

WELLNESS COMMITTEES:
Get it Going! Wellness Ways to Just Get Started
 by Dr. Bud Harris, cVVC, CPT, CBT
 America's Wellness Sergeant

MEMBER
OREGON
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 ON PHYSICAL FITNESS & SPORTS
 NETWORK

www.wellsqt.com

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WELLNESS COMMITTEES:
Get it Going! Wellness Ways to Just Get Started
Become Your Company's Hero! - By Bud Harris, Ph.D., cVVC, CPT, CBT

"The doctor of the future will give no medicine but will interest their patients in the care of the human frame, in diet, and in the cause and prevention of disease."
 -- Thomas Edison

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Workplace Wellness! It *Will* Work!
Our 3rd GOSH Conference
JUST DO ANYTHING!

Learning Objectives:

- Attendees will thoroughly and completely understand the current chronic health epidemic and its affect on employer's bottom lines, their communities, and the nation as a whole.
- Learn simple yet effective wellness strategies to integrate health promotion into your existing Safety committees and programs and build health popular promotion components that work!
- Take away valuable research data on where to find FREE and almost FREE health promotion tools, newsletters, and educational products already created for your use.

Become Your Company's Hero!

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GOSH CONFERENCE 2007
 SAFETY & HEALTH EXPOSITION
 Advancing industry knowledge and practices

GOSH CONFERENCE 2007
 Safety & Health Leadership
 Making Partners

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Health & Well-Being Team Meetings

The Sunday Oregonian COMICS
 SUNDAY, OCTOBER 7, 2007
 BY SCOTT ADAMS

DILBERT

TOMORROW IS THE MANDATORY MEETING ON EMPLOYEE HEALTH AND WELL-BEING.

THE MEETING STARTS AT 6 A.M., SO IT WILL INTERFERE WITH YOUR SLEEP AND NOT YOUR WORK.

DOESN'T THAT SEND A MESSAGE THAT WORK IS MORE IMPORTANT THAN HEALTH?

I HOPE SO, THAT'S THE THEME OF THE MEETING.

HEALTHY EMPLOYEES ARE UNPRODUCTIVE.

THEY'RE ALWAYS EXERCISING OR EATING FRUIT WHEN THEY SHOULD BE WORKING.

WE PREFER EMPLOYEES WHO WORK HARD AND DIE BEFORE THEIR PENSIONS START PAYING OUT.

SUDDENLY I FEEL SICK.

RIGHT ON SCHEDULE!

What is in this Yummy Golden Sponge Cake?

I need the audience to help me....let's figure this out....together...

Can I get a Volunteer....

Golden Sponge Cake – Daughters Cooking Teacher

White cake mix
 Vanilla instant pudding
 Eggs
 Milk
 Butter
 Vanilla
 Flour
 Sugar
 Crisco
 Water
 Salt

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Could Have this:

White cake mix
 Vanilla instant pudding
 Eggs
 Milk
 Butter
 Vanilla
 Flour
 Sugar
 Crisco
 Water
 Salt

Golden Sponge Cake – Daughters Cooking Teacher

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What Is In That Innocent Cake



THE FILLING

- Shortening (in the form of **partially hydrogenated vegetable oil and/or beef fat**) is the main ingredient.
- Polysorbate 60 is a gooey substance that helps replace cream and eggs at a fraction of the cost. It's derived from corn, palm oil and petroleum.
- Cellulose gum gives the crème filling a smooth, slippery feel.
- Artificial vanilla is **synthesized in petrochemical plants**.

THE CAKE

- Lecithin is an emulsifier made from soy. It's also used in paint to keep pigments evenly dispersed.
- Diacetyl mimics the taste of butter, since the real stuff would go rancid on a store shelf.
- Cornstarch is a common thickener. But it's more often used to make cardboard and packing peanuts.
- Yellow No. 5, Red No. 40 give the cake the golden look of eggs.
- Sorbic acid, the only actual preservative in Twinkies, comes from petroleum.

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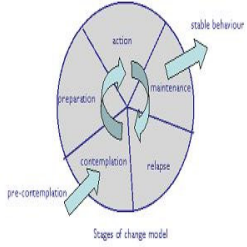
Cotto Salami ingredients

Mechanically separated chicken
Beef hearts (you gotta love 'em!)



Pork
Water
Corn syrup (sugar)
Beef
Salt
Sodium lactate
Flavor
Sodium phosphates
Sodium diacetate
Sodium erythorbate (made from sugar)
Dextrose
Sodium nitrite
Soy lecithin
Potassium phosphate
Potassium chloride
Sugar

Stages of Change



Precontemplation
Not yet acknowledging that there is a behavior that needs to be changed

Contemplation
Acknowledging but not yet ready or sure of wanting to make a change

Preparation/Determination
Getting ready to change

Action/Willpower
Changing behavior

Maintenance
Maintaining the behavior change

Relapse
Returning to older behaviors and abandoning the new changes

HEALTH (SICK) CARE COST 59% INCREASE SINCE 2000




"Something I think people would find surprising is that the most expensive component of a Chrysler brand vehicle isn't steel or plastic, but health care."

-Kathy Oswald
Former Senior VP Human Resources
Chrysler Corporation

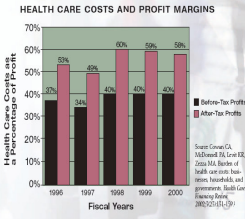
The BIZ Bottom Line

Are Health (sick) Care Costs @ 60% of Revenue?? YEP!



"We believe continued education and empowerment will ultimately translate to lower costs for us all—and better health for our people."

Anne M. Mutaly
Chairman and CEO
Xerox Corporation



HEALTH CARE COSTS AND PROFIT MARGINS

Health Care Costs as a Percentage of Profit

1995 1997 1999 2000

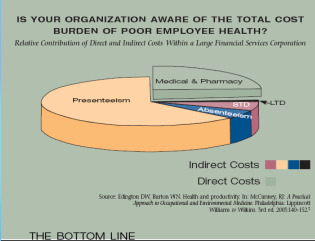
Before-Tax Profits
After-Tax Profits

THE BOTTOM LINE

A primary driver of soaring health care costs is inadequate investment in true health enhancement programs.

PRESENTTEEISM

The Huge **indirect productivity loss** to the employer when an employee is at work sick and/or possesses a chronic illness such as diabetes, obesity and/or exhibits unhealthy behavior leading to illness risk factors due to living an unhealthy lifestyle lacking in proper nutrition, sleep and physical activity.



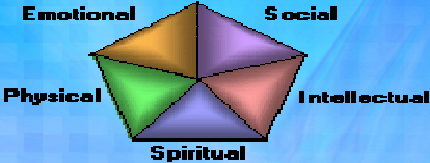
IS YOUR ORGANIZATION AWARE OF THE TOTAL COST BURDEN OF POOR EMPLOYEE HEALTH?

Relative Contribution of Direct and Indirect Costs: Within a Large Financial Services Corporation

Presenteeism
Medical & Pharmacy
Absenteeism
LTD

Indirect Costs
Direct Costs


THE BOTTOM LINE




Emotional **Social**
Physical **Intellectual**
Spiritual

DEFINED: Health promotion is the science and art of helping people change their lifestyle to move toward a state of optimal health.

Optimal health is defined as a balance of physical, emotional, social, spiritual, and intellectual health. Lifestyle change can be facilitated through a combination of efforts to enhance awareness, change behavior and create environments that support good health practices. Of the three, supportive environments will probably have the greatest impact in producing lasting change". (American Journal of Health Promotion, 1989,3,3,5)



Believe in Awareness

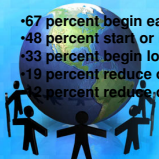


Unfortunately, today's workers in the U.S. are less physically active than their counterparts of 20 years ago.

The Federal Centers for Disease Control and Prevention report "that physical inactivity plagues all areas of the United States."

On the other hand, it has been shown that **85 percent** of the recipients of a health-risk appraisal (HRA) program make significant lifestyle changes:

- 67 percent begin eating healthier,
- 48 percent start or increase their exercise,
- 33 percent begin losing weight,
- 19 percent reduce or quit alcohol consumption, and
- 12 percent reduce or quit using tobacco products.





ROI OF 200%

Let's say you decide to spend \$10,000 a year on Wellness. To generate an investment return of 200% you would need to only achieve one of the following:


- Get 6 people to stop smoking
- Get 40 sedentary employees to exercise 2 or more times per week
- Prevent 1 employee from going to the hospital with chest pains
- Prevent 2 employees from developing diabetes
- Get 8 employees to lower their BMI score from above 30 to under 30
- Get 7 employees to reduce their high risk stress levels
- Prevent 1 employee from incurring a stress related insurance claim
- Prevent 3 employees from filing an OSHA reportable injury claim

Source: WELCOA


What Does a Formal Wellness Program Look Like?

1. Get Top Management Support
2. Designate a Wellness Champion
3. Develop & Implement Interest Survey
4. Provide Voluntary Health Risk Evaluation
5. Implement at least 1 Annual FIT Activity



What Does a Formal Wellness Program Look Like?


6. Provide Lunch ~n~ Learn Opportunities
7. Establish a Wellness Library
8. Send a Monthly or Qtrly Newsletter Families
9. Mgmnt to Mandate Healthful Policies
10. Promote Community Health Events

NIOSH Director QUOTE:

The third challenge laid out by the NIOSH Director is integrating Health and Wellness Promotion programming with more traditional health protection strategies. Howard (2003) referred to recent research that quite possibly erases the boundary between occupational and non-occupational health.


"For example, it now appears that obesity increases by 200 percent the risk of suffering an MSD, so one of the most effective elements in an ergonomics program may be to develop a weight control strategy for workers." -- Dr. John Howard, 2003



Worksites: Great Places for Health Promotion
A logical place to promote health is a worksite.

People spend more time at work than doing anything else with the possible exception of sleeping.


Eighty-two (82%) percent of the U.S. population is linked in some way to a worksite.



Program Development

Integrating Employee Safety & Fitness

A model for meeting NIOSH's Steps to a Healthier U.S. Workforce challenge
 By Fred S. Drennan, James D. Ramsay and David Richey



Oregon Governor Ted Kulongoski presents award to Dr. Bud
National Association for Health & Fitness Gold Star Member of The Year

Workplace Wellness Programs
 Tyco International EHS Excellence Award Nominee – ErgoWell Program
 Intel Central Safety Committee Award:
 Safety Thru Fitness Developed in a Safety Committee




Dr. Bud
Americas Wellness Sergeant
www.wellsst.com
Case Study of Success

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Dr. BUD HARRIS
 CPT, cWC, CET
 INSURED, REFERENCES

Personal Trainer & Wellness Coach

- Workplace Wellness Consulting
- Health Education Public Speaking
- Youth Running & Bike Coach

PO Box 213, Hillsboro, OR 97123
www.justdoanything.com
 503.441.8484 - bud@fitnesswork.com



Safety Committees

OR OSHA 437-001-0765

Form Safety Committee (if more than 10 employees). Employee representatives will serve a continuous term of at least (1) one year.
 The committee shall hold regular meetings.

Pay hourly employees for time attending meeting.

The committee shall develop a written agenda for conducting safety meetings and shall prescribe the order of business to be addressed during the meetings.

Minutes of the meeting posted in work place and reviewed by employer. (Maintain records for 3 years).

The committee shall establish a system to allow the members to obtain safety-related suggestions, reports of hazards, or other information directly from all persons involved in the operations of the workplace.

The committee shall provide written recommendations to the employer regarding Health & Safety issues. These suggestions, evaluations, and recommendations of the safety committee shall be made part of the minutes of the sc meeting.



SafetyWeb by Committee Members

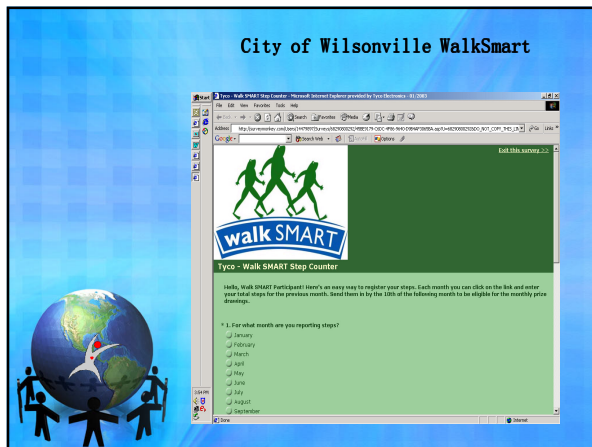
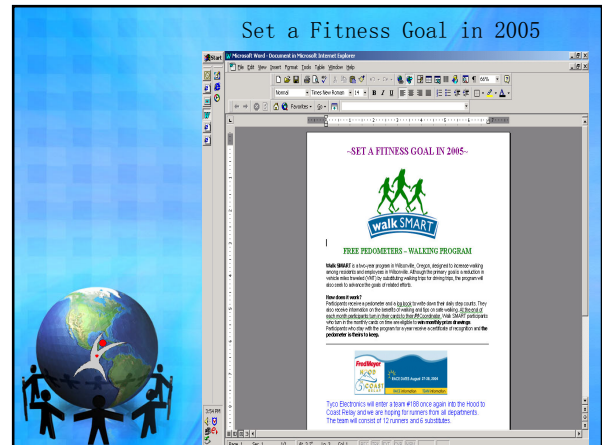
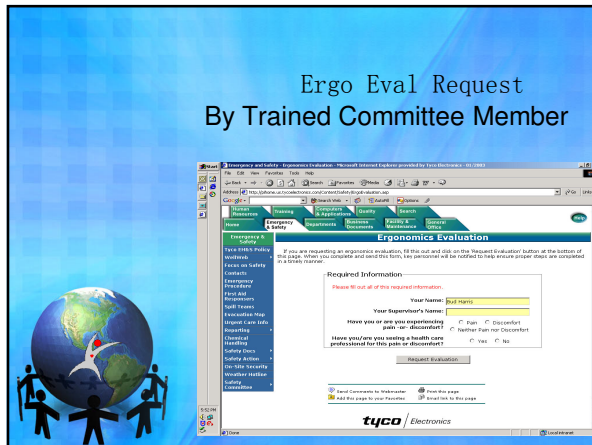
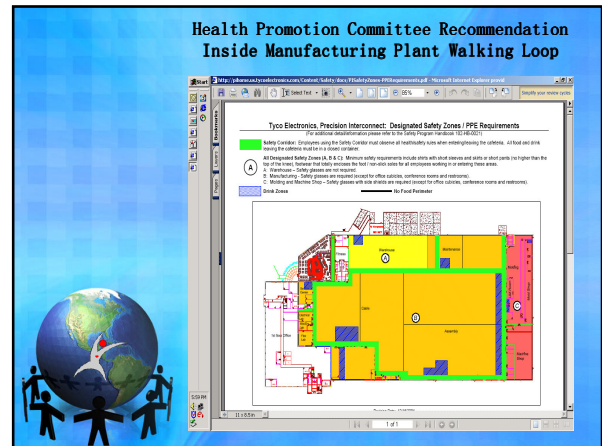
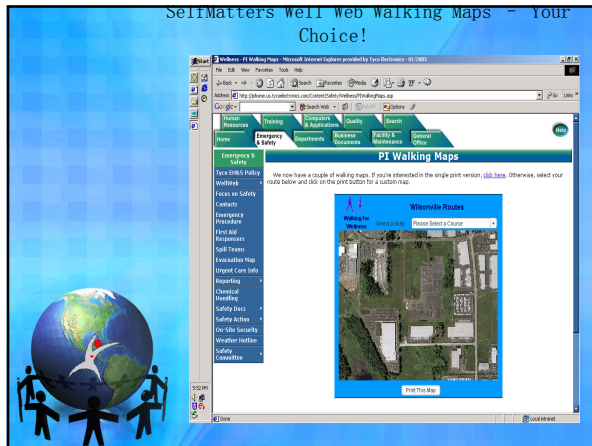


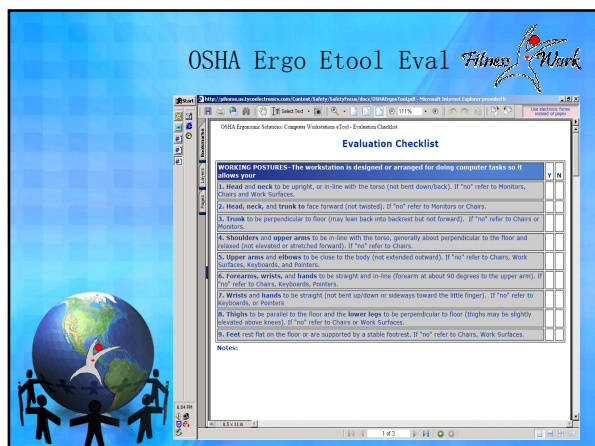
The Safety / Environmental department's purpose is to assist managers and all employees in creating and preserving a safe work place and to comply with safety / environmental regulations. View the immediate section of our site to assist you with developing a safe / environmental position on your team. For questions not answered, please contact bud@wellsst.com

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 Page Last Modified: October 20, 2004







*Thank You! ~ Dr. Bud
Americas Wellness Sergeant
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Contact Dr. Bud for a FREE Workplace Wellness consult or just to brainstorm!
Resource DATA and slides can be found at
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