



**Orange & Rockland**

# **Employee Wellness**

Medical Surveillance Program

# Medical Surveillance Program

- Pre-Employment Physicals
- Drug and Alcohol Program Administration
- DOT Physicals/OSHA Exams
- Fit for Duty Exams
- Sick Absences/Short Term Disability
- Wellness Programs
- Weight Limitations Program

# Medical Surveillance Program

- Promote the health, safety and productivity of every employee in every organization through occupational health and employee wellness services
- Enhance the effectiveness of our employees with focus on abilities, health and functional capabilities
- Comply with OSHA, PHMSA and DOT regulations and guidelines to ensure employees are physically qualified to perform safety sensitive functions

# Medical Surveillance Program

- O&R's Medical Surveillance Program has established minimum qualifications/passing rates for person who perform field work
  - Monitored by requiring employees to submit to yearly physicals
- Employee Wellness (EW) group focuses on prevention of chronic diseases
- American Medical Association (AMA) studies – unhealthy lifestyles proven to reduce productivity and increase absenteeism in the workplace

# Employee Wellness Program

- Designed our EW program to impact employees who may not be exposed to other health promotion initiatives
- Data analytics from insurance claim data to determine the top 5 most costly and prevalent diagnoses and identified gaps in care for targeted wellness programs
  - Hypertension
  - Hyperlipidemia
  - Cardiovascular Disease
  - Osteoporosis
  - Back/Spine related issues/pain

# Employee Wellness Program

- Initiated a pilot program and hired a part-time nutritionist for educational sessions, one-on-one counseling and presentations
- Goal to create an on-site nutrition program to positively impact employees by promoting healthy habits, wellness education and therefore safety
- Included in the EW program is the Weight Limitations Program

# Weight Limitations Program

- EW team worked with EH&S department to identify equipment with weight limitations across the company
- 550 employees identified as using weight restricted equipment
  - 8 occupational groups
  - 22 organizations
  - 7 departments
  - 25 sections
- Employees were weighed during Company administered yearly physicals



# Weight Limitations Program

- Institute a process that identifies O&R employees who use equipment with weight restrictions
- Institute a process that measures and records the weight of these employees on a regular basis to ensure they are within acceptable weight limits
- Manage those employees who exceed weight limitations of equipment and are unable to perform functions of their job that require that equipment

# Weight Limitations Program

- Guiding Principles of the Weight Limitation Program:
  - Safety of our workforce
  - Compliance with manufacturer's weight limitations
  - Sensitivity to employee privacy
  - Consistent and sustainable measurement process that minimizes disruption to operations

# Weight Limitations Program

5 O&R Employees were identified as having a weight  $\geq 320$ lbs

Dept	Weight (lbs)	Title
Central Overhead Operations	320	Equipment Tech
Gas Technical Operations	322	Gas Technician Chief
Stores	330	Operating Supervisor
Northern Gas Service	335	Gas Trouble Shooter
Northern Gas Service	376	Gas Trouble Shooter

8 O&R Employees identified as weighing  $\geq 300$  -  $< 320$ lbs.

Dept	Weight (lbs)	Title
URD Service Locators	303	Locator
Northern Gas Service	305	Gas Trouble Shooter
Electric Operations	305	Engineer
Project Management	305	Manager
Gas Technical Operations	312	Gas Technician
URD Service Locators	315	Operating Supervisor
Protective Equipment Testing	316	Protective Equipment Tester
Eastern Gas Service	317	Gas Fitter

# Weight Limitations Program

- Manage employees who exceed weight limitations of equipment and are unable to perform functions of their job that require that equipment.
- Notify the department of administrative weight restrictions on selected equipment and ask if the department can accommodate. All employees identified as having a weight  $\geq 320$  are currently being accommodated in their assigned job function.
- Employees who weigh more than 300 and  $< 320$ lbs will also be offered nutrition counseling.

# Weight Limitations Program

- Impose Administrative Safety Restriction for employees >320 lbs.
- Offer Dietitian 1:1 counseling services on company time for identified employees on restrictions. Nutrition counseling was also offered to employee spouses to assist in education and weight loss.
- Case Management: Reassign/accommodate, Refer to Accommodation Review Committee (ARC) for alternate assignment if employee unable to lose weight and perform job functions.

# Weight Limitations Program

- Results: After 12 months of implementing the Weight restrictions program. Only 1 employee remains on restrictions.
- While it is the employee's responsibility to work safely, and that means knowing his or her weight (accounting for your clothing, equipment and materials), as well as the maximum allowed weight of the equipment being used. We were able to offer tools to not only assist employee's in working safely which is priority #1, but also health insurance savings.

# Wellness Programs

- Workplace injuries continue to impact our industry in terms of morbidity, mortality, and financial costs, which provides justification for the ongoing commitment to the protection of the health of our workforce
- Nearly two thirds of US adults are classified as overweight
- Employed adults spend a quarter of their lives at work, and the pressure and demands of work may affect their eating habits and activity patterns, which may lead to overweight and obesity

# Wellness Programs

- Conduct one-on-one nutrition counseling sessions with employees with specific focus on health conditions that may impact an employee's ability to perform safety sensitive work (including but not limited to hypertension, sleep apnea and diabetes).
- Work with our Union population to coordinate nutrition counseling appointments and presentations for employees at all locations.
- Design and implement Health & Wellness presentations to different departments on various nutrition and wellness topics.



# Wellness Programs

- Traveling to various work locations for nutrition outreach, promotion of wellness program activities and the importance of physical activity and their correlation to increased productivity of the employee.
- Assist in development and implementation of wellness challenges including enrollment, messaging, development of educational materials, presentations and incentive distribution.
- Responding to employee inquiries relating to nutrition (could occur via phone, in group sessions, or during individual sessions/counseling)

# Wellness Programs

- Assessing and diagnosing the nutritional status of patients developing recommendations for intervention, and monitoring and evaluating patient progress
- Assisting employees in planning regular and therapeutic diets, which includes providing education on how to make healthier food choices when shopping, ordering in restaurants, etc.
- Educating employees on how to read and understand food labels

# Wellness Programs

- To further promote wellness at O&R, several wellness initiatives were conducted through Lunch and Learn sessions
  - Healthy Eating on the Go
  - Office Ergonomics and Back Health
  - Cardiovascular Health
  - Diabetes Health,
  - Strategies and Skills Used to Combat Stress
  - Non-Narcotic Pain Treatment.

# Wellness Programs

- Employee Assistance Program (EAP)
  - Emotional problems
  - Alcoholism, drug abuse
  - Financial distress
  - Parenting-child concerns
  - Anger management
  - Work-life balance



Questions?