Essential Training & Education for the Trucking Industry

Building a Driver Wellness Program that Sticks

LOAD UP & GO

Disclaimer
These materials, discussions, and comments have been abridged from laws, court decisions, and administrative rulings and should not be construed as legal advice on specific situations or subjects.

Megan Young
Account Executive
HNI Risk Services
Andrea Tarrell
Director of Marketing
HNI Risk Services

#TruckloadAcademy

Megan Young
Account Executive
HNI Risk Services

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## Agenda

- Wellness strategies and why they are necessary
- Why wellness begins with hiring…and how to put the right driver in the seat
- Overview of wellness plan creation
- Legal issues to consider
- CASE STUDY: Halvor Lines
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Big Picture – Why it’s Important to Focus on Wellness

- Unhealthy employees are more likely to be absent from work.
- Unhealthy employees are less productive while on the job.
Wellness Strategies for Professional Drivers

66% of Americans are obese or overweight.

- All adults: 31 million (54%)
- Women: 15 million (60%)
- Men: 16 million (71%)

Wellness Strategies for Professional Drivers (cont.)

75% of Health Care Costs are Preventable

- Heart Disease
- Cancer
- Stroke
- Chronic Obstructive Pulmonary Disease
- Diabetes
- Sleep Apnea
- High Blood Pressure

75% of Health Care Costs are Preventable
Motor Carrier Wicked Problems

- According to the FMCSA, the life expectancy for drivers is 16 years shorter than the national average.
- Over 80% of carriers report that recent health care changes will adversely affect their ability to hire drivers.
- 39% of smaller carriers are being hit by health care increases vs. 24% of larger carriers.

CSA

- Drivers license standards
- Driver qualifications
- Sleep apnea standards
- Testing
- New standards on whom can perform DOT physicals
- New emphasis on wellness factors
Jodi Mathy
Senior Claims Consultant
HNI Risk Services

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Fitness For Duty
- Return to work
- Post-offer physical examinations
  - Extensive questionnaire
  - MSK assessment
  - Drug screen
  - Medical surveillance
- DOT examinations
TCA Polling Question

- Are you currently conducting pre-employment physicals?
  - For all positions
  - For some positions
  - Not at this time
  - Not sure

Employer Requests

- Each case is individual
- Information
- Phone conversations
- Cover letter or e-mails
- Job description
  - Essential functions
  - Physical demands
- Medical records

Benefits of an Enhanced Physical

- Snapshot view of the workers ability to perform the critical physical demands of the position
- Highly individualized and specific to the job
- Useful on a post offer/pre-employment and post accident FFDE basis
- Useful in physical therapy treatment to identify crucial physical task goals for case closure and return to work
Enhanced Physical Testing (EPT) Development

- Employer prioritizes job positions
  - History of injury?
  - Identified as most physically demanding?
  - History of high job turnover related to difficulty?
- Physical therapist reviews existing job description
- Physical therapist documents physical demands of job for ADA compliant job description
- Job description reviewed by management and union (if applicable)

Enhanced Physical Testing (EPT) Development (cont.)

- Physical therapist develops EPT protocol based upon physical demands, documentation and client input
- Validity testing — client sends in an employee to go through the EPT to validate the specifics of the protocol
- Revisions made as necessary
- EPT becomes part of the client’s Post Offer Physical process
- Placement recommendations based upon the candidates successful completion of the EPT

Job Categories

- **Sedentary** — Less than 10 pounds
- **Light** — 10 pounds frequently; 20 pounds occasionally
- **Medium** — 20 pounds frequently; 50 pounds occasionally
- **Heavy** — Over 50 pounds frequently
Additional Benefits of Enhanced Physical Testing

- Role in physical therapy for injured employees
- Documentation of physical demands for treating physicians
  - 3rd party objectivity of actual demands of job in injury process
- Role in fitness for duty evaluations
- Opportunity for education!
  - The cheapest injuries are the ones that don’t happen

Post-Offer Examination

- 24 year old male applicant paramedic
  - Heavy duty job category
  - Morbid obesity and knee surgery
  - Enhanced physical testing for all applicants
  - Struggled aerobically
  - Lifting tolerance not demonstrated
  - Clearing for position not approved

Return To Work

- 54 year old female industrial cook
  - Heavy duty job category
  - Weakness in both arms
  - MRI showed neck with central canal stenosis
  - One level cervical spine fusion
  - Symptoms resolved post-operative
  - EPT with no limitations
  - Clearance to return to work
Andrea Tarrell
Director of Marketing
HNI Risk Services

Q&A

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TCA Polling Question

- Do you currently have a wellness program?
  - Yes, and it’s going great.
  - Yes, but there’s room for significant improvement.
  - Not at this time
  - Not sure

Megan Young
Account Executive
HNI Risk Services

Common Challenges in the Industry
Common Challenges in the Industry (cont.)

- Communication
- Top level commitment
- On the road – not seeing drivers regularly
- Hours/Safety
- Making drivers “feel” the importance of being healthy
- Showing that you care about a driver’s wellness

Common Challenges in the Industry (cont.)

- Smoking
- Gym access
- Stretching
- Wing man program
- Lack of healthy food options on the road and reduced chance for exercise, leading to a higher rate of obesity
- Extreme fatigue, sleep apnea, depression, loneliness or anxiety

How to Move Forward with a Program and Lead Drivers to Take Ownership of Their Health
Things to Remember When Designing Your Program

- Begin by creating a wellness culture from the top
- Create a committee and communications plan
- Encourage a grassroots campaign
- Coordinate with safety programs/incentives
- Integrate your program with your other benefits
- Use resources that you have available especially those that are available at no additional charge

Resource to use: WELCOA

- Founded in 1987
- One of the most respected worksite wellness organizations in America, with membership exceeding 3200 businesses.
- WELCOA's mission in part is to “help worksite wellness practitioners create and sustain results-oriented wellness programs.”

Benefits of Implementing a Program

- Lower health care and work comp costs
- More control over insurance premiums
- Improved morale and satisfaction
- Ability to attract and retain healthier drivers
Get Started With the Well Driver Challenge

- Share mini wellness booklets with 12 driver-friendly wellness challenges and simple tips to change behaviors.

Get Started With the Well Driver Challenge (cont.)

- To sweeten the deal — participants who share their success on HNI’s Facebook or Twitter will be entered in a drawing for a FitBit Flex!

- Order complimentary copies at: www.hni.com/well-driver-challenge

Barb Rand, JD

Compliance Advisor
HNI Risk Services
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Legal Status

- Affordable Care Act
- Americans with Disabilities Act

ACA: Penalties for Non-Compliance

- $100 per day for each affected individual
- If unintentional, max penalty tax is 10% of prior year’s health plan expense or $500K (if $500K is less than 10%).
Overview

- Rules for eligibility or coverage *can't* be based on:
  - Health status
  - Medical condition (physical and mental illnesses)
  - Claims experience
  - Medical history
  - Genetic information
  - Evidence of Insurability
  - Disability
  - Other health status-related factor determined by the Secretary of HHS

Unless...

- You have a wellness program that complies with the federal rules.
- Then, your plan may vary benefits, cost-sharing and/or employee contributions for similarly situated individuals based on whether they've met the standards of the wellness program.

Types of “Similarly Situated” Individuals

- Full-time versus part-time
- Different geographic locations
- Membership in a collective bargaining unit
- Date of hire/length of service
- Current employee versus former employee status
- Different occupations
Two Types of Wellness Programs

- Participatory
- Health Contingent

Participatory Programs

- In a participatory program, an individual does not have to meet a standard of being healthy—just has to participate in the program to earn a reward.
  - Fitness center membership
  - Biometric screening
  - Waiver of co-pay
  - Smoking cessation program
  - Education seminar
  - Health risk assessment

Compliance Requirements for Participatory Programs

- Must be made available to all similarly situated individuals, regardless of health status…
  - That’s it.
Health Contingent Programs

- Health contingent programs either:
  - Require an individual to 
    satisfy a standard
  - Require an individual to 
    undertake more than a 
    similarly situated

Health Contingent Programs

1. Available to all similarly situated individuals, regardless of health status, and offers a “reasonable alternative standard” for those who medically can’t meet requirements
2. Offers eligible individuals the chance to earn a reward at least 1x / year
3. Reward does not exceed the set percentage of the total cost of coverage (more on this later)
4. Must be reasona
5. Notice of availability and alternative standards is included in all program materials

5 Part Compliance Test for Health Contingent Programs

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If Someone Can’t Earn the Reward

- In some cases, it could be unreasonably difficult or inadvisable due to a medical condition for someone to meet the standards for your reward.
- In these cases, you must allow a reasonable alternative standard for obtaining the reward.

Creating a “Reasonable Alternative Standard”

- You can address this when it comes up – does not need to be set in advance.
- If it makes sense to do so, it is okay to seek verification from a doctor that this is needed.
  - Medical verification is only permitted for “Activity Only” programs.
- Could be educational program, diet program, etc. that their physician approves.
- The time commitment must be reasonable (for example, requiring attendance nightly at a one-hour class would be overkill).

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4. Must be reasonably designed to promote health or prevent disease
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**Reward**

- May be up to 30% of the total cost of employee coverage.
- Up to 50% of the total cost of employee coverage is allowed if it includes a tobacco incentive.
  - Examples:
    - 10% Non-Tobacco Incentive combined with 40% Tobacco Incentive
    - 20% Non-Tobacco Incentive combined with 30% Tobacco Incentive
    - 30% Non-Tobacco Incentive combined with 20% Tobacco Incentive
    - 50% Tobacco Incentive

**Max Amount of Rewards**

- Total annual premium: $5,000.
- REWARD 1: $250 for completing a health-risk assessment regardless of outcome.
- REWARD 2: $1,500 for a health contingent wellness program.
- TOTAL REWARD: $1,750

**Program is compliant:**

- Since Reward 1 is participatory, it is not taken into consideration when calculating the max applicable percentage.
- Reward 2 does not exceed the applicable percentage of 30% ($1,500 / $5,000 = 30%)
1. Available to all similarly situated individuals, regardless of health status, and offers a "reasonable alternative standard" for those who medically can’t meet requirements.

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Notice of "Reasonable Alternative Standard"

- Include language about a "reasonable alternative standard" in all program materials, and include contact information.
  - Sample: “Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at [insert contact information] and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.”
EEOC Activity

- EEOC has recently challenged some programs which appear to be compliant with the ACA.
- Honeywell: “Under the [Americans with Disabilities Act], medical testing of this nature has to be voluntary,” ...... “The employer cannot require it or penalize employees who decide not to go through with it.”

Becca Mathews

Health and Wellness Coordinator
Halvor Lines, Inc.

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Case Study

Halvor Lines

- Privately owned and operated since 1968
- Currently in second generation leadership
- Voted 2013 and 2014 Best Fleets to Drive For
- Voted 2014 Fit Friendly Workplace
- Top 50 Green Fleets
- Tractors in service: 300
- Trailers in service: 850
- 300 Drivers, 51 Owner Operators

Jon Vinje, Owner

December 2011 - July 2014
Reasons for Wellness

- Our bodies, our machine
- Rising costs of health insurance and workers comp claims
  - Drivers become medically disqualified
  - Aging workforce

Our Navigation System

- We continue to provide drivers with tools to succeed!
  - Onsite health and wellness coordinator
  - Free gym membership to a local health club
  - Fresh fruit and healthy snacks provided
  - Driver focus group
  - Investment in refrigerators and invertors for trucks
  - Fit System and Fit Stepper
  - Marked walking path
  - Bikes to get around

Focus Group Findings

- Build a strong support system
- Simple meal plans and recipes
- Easy to do exercise routines
- Food and exercise visuals
- Positive reinforcement
Halvor Lines Programs

- Creation and announcement of yearly weight loss goals
- National programs: TCA WL Showdown
- Health risk assessments: Health Check 360
- Internal weight loss competitions
  - 5k walk challenge and wellness fair
  - Go Halvor Health Facebook page
  - Get lean program
  - Recipe challenge
  - Smoking cessation

Halvor Lines Programs

- Total loss of 2600 lbs. since 2013
- Positive driver feedback
  - Improved quality of life
  - Increased energy and productivity
  - Decreased medication usage
  - Increased savings on food
- Workers comp and health care claims decline
- Benefits for recruiting and retention
- Great recognition for the company

Driver Success

- Jerald Carlson
- Age: 75
- Years Driving: 30+
- Weight Lost: 66 lbs.
- Before Profile:
  - High blood pressure
  - High cholesterol
  - Sleep apnea
  - COPD
  - Atrial fibrillation
- After

 BENEFITS OF OUR PROGRAMS

- Total loss of 2600 lbs. since 2013
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Driver Success (cont.)

- Mike Purdun
- Age: 53
- Years Driving: 17+
- Weight Lost: 40 lbs.
- Before Profile:
  - High blood pressure
  - High BMI

Driver Success (cont.)

- Stan Berven
- Age: 63
- Years Driving: 10+
- Before Profile:
  - Borderline high blood pressure
  - Pre-diabetic
  - High BMI

Common Barriers

- Cost
- Driver perceptions
  - Too difficult to do
- Exercise
  - Finding time
  - Utilizing bodyweight
  - Using Fit System and Stepper
- Eating healthy
  - Invest in slow cooker, Foreman Grill, microwave
  - Take the time to eat better
Recap

- Develop a focus group of drivers
- Partner with a health club or invest in a wellness coordinator or other wellness companies.
- Invest in tools for your drivers to be successful
- Design a program based on healthy eating and exercise
- Have continued support and incentives for your drivers

Andrea Tarrell

Director of Marketing
HNI Risk Services

Q&A
REMINDER: Get Started With the Well Driver Challenge (free)

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Addendum

Full-sized Charts and Graphs
Wellness Strategies for Professional Drivers

66% of Americans are obese or overweight.

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Percentage</th>
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<tr>
<td>All adults</td>
<td>134 million</td>
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OECD Factbook 2007
Wellness Strategies for Professional Drivers (cont.)