Transit Employee Health and Wellness Programs Webinar

November 29, 2018, 2:00 PM ET
Poll #1

What best describes your agency/company/organization?

- State agency
- Rural transit provider
- Tribal transit provider
- Small urban transit provider
- Other (select Other and type answer into Questions box)
Poll #2

Does your organization currently have a wellness program or any initiatives related to employee health?

• Yes
• No
• Not sure
Presenters

Erwin Reitsma
Program Manager for the Transportation Check Program
Wyoming Independent Living, Laramie, WY

Jill Stedem
Administrative Services Director
OATS Transit, Columbia, MO
Kim’s Advice

Don’t Drink

Don’t Smoke

Eat Your Veggies
“I’ve Got a Desk Job!”
Dangers of Sitting

- Australian Diabetes, Obesity, and Lifestyle study, 9,000 adults over 7 years: for every hour spent watching TV resulted in an 11% increased risk of death.
- American Cancer Society, 100,000 Americans over 14 years:
  - Men who sat for 6+ hours per day had a 20% higher overall death rate.
  - Women had a 40% higher death rate.

These statistics are independent of other activities.

Mortality was even increased among those who ran or swam for an hour each day.
Standing Up for Your Health

- **An Hour of Standing**
  - Burns up to 50 calories
  - 10,000 calories each year
  - Equivalent of nearly 4 marathons

- **Breaks can be as short as 1 minute**
  - Does not have to include strenuous exercise

- **Walking/Moderate Exercise is Beneficial**
  - 60 minutes each week – 3% lower mortality rate
  - 150 minutes each week (30 minutes - five times each week) – 7% lower mortality rate
  - 300 minutes each week (1 hour - five times each week) – 14% lower mortality rate
  - 420 minutes each week (1 hour daily) – 24% lower mortality rate
Easy Dietary Health Tips

- **Green Tea** – Improves endothelial function, even in smokers.

- **Turmeric** – Improves endothelial function as well as up to an hour a day of aerobic exercise.

- **Quit Smoking** – Smoking causes endothelial dysfunction, cardiovascular disease, atherosclerosis, and lung disease.
Worker Alertness

Why am I…
  ❖ …So Tired?
  ❖ …Always Tired?

1) What You Eat
2) How Much Water You Drink
3) How Much You Sleep
4) How Much You Exercise
5) What You Do To Handle Stress

Says WebMD
Healthy diets of fruits, veggies, and lean proteins provide energy without sugar spikes.
Many Americans attempt alertness through caffeine which can produce:
- Nervousness
  - Irritability
    - Insomnia
    - Rapid Heartbeat
  - High Blood Pressure
- Even mild dehydration affects mood and alertness.

How Much Water You Drink
Worker Alertness

- More than 40% get less than 7 hours
- Almost 30% of bus drivers say they never or rarely get a good night’s sleep on work nights.
Many studies show that when inactive people begin regular exercise, they have more energy and express feelings of less fatigue.
Worker Alertness

- Learn what triggers stress.
- Take breaks from work.
- Take time for yourself.

Handling Stress
Healthy at Work

Staying **Fit** and **Healthy** whilst Working in an **Office**

- Walk/Cycle to Work
- Take a Break from Your Desk
- Be Active on Your Break
- Stretch at Your Desk
- Stay Hydrated
- Avoid Snacking
- Use Local Facilities
- Take the Stairs
Healthy at Work

Staff Pick

Images of people working in various positions to promote health at work.
Roadmap to Wellness Programs

- Leadership (Invested)
- Budget
- Incentives
- Variety
- Surveys/Feedback
- Support

Stress
Weight
Alertness
Need
### Wellness Baseline

#### Bone and Electrolytes

<table>
<thead>
<tr>
<th>Nutrient</th>
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<th>Value 2</th>
<th>Normal Range</th>
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<tbody>
<tr>
<td>Calcium</td>
<td>9.8</td>
<td>9.1</td>
<td>8.7-10.2 mg/dL</td>
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<tr>
<td>Chloride</td>
<td>102</td>
<td>104</td>
<td>96-106 mmol/L</td>
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<tr>
<td>Magnesium</td>
<td>2.1</td>
<td>2.0</td>
<td>1.6-2.3 mg/dL</td>
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<tr>
<td>Phosphorous, Inorganic</td>
<td>2.8</td>
<td>2.5</td>
<td>2.5-4.5 mg/dL</td>
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<tr>
<td>Potassium</td>
<td>4.4</td>
<td>4.3</td>
<td>3.5-5.2 mmol/L</td>
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<tr>
<td>Sodium, Serum</td>
<td>137</td>
<td>141</td>
<td>134-144 mmol/L</td>
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#### Heart and Kidney Functions

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<tr>
<th>Test</th>
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<tbody>
<tr>
<td>Blood Urea Nitrogen (BUN)</td>
<td>17</td>
<td>16</td>
<td>6-24 mg/dL</td>
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<tr>
<td>Creatinine</td>
<td>0.99</td>
<td>1.00</td>
<td>0.76-1.27 mg/dL</td>
</tr>
<tr>
<td>GFR, Est</td>
<td>87</td>
<td>83</td>
<td>&gt;59 mL/min/1.73</td>
</tr>
<tr>
<td>GFR, If African-American</td>
<td>101</td>
<td>96</td>
<td>&gt;59 mL/min/1.73</td>
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<tr>
<td>LDH</td>
<td>154</td>
<td>175</td>
<td>121-224 IU/L</td>
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#### Iron

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<tbody>
<tr>
<td>Iron Binding Capacity</td>
<td>330</td>
<td>334</td>
<td>250-450 ug/dL</td>
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<tr>
<td>Iron, Total</td>
<td>146</td>
<td>188 H</td>
<td>38-169 ug/dL</td>
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<tr>
<td>Transferrin Saturation</td>
<td>44</td>
<td>56 H</td>
<td>15-55 %</td>
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<tr>
<td>Unbound IBC</td>
<td>184</td>
<td>146</td>
<td>111-343 ug/dL</td>
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#### Lipids (Fats)

<table>
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<tbody>
<tr>
<td>CHD Risk, Estimated</td>
<td>&lt; 0.5</td>
<td>&lt; 0.5</td>
<td>0.0-1.0 times avg.</td>
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<tr>
<td>Cholesterol, Total (TC)</td>
<td>139</td>
<td>138</td>
<td>100-199 mg/dL</td>
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<tr>
<td>Cholesterol/HDL Ratio</td>
<td>2.7</td>
<td>2.9</td>
<td>0.0-5.0 ratio</td>
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<tr>
<td>HDL (“Good” Cholesterol)</td>
<td>51</td>
<td>47</td>
<td>&gt;39 mg/dL</td>
</tr>
<tr>
<td>LDL (“Bad” Cholesterol)</td>
<td>72</td>
<td>79</td>
<td>0-99 mg/dL</td>
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<tr>
<td>Triglycerides</td>
<td>80</td>
<td>58</td>
<td>0-149 mg/dL</td>
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<tr>
<td>VLDL</td>
<td>16</td>
<td>12</td>
<td>5-40 mg/dL</td>
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#### Liver Functions

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<th>Value 2</th>
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<tbody>
<tr>
<td>ALT (SGPT)</td>
<td>36</td>
<td>23</td>
<td>0-44 IU/L</td>
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<tr>
<td>AST (SGOT)</td>
<td>26</td>
<td>26</td>
<td>0-40 IU/L</td>
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<tr>
<td>Alkaline Phosphatase</td>
<td>76</td>
<td>89</td>
<td>39-117 IU/L</td>
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<tr>
<td>Bilirubin, Total</td>
<td>1.1</td>
<td>1.1</td>
<td>0.0-1.2 mg/dL</td>
</tr>
<tr>
<td>Gamma GT</td>
<td>34</td>
<td>25</td>
<td>0-65 IU/L</td>
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#### Other

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<tr>
<th>Test</th>
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<th>Value 2</th>
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</thead>
<tbody>
<tr>
<td>Glucose (Blood Sugar)</td>
<td>84</td>
<td>84</td>
<td>65-99 mg/dL</td>
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<tr>
<td>Thyroid Stimulating Hormone (TSH)</td>
<td>1.240</td>
<td>1.940</td>
<td>0.450-4.500 ulIU/mL</td>
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<tr>
<td>Uric Acid</td>
<td>4.7</td>
<td>4.2</td>
<td>3.7-8.6 mg/dL</td>
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#### Protein

<table>
<thead>
<tr>
<th>Test</th>
<th>Value 1</th>
<th>Value 2</th>
<th>Normal Range</th>
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</thead>
<tbody>
<tr>
<td>A/G Ratio</td>
<td>1.8</td>
<td>1.7</td>
<td>1.2-2.2</td>
</tr>
<tr>
<td>Albumin</td>
<td>4.5</td>
<td>4.3</td>
<td>3.5-5.5 g/dL</td>
</tr>
<tr>
<td>Globulin</td>
<td>2.5</td>
<td>2.5</td>
<td>1.5-4.5 g/dL</td>
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</table>
Employee Involvement

Scorecard

Healthy Breakfast Challenge

Breakfast is said to be the most important meal of the day. A good breakfast is needed to start metabolism, to give you energy, and to begin the day with an adequate level of blood sugar, better memories and concentration abilities, lower blood cholesterol, and lower incidence of diabetes and heart disease, and are less likely to be overweight.

The Wellness Committee has put together a breakfast challenge that will hopefully be an enjoyable experience, that many of our consumers enjoy and greatly. It doesn't have to involve dieting, and does not have to be healthy with regard to dissolving costs or serving. We encourage all employees to participate and have some fun with it.

Five teams will go to the area, and the healthier, the better. Breakfasts will be served on May 9th. One team will get the Chyme office, there will be 10 and 15 people on the basis of that team, and all employees will have the opportunity to participate. The teams are encouraged to participate in the team's breakfast and submit their materials to the office on May 9th. Employees who submit their materials will no longer be required to submit the submitted material. Please prepare yourself to attend a different department and submit your breakfast materials.
The Importance of Sleep

According to Thomas Edison, sleep is a complete "waste of time" and a tradition by caveman days. "There is really no reason why men should go to bed at all," he said. "Sleep is a "loss of time, vitality, and opportunity."

In the 1950's, most Americans slept an average of eight hours a day. In the 2009 National Health Interview Survey, data showed that the number of people who get seven or eight hours of sleep per night has declined by more than a third. According to the survey, 69% of adults get less than eight hours of sleep per night. In fact, 25% of adults get less than six hours per night and 40% get less than seven hours per night. This can lead to serious health problems, including obesity, type 2 diabetes, heart disease, stroke, and depression.

Western Sweet Potatoes

Ingredients
- 1 Sweet Potato
- Lentils/Lean Meat
- Cumin in Seasoning
- Salsa
- Avocado
- Sliced Black Olives

Nutrition

<table>
<thead>
<tr>
<th></th>
<th>Calories</th>
<th>Protein</th>
<th>Carbs</th>
<th>Fat</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>402</td>
<td>5 g</td>
<td>30 g</td>
<td>0 g</td>
</tr>
</tbody>
</table>

Directions
1. Wash and remove blemishes on your sweet potato. Place the sweet potato on a cookie sheet and bake in the oven for about 1 hour at 350 degrees or until soft.
2. Heat to prepare your lean meat or choice. Add cumin or other favorite seasoning.
3. The potato can be left in the skin and the toppings can be added similar to fixing a normal potato or you may remove the skin and mash the potato with a fork to spread the potato over a larger portion of your plate before adding toppings.

Goals

There is a lot of evidence that despite the goals that people make, often the goals we set go unmet. Many times the reason is that we mentally think about a goal or others and often do not make steps toward making the goal a reality. Running the New York City Marathon is an example of steps toward making that goal a reality. The marathon has a $550 entry fee, we make room on our calendars to train, and we set goals for our training. In these steps, it's a combination of following a plan, staying motivated, and having the desire to achieve the goal.
Incentives/Reimbursements

Wyoming Independent Living Wellness

The Wellness Committee wants to encourage every employee to thoughtfully make use of the $150 yearly cash benefit for any preventive health costs.

The Wellness Committee wants to also encourage WIL employees to take advantage of the monthly goal program which will also qualify employees to be part of the yearly drawing for an additional cash bonus.

Don’t forget about the free 30 minute chair massage by a licensed therapist.

Director’s Message

If you research wellness you’ll often find terms like self-directed, multi-dimensional, strength-based, and interdependent. This all sounds pretty similar to the concepts we use to describe our independent living philosophy. It’s certainly no coincidence that the format for our independent living philosophy.

The Wellness Program is a self-directed, multi-dimensional program that is designed to support employees in achieving their wellness goals. To participate, employees must register and fulfill all requirements. We encourage peer support through participation in our newsletters and monthly wellness challenges.

We are excited to support your goals for wellness and spirituality. Your success is important to us. We encourage you to share your experiences and ideas with your colleagues and friends. Together, we can create a healthy and supportive workplace environment.

Employee Wellness Resources:

- Dinner Region
- Health/Wellness Committee
- Seminar Series
- Health/Wellness Newsletter
- Employee Assistance Program
- Wellness Challenges

Let’s work together to create a healthier workplace environment. Thank you for your commitment to wellness and spirituality.
Meal Planning Helps

Grilled Chicken and Chard Dinner

Grilled Chicken and Chard Dinner
Serves: 4  |  Serving Size: 1 plate

**Ingredients:**
- Spray cooking oil
- 2 chicken breasts, sliced in half horizontally
- 1 cup of Swiss or rainbow chard, rinsed and stemmed
- 1 bunch asparagus
- 1/2 red pepper, cored, seeded, and cut into strips
- 2 cups pineapple chunks
- Dash of Italian Seasoning
- Dash of paprika
- 2 cups of cooked brown rice

**Directions:**
- Take out a large piece of foil and set it on a tray. Lightly spray the surface with oil.
- Place the chicken breasts on the oiled foil. Add the pineapple, peppers, and asparagus around the chicken. Place the chard on top of the chicken and sprinkle with spices. Grill until the chicken is done, about 20 minutes.

Serve the chicken on top of the chard. Place the peppers, asparagus, and pineapple on the plate and arrange the cooked rice next to the chicken.

**Nutrition Information:**
Serves 4. Each serving has 478 calories, 5 g fat, 1 g saturated fat, 0 g trans fat, 38 mg cholesterol, 98 mg sodium, 87 g carbohydrate, 7 g fiber, 12 g sugars, and 22 g protein.

Each serving also has 46% vitamin A, 156% vitamin C, 5% calcium and 22% iron.

**Chef’s Tips:**
It’s a good idea to turn everything over on the foil halfway through cooking.

The chicken is done when it is firm in the center and the thickest part reaches 165 degrees.

Use short grain brown rice for the most appealing presentation and texture.

Garnish with a squeeze of lemon or lime juice.

The Magic of Blackberries

When eating blackberries, you are actually eating 50-80 small berries, or droplets. That might be in part why they are packed with so many nutrients.

**Nutritional Information:**
Each Serving Provides:
- Protein, Vitamin A, Vitamin C, Vitamin E, Vitamin K,
- Niacin, Folate, Calcium, Iron, Magnesium, Phosphorus,
- Potassium, Zinc, Manganese, Selenium, Omega-3 and Omega-6 fatty acids, fiber, and water.

We eat for various reasons: to be social, because it is a meal time, due to a misunderstanding of what our bodies need (such as the trigger to eat high fat foods late at night when your body really just needs sleep), to distract ourselves or to cope with stress and other negative emotions, and often, out of pure boredom (think about how much you tend to snack on long road trips).

While it requires a major shift in thought process, we need to be more intentional about why, what, and when we eat. Eating ought to become a way in which we attempt to fuel our bodies for the tasks that we are engaged in for the day. We can use eating to help our bodies fight through the daily stresses that it must endure. Eating isn’t just a ritual: it’s how we give our bodies the nutrients they need to repair current DNA damage and prepare for future damage.

If we give the same consideration to what we put in our bodies as we do to the oil that we put in our cars, we could largely prevent the top three causes of death in America (coronary heart disease, lung disease, and cancer) and be generally healthier and happier. Blackberries are one food that could put us on a healthier course.

**Triple Berry Kale Salad:**
Combine kale, 1 cup each of blackberries, sliced tart cherries, strawberries, and blueberries, 1 chopped avocado, 2/3 cup of almonds, and pepper to taste.

**Strawberry Vinaigrette Topping:**
Blend 3/4 cup of strawberries, 2 Tbsp of apple cider vinegar, 1 teaspoon of honey, 1 pinch of cinnamon, and 1 tablespoon of olive oil.
Health Reminders

**Halloween Candy Smack Down**

Americans buy over 600 million pounds of candy for Halloween. Compare the calorie and sugar content to help you make the best choice.

- **Reese's Mini Peanut Butter Cup**
  - Serv Size: 1 piece
  - Calories: 44
  - Sugar: 4.6g

- **Snickers**
  - Serv Size: 1 piece
  - Calories: 49
  - Sugar: 4.6g

- **Kit-Kat Mini**
  - Serv Size: 1 piece
  - Calories: 42
  - Sugar: 4.0g

- **Peppermint Pattie Snack Size**
  - Serv Size: 1 piece
  - Calories: 60
  - Sugar: 11.1g

- **Starburst**
  - Serv Size: 3 pieces
  - Calories: 43
  - Sugar: 7g

- **Raisins**
  - Serv Size: 1 snack box
  - Calories: 150
  - Sugar: 22g

- **Peanut M&M's**
  - Serv Size: 1 snack
  - Calories: 90
  - Sugar: 9g

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**Stressed?**

Although school, work, and extra-curricular activities are some of the most exciting aspects of college life, managing to juggle them all can sometimes be difficult.

Stress has a huge impact on food choices.

- You're stressed
  - Cortisol is released - triggers your body to crave food

- You're up all night
  - Not enough sleep - your body craves food for energy

These foods tend to be refined carbohydrates that provide no nutritional value.

**Use these nutrition tips to manage stress**

- Eat often
  - For all-day energy, try to eat every 3-4 hours. Choose whole grains, high fiber fruits, and proteins. Try whole grain pretzels, apple slices, and peanut butter.

- Plan ahead
  - Have ready snacks and drinks at the ready. If at lunch you know you're in for a long night, grab an extra sandwich from the dining hall.

- Sleep
  - Although it seems impossible, get some sleep. Your brain needs time to rest. Your skin, stomach, liver, and immune system will work better too.

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**Boost Your Immunity with Food**

Between wrapping up exams and wrapping presents, it's easy to feel as sluggish as a melting snowman! For energy and stamina, be sure to eat these foods throughout the holiday season.

<table>
<thead>
<tr>
<th>Vitamin</th>
<th>What does it do?</th>
<th>What is it in?</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Traps infections and removes them from the body</td>
<td>Carrots, Sweet Potato, Squash</td>
</tr>
<tr>
<td>C</td>
<td>Protects against and kills bacteria and viruses</td>
<td>Citrus Fruits, Dark, Leafy Greens</td>
</tr>
<tr>
<td>E</td>
<td>Supports health of all body cells</td>
<td>Nuts &amp; Seeds, Vegetable Oils</td>
</tr>
</tbody>
</table>

**Mineral**

| Selenium | Supports healing from inflammation | Brazil Nuts, Fish |
| Zinc     | Stimulates the immune system | Spinach, Asparagus, Lentils |
| Iron     | Supports healthy white blood cells | Dark, leafy greens, Red Meat |

Give these ideas a try:

- Sweet potato with 1/4 cup chopped almonds, olive oil, and orange
- Raw salad with roasted beets drizzled with lemon and silvered almonds sprinkled on top
- 1/2 chicken leftovers sandwich with an
Why Employee Wellness Programs are Important
About Us:

- Transportation provider serving 87 counties in Missouri
- Rural general public provider, plus we serve seniors & individuals with disabilities in urban areas through contracts
- Operate a fleet of over 800 Vehicles
- Employ over 650 drivers and 100 office staff
- Headquartered in Columbia MO with regional offices in 8 cities, plus 4 satellite offices
- 1.5 million trips and travel nearly 14 million miles per year
- Shared-ride, demand-response, door-to-door system
- Run a deviated-route system in some towns
- No fixed route systems
- Intercity Express Routes take riders from smaller towns to urban areas such as Columbia, Kansas City, St Louis, Springfield & St. Joseph
Why We Started an Employee Wellness Program

- Company policy - drivers are required to take and pass a DOT physical before beginning employment, and maintain a medical certification showing they are “fit for duty”.

- Fewer drivers were able to get a 2-year medical card, which costs our company more when they can only get a 1-year, 6-month or 3-month medical card.

- In 2014, Federal Motor Carrier Requirements changed their policy stating that “examinations must be conducted by a licensed medical examiner listed on the Federal Motor Carrier Safety Administration national registry”. *Goal* - to assure drivers are *truly physically qualified* to drive a commercial motor vehicle.
Our Wellness Program Goals

- To enhance the health & wellness of our drivers and staff by providing the tools and resources necessary.
- To improve driver’s health so they can pass their DOT physical, which is required to be an OATS Transit driver.
- To lessen the amount of time away from work because of health complications with all staff.
- Improve employee morale by having fun, group activities and fostering a culture of caring for them.
- Help minimize workers compensation claims.
- Be creative and keep it fun to increase participation.
- Increase & strengthen healthy behaviors.
Your Plans Should Be Realistic

“We have an excellent employee health plan: we built our parking garage 2 miles away from the office!”
Don’t Let Challenges Get in Your Way.

**Our Challenge** - OATS Transit service area is a largely rural population. Many drivers do not report to a regular office daily. Many drivers are assigned a vehicle and they start/end their day from home.

**Our Solution** - We found activities that are conducive to our demographics.

**Tip #1:** Be creative when planning your programs. Get staff involved to come up with ideas and brainstorm how to overcome barriers.

**Tip #2:** Find what works for **most**, knowing that it probably won’t work for **all**.
Benefits of Starting a Wellness Program

- Employees have a feeling of support from their employer— we care about their health!
- Increased productivity level
- Reduce employee sick time
- Recognition when employee completes a wellness challenge
- Prizes - money awards and certificate of achievement
Activities & Challenges We Have Done:

**Weight Loss:**
- The Biggest Loser
- The 10% Challenge
- Drop More, Win More
- Punkin’ Chunkin’ Challenge

**Exercise:**
- 90 Miles in 90 Days
- GetFit Challenge
- Heart & Stroke Walk
- Walk Across Missouri
- Winter Wonderland Wellness
- Spring into Motion

**Classes:**
- Lunch-n-Learn for office staff
- Nutrition experts from local grocery/health food stores
- Wellness topics at drivers meetings
- Ergonomics discussion from local Chiropractic office

**Other:**
- Exercise room at some facilities
- Group walks during breaks
- After-Work Zumba
Keep it Fun!

Lose 5%- Get a Cool Shirt!!
Lose 10%- Get some cash!!

“ It’s awesome to work for a company that cares so much about wellness for its employees.”
~OATS Driver Ron
Success Stories

Driver David lost 54 pounds in 3 months in The Biggest Loser Competition! This was our first challenge in 2013 when we started.

Driver Bill walked 22,230 minutes in our Spring Into Motion 4-month contest!

Driver Ken walked 619 miles in the 90 day program. He lost several pounds & went off some medications.

Driver Lisa lost 12% body fat in 4 months in The 10% Challenge!

Driver Ebony lost 40 pounds in 3 months in one of our The Biggest Loser competitions!
More Success Stories

Driver Vickie- Before & After our GetFit program. She lost 22% body fat in this 6 month program.

Driver Joe- Before & After our Drop More Win More Competition. He lost 23% body fat in this 5 month program.
Starting Your Own Wellness Program

• Hire a wellness Intern through your local college if you have one nearby.
  ☐ Benefit for them: student receives college credits for hours worked.
  ☐ Benefit for you: little or no cost to you for a one-semester Internship.

• Establish Wellness Ambassadors- Find staff that have an interest in health to serve in this role. (*A person who is enthusiastic about promoting health in the workplace & being a catalyst for culture change.*)

• Enlist a group of people to brainstorm program ideas. Be creative and have fun!

• Put together a timeline of activities for the year. Plan time for registration deadlines, program end dates, collecting prizes, etc.

• Keep activity timelines short so you don’t lose interest, but frequent so there are new programs for them to look forward to.

• Have an equal balance of weight loss challenges, exercise programs and education based programs.

• Work with your finance department to establish an annual budget for wellness. Start small with the idea of working up over a few years period of time.
Know that you won’t change everyone’s mindset on wellness.

“They tried adding healthy snacks to the office vending machine, but all that rotting fruit made the candy bars taste bad.”
Initiatives & Incentives

- Health club reimbursements
- $25/month wellness bonus for joining a gym (*provide proof of attendance*)
- Smoking cessation reimbursement for employees and spouses
- Schedule smoking cessation programs with your local health department
- Customized wellness programs such as The Vitality Group, MoveSpring, or other corporate providers
- Free flu shots
- Onsite health fairs – with free screening blood work
- Company health challenges with rewards
- Additional cash rewards for successful completion of an outside wellness program
- *Weight Watchers at Work* with reimbursement incentive (*usually takes 20 employees for on-site*)
- Monthly Lunch-n-Learn opportunities and health seminars
Seek out Partnerships

- County health departments have been very responsive to our wellness program and help with weigh-ins as needed without a cost to our employees

- Seek donations:
  - Hospitals and clinics that we take riders to (ex: many donated prizes to us)
  - Vendors that perform work for us (ex: automotive vendor donated weigh scales)
  - Health facilities (ex: discounted gym memberships to employees)

- Write grants that are geared toward employee wellness
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Questions and Thank You!

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The recording and slides will be posted within one week at nationalrtap.org/webinars.

Transcripts can be made available upon request.
Upcoming Events

FTA Rural and Tribal NTD Overview and Updates
December 5, 2:00 PM ET, nationalrtap.org/webinars

TAM for Tribes Follow-up Peer Call, December 19, 2:00 PM ET
State RTAP Manager Peer Roundtable, January 22, 2:00 PM ET
#TransitMarketingMatters Twitter Chat, January 30, 2:00 PM ET
nationalrtap.org/Peer-Program/Peer-Calls

4th National RTAP Technical Assistance Conference
Charting New Trails FOR Rural & Tribal Transit
September 15-18, 2019, Portland, Oregon
nationalrtap.org/conference-2019