND COVID

What can I do to cope with stress during COVID-19 pandemic?

There are important steps you should take during and after an emergency event to help manage and cope with stress. To take care of others, you must be feeling well and thinking clearly. Here are some tips on how to take care of yourself:

- Eat a healthy diet, avoid using drugs and alcohol, and get plenty of sleep and regular exercise to help reduce stress and anxiety. Activities as simple as taking a walk, stretching, and deep breathing can help relieve stress.
- Establish and maintain a routine. Try to eat meals at regular times and put yourself on a sleep schedule to ensure you get enough rest. Include a positive or fun activity in your schedule that you can look forward to each day or week. If possible, schedule exercise into your daily routine.

Riverside County Employee Assistance Program Visit <https://eas.rc-hr.com/>

On July 1, 2020, the County of Riverside moved to Employee Assistance Services provided by Anthem, that included many new features and benefits for employees and their families. Anthem's Employee Assistance Program (EAP) provides quick and easy access to confidential counseling and referral services to help employees and their household members deal with daily work and life challenges. Employees can choose from offices conveniently located throughout Southern California, as well as, remote services through secure online portals. There are many new and exciting services, such as, financial services, elder and childcare concerns, and much more.

All employees and their household members have access to Anthem EAP services including toll free 24/7 telephone consultations and referrals. Get the support you need at: (833) 954-1067 or access AnthemEAP online at www.anthem.com/ca/employer/eap/employee

Member Login: PRISM (See below)

1. To access Anthem EAP go to www.anthem.com/ca/employer/eap/employee and Log in

MENTAL HEALTH AND COVID

2. Enter in PRISM as Login

Welcome to your EAP website.

Explore wellness, work/life, legal and financial information and resources by **logging in below**. EAP services are available to eligible members and their families.

If you would like more information about the site's confidentiality, please refer to the Privacy Notice.

To **log in**, enter your company name, or the login name provided by your employer, in the login box below. Do not use any punctuation. If you have questions about the program name your company requested the EAP use for this purpose, please check with your Benefit Administrator at work.

Company Code

Need help logging in? [Help](#) Para página de acceso en Español [Español](#)

Please call the customer service number on the back of your ID card for any questions about your medical plan.

By clicking on the "Login" button above, you will be leaving Anthem's site and linking to a site created and/or maintained by another entity ("External Site") and you acknowledge that Anthem does not control, guarantee, endorse or approve the information, products or services available at the External Site or the security of the transmissions between you and the External Site.

Upon linking you are subject to the terms of use, privacy, copyright and security policies of the External Site. Anthem provides these links solely for your information and convenience. Members: Your health plan may not cover all the services or products described on the External Site, please refer to your benefit booklet. The information contained on the External Site should not be interpreted as medical advice or treatment.

3. Watch an EAP orientation for employees or supervisors

Welcome PRISM

Phone : 833-954-1067

[Coronavirus \(COVID-19\) Resources](#)

About Your Services **EAP Orientation** Feedback Email the Expert



REQUIRED POSTINGS

OSHA 300 Logs & 300A Summaries



February is here once again. Our credit card statements are starting to go down after the holiday season, the decorations are put away (well, almost,) March Madness is around the corner and... It's time to post the CAL-OSHA 300A Summaries in our offices from:

FEBRUARY 1st until APRIL 30th.

According to the State Compensation Insurance Fund website:

"The Occupational Safety and Health (OSHA) Act of 1970 requires certain employers to prepare and maintain records of work related injuries and illnesses. In fulfillment of this requirement, OSHA developed a series of specific record keeping forms: OSHA's Form 300, 300A, and 301. The OSHA 300 series forms are written in plain language and are intended to simplify work-related injury and illness record keeping and enhance company safety and health programs. The resulting data collected by these forms will be used to track and compile statistics on work-related injuries, illnesses, and deaths so that employers and Cal/OSHA can develop a picture of the extent and severity of work-related incidents."

Cal/OSHA Form 300A (Rev. 7/2007) **Appendix B**
Annual Summary of Work-Related Injuries and Illnesses

All establishments covered by CCR Title 8 Section 14300 must complete this Annual Summary, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.
Using the Log, enter the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the Log. If you had no cases, write "0".
Employees, former employees, and their representatives have the right to review the Cal/OSHA Form 300 in its entirety. They also have limited access to the Cal/OSHA Form 301 or its equivalent. See CCR Title 8 Section 14300.35, in Cal/OSHA's recordkeeping site, for further details on the access provisions for these forms.

Establishment information

Your establishment name _____
Street _____
City _____ State _____ ZIP _____
Industry description (e.g., Manufacturer of auto truck trailers) _____
Standard Industrial Classification (SIC), if known (e.g., SIC 3719) _____

Employment information (If you don't have these figures, use the optional Worksheet or estimate.)

Annual average number of employees _____
Total hours worked by all employees last year _____

Sign here
Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Company executive _____ Title _____
Phone _____ Date _____

Post this Annual Summary from February 1 to April 30 of the year following the year covered by the form.

So what are your department's responsibilities in posting the CAL-OSHA 300 Logs and 300A Summaries?

300 Logs

- 300 Logs SHOULD NOT BE POSTED.
- Place them into a binder and keep in a secure place. Remember, 300 Logs may contain sensitive HIPAA information.
- By regulatory requirement, we must maintain 5 years of 300 Logs at the office site.

300A Summaries

- Must be posted between February 1st and April 30th.
- It must be displayed in a conspicuous location where notices to employees are customarily posted.
- At the end of the three-month period, the "Summary" should be taken down and kept on file for a period of five years following the year to which it pertains.

TAKE CARE OF YOURSELF!



This is a challenging time for everyone. We're committed to supporting County employees and their families as things continue to unfold during this pandemic. To help us all remember to commit necessary time to our health and well-being, we will be sharing an 8-week series called **Mindful Minute**, offered at no cost by Kaiser Permanente (this wellness series is open to ALL County employees, not just KP members).

Mindful Minute is facilitated by Kevin Pham, who has been a personal trainer for 10 years and holds a 200-hour Yoga Teacher Training Certification. We hope you find these resources helpful.

Here is what you can expect each week:

- Employees will learn about stress management and mindfulness techniques to help improve their resiliency and mood.
- Two 3-5-minute YouTube video links
- 1 Mindful Minute video
- 1 Targeted Stretches video
- One summary document to provide you with key points of focus

This week's session will focus on meditation. Meditation is a great way to relax the body and mind. Research shows that anxiety, depression, and overall mental health will improve with just 10-15 minutes of daily meditation.

If you've never meditated before, I will be guiding you with these simple steps below.

- Find a quiet place to meditate. It can be in your backyard, living room, or bedroom. Avoid loud places.
- Sit up tall with your feet flat on the ground. Gently close your eyes or look down.
- Inhale for 6 seconds and exhale for 6 seconds. Focus on your breath and your body. Notice any sensations or feelings that may arise. Notice them without any judgment.
- Thoughts will go in and out of your head while you meditate. The goal is to notice this and focus your awareness back on your breath.

Start with 5 minutes and gradually build up to 10-15 minutes.

You may become distracted when you initially start meditating. It could be healthy as our attention span tends to waiver back and forth. As you continue to practice, you will notice an increase in your mental concentration and focus.

LET'S BEAT THIS THING!



Community Partners Offering Vaccination Clinics In Riverside County

Vaccination is offered by a variety of community healthcare partners. Please confirm with the Clinic which vaccine is available as some have Moderna vaccine and some offer the Pfizer vaccine. All vaccinations are by appointment only. Please be advised that Public Health is unable to provide information on appointment availability.

Across Riverside County

Moreno Valley, Perris, Hemet

Across Riverside County

COVID-19 Vaccination Distribution Phases

PHASE 1A

Persons at risk of exposure to SARS-CoV-2 through their work in any role in direct health care or long-term care settings.

Vaccinating Now

Tier 1

- Acute care, psychiatric and correctional facility hospital staff
- Staff at skilled nursing facilities, assisted living facilities, and similar settings for older or medically vulnerable individuals
- Residents in long-term care settings
- Paramedics, EMTs, and others providing emergency medical services
- Staff at dialysis centers

Vaccinating Now

Tier 2

- Intermediate care facilities for persons who need non-continuous nursing supervision, and supportive care
- Home healthcare and IHSS
- Community health workers (promotoras)
- Public health field staff
- Primary care clinics, including federally qualified health centers, rural health centers, correctional facility clinics, and urgent care clinics

Vaccinating Now

Tier 3

- Specialty clinics (ex. optometry, cardiology, neurology, outpatient surgery, physical therapy, etc.)
- Laboratory workers
- Dental and other oral health clinics
- Pharmacy staff not working in settings at higher tiers
- Mortuary service industry workers

PHASE 1B

Tier 1 – Vaccinating Now

- Persons aged 65+ years of age and older
- Frontline essential workers, including education, law enforcement, food and agriculture, Emergency services

Tier 2 – Vaccinating Soon

- Frontline essential workers, including manufacturing, transportation, facilities and services
- Congregate settings (incarcerated and homeless persons)

PHASE 1C

- Persons 50 - 64 years of age
- Individuals 16 - 64 years of age and have an underlying health condition or disability which increases their risk of severe COVID-19
- Essential Workers, including water & waste, defense, energy, chemical and hazardous materials, communications and IT, financial services, government operations and community based essential functions.