



Increase the number of adults and children who are at a healthy weight

## Lancaster County Well Workplace Group

Thursday, November 10, 2016

8:30am-9:30am

Ecore, 715 Fountain Ave, Lancaster

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## Meeting Notes

### I. Welcome

Cheryl Harsh welcomed the members in attendance for the November 10<sup>th</sup>, 2016 meeting.

### II. Morning Exercise

- a. Yoga Breathing & Exercise led by Serena (LG Health/Penn Medicine)

### III. Well Workplace Roundtable Debrief (Brenda Buescher)

- a. Format of event

Members expressed satisfaction with the presentations by the winners and the roundtable discussions. One member was excited by the varied levels of wellness in the room. She felt it spoke to the degree to which Worksite Wellness can continue to grow and build momentum in Lancaster County.

- b. IU13 (Diane Janney Schall)

A rep from the company was unable to attend the roundtable. Diane attended the LULC meeting to give an overview of program. The IU13 Wellness Program has now expanded into a multifaceted wellness program for employees (and their spouses), to include:

- A long term wellness strategic plan
- Onsite annual health screenings thru BRAVO Wellness for both employees and spouses on the health plan
- Outcomes-based incentives, linked to benefits for both employees and spouses, participants earn “carrots” for achieving healthy and

reasonable goals in BMI, blood pressure, LDL cholesterol, tobacco/nicotine use, and participating in an online HRA

- A variety of onsite fitness classes and contests
- An onsite Health & Wellness Center (QuadMed) that provides comprehensive primary care, preventive health screenings, immunizations, lab services, prescriptions, physical therapy and wellness coaching
- Robust obesity program that includes use of a BodPod© for body composition and metabolic rate assessments
- Fight to Be Fit Weight Loss Challenge
- Tiered fitness center participation reimbursement/reward
- A very active Wellness Committee
- Designated wellness coordinator
- Senior management support and participation
- Wellness fairs
- Financial planning education classes
- Wellness DVD library
- Tobacco free campus
- Comprehensive EAP
- Targeted campaigns (Obesity & Diabetes)
- 532/900 participants (59% of the eligible population)
- 1,532 “fat” pounds lost with BodPod© program (30 participants)

#### **IV. Lancaster Health & Physical Literacy Summit Debrief (Nakia Eckert)**

a. This special community event, hosted by the School District of Lancaster and the Lancaster Recreation Commission and sponsored by Lancaster General Health/Penn Medicine, reviewed the current state of physical literacy and health of children and focused on how to make positive changes in children’s physical activity levels and health through collaborative approaches. This event was based on the Aspen Institute’s Call to Action on Physical Literacy in the United States: [http://aspenprojectplay.org/sites/default/files/PhysicalLiteracy\\_AspenInstitute.pdf](http://aspenprojectplay.org/sites/default/files/PhysicalLiteracy_AspenInstitute.pdf).

- This event concentrated on health, nutrition, recreation, physical literacy, and physical activity as it related to youth living within the School District of Lancaster boundaries.

- Panel-style breakout activation sessions covered the following topics: eliminating barriers to sports participation, physical literacy for child care service providers, eliminating barriers to healthy eating and creating infrastructure for physical activity and health.
  - **Meredith Jorgensen**, WGAL TV-8, was the master of ceremonies.
  - Keynote Speaker **Anthony Robles**, who won the 2010-11 NCAA individual wrestling championship despite being born with only one leg, provided perspective on the importance of sports for youth and inclusivity in sports programs. Check out his video: [https://www.youtube.com/watch?v=cMoT\\_wQ5QOA](https://www.youtube.com/watch?v=cMoT_wQ5QOA)
  - Special guest **Risa Isard** of the Aspen Institute Sports & Society Program explained the concepts of physical literacy and how to give children the foundation to be active for life.
  - Hunger does not equal homelessness, 40% of all food produced in the USA is disposed of—how can we change this and Be Unstoppable.
- b. Key points: Businesses have a role to play in creating an environment that supports physical literacy – for example, LCSWMA is very involved in building trails in Lancaster County. Check out the Aspen Institute report for ways your business can get involved.

## V. Healthy Eating (Brenda Buescher)

- a. Maintain Your Weight (Over the Holidays)
- This is an e-mail challenge with a focus on self-care and stress management this holiday season. Each weekly issue will include helpful tips, action items, and healthy recipes to encourage you to start or continue healthy habits that prevent holiday weight gain. Emails will begin the week before Thanksgiving and continue until January. Simply record your weight weekly using the provided tracking tool. In the last newsletter, we will provide a link to the program evaluation. If you complete the survey, *you will be entered to win a \$100 gift card!* Link to challenge: <http://lightenuplancaster.org/Get-Healthy/Maintain-Your-Weight-Over-The-Holidays.aspx>
- b. Sugar- Sweetened Beverages
- Coming soon: a policy or position statement to utilize in your workplace.
- c. 10-Day Challenges

Will create more challenges like this, if members are interested.

## VI. Physical Activity (Brenda Buescher)

### a. CEO Pledge

This initiative is promoted by the National Coalition for Promoting Physical activity. CEOs who sign The CEO Pledge™ agree to implement at least six of the following strategies to create a culture of physical activity in their workplace(s). A mix of strategies from each category – behavioral, educational, and environmental/policy - is encouraged. To learn more: <http://ncppa.org/ceo-pledge%E2%84%A0-0>

*The Pledge: For the betterment of my company, our employees, their families, and the community, I pledge to improve employee health and wellness by providing opportunities and resources for physical activity before, during or after the workday, and to enhance my own health and wellness by engaging in regular physical activity.*

### b. Free Webinar - Work While Walking: The What, Why and How of Walking Meetings (November 17, 2016 @2pm EST) sponsored by America Walks

To learn more and register <http://americawalks.org/new-webinar-walking-at-work-the-what-why-and-how-of-walking-meetings/>

## VII. Mental Well-Being (Barbara Kettering)

### a. Patient Health Questionnaire - PHQ-9

Currently being promoted to Primary Care Physicians in the area. This is a multipurpose instrument for screening, diagnosing, monitoring and measuring the severity of depression. It is brief and very useful in clinical practice.

### b. Change Direction Campaign

The goal of the Campaign to Change Direction is to change the culture of mental health in America so that all of those in need receive the care and support they deserve. The Campaign encourages all Americans to pay attention to their emotional well-being – and it reminds us that our emotional well-being is just as important as our physical well-being. Individuals would take pledge to know five signs of emotional pain. The goal is to have 5,000 residents of Lancaster County take the pledge. To learn more, <http://www.changedirection.org/>

### c. EAP Pilot

Do we want to continue on a larger scale?

- d. Increase utilization of EAP
  - Add to wellness program initiatives
  - Include in wellness program incentives
  - Educate on how & when to use
  - Stall Talks

## VIII. Tobacco Update (Sue Lackmann)

- a. National “The Great American Smoke Out” is November 17.
  - Promote campaign at your location by using #OneGoodReason. Whether you quit, never started or helped someone kick the habit, share your reason to live tobacco free. Everyone has #OneGoodReason.
  - Local Resources: LGH Health/Penn Med, Wellspan Health & PA Quitline
- b. It’s Not Just Water! Campaign  
Fliers and posters are ready, if members are interested.
- c. List of Tobacco Resources  
Coming soon

## IX. Open Forum (Cheryl Harsh)

Employment Law – Employee Off-site Physical Fitness Activities

Check with your legal team on waivers and exposure to liability for your organization. A member discussed having a Basketball Tournament for employees-only, where an employee sustained an injury. The company did not realize the injury was eligible to be a worker’s compensation claim.

Wellness Privacy Notice

Per the recent EEOC guidelines recently posted, on or after 1/1/17 benefit eligibility date employers must post this notice. This privacy notice applies to the Health & Wellness program and should explain practices concerning the collection, use, and disclosure of collected information. Please speak with your wellness consultant to determine what you need to write in the body of your notice.

## X. Here is a list of our contacts:

Chair - Cheryl Harsh ([charsh@ingroupassociates.com](mailto:charsh@ingroupassociates.com))

Vice Chair - Nakia Eckert ([nleckert@hacc.edu](mailto:nleckert@hacc.edu))

Immediate Past Chair - Leslie Wireback ([lwireback@lcswwma.org](mailto:lwireback@lcswwma.org))

LUL Rep - Brenda Buescher ([bbuescher2@lghealth.org](mailto:bbuescher2@lghealth.org))

*LTL Rep - Barbara Kettering ([KetteringB@csgonline.org](mailto:KetteringB@csgonline.org))*

*TC Rep - Sue Lackmann ([selackma@lghealth.org](mailto:selackma@lghealth.org))*

**XI. Upcoming Meetings:**

LULC All Coalition Meeting – Thursday, February 23, 8:30-10am, Burle Industries

LULC Workplace Meeting – Thursday, January 12<sup>th</sup> 8:30am-9:30am, Ecore