

Healthy Worksite Award 2020 Response Data

Healthy Business Council of Ohio, Healthy Worksite Award

Last Updated: April 2021

Purpose

The purpose of this document is to provide Ohio worksites with benchmarking data to support efforts toward increasing, evolving and improving worksite wellness programming.

Response data is offered in aggregate form. For the privacy of our worksites, all distinguishing information has been omitted and will not be provided to the public.

When relevant, responses to questions are sorted by employer size. The data from each question was reviewed with such sorting criteria to determine relevance. If results were skewed for one sorting criteria versus another, then those data points are offered to allow for more helpful benchmarking.

Response distribution by industry type did not produce varying results and, therefore, such criteria sorting is not provided in this report.

Respondent Information

The aggregate data included in this report includes responses from 101 employer sites. Respondents are able to skip questions and, therefore, data for each question will include up to 101, but may have received fewer responses. Where appropriate, the number of responses received will be provided.

In 2020, 100 worksites were awarded recognition from the Healthy Business Council of Ohio. The breakdown of those awards is provided below. The additional two responses included in the data are from worksites that did not receive recognition.

	Platinum Winners	Gold Winners			Silver Winners			Bronze Winners		
	<i>New in 2020!</i>	2018	2019	2020	2018	2019	2020	2018	2019	2020
Large Businesses	16	24	34	18	13	9	10	3	5	1
Medium Businesses	7	6	15	14	7	13	4	4	4	3
Small Businesses	12	7	18	9	6	6	6	3	4	1

Additional Details

The Healthy Worksite Award is managed by the
Healthy Business Council of Ohio.

The Healthy Worksite Award application is available online
from mid-August through October 31 annually.

For more information about the award results or questions
about how to apply for the award, please contact your
Regional Chairperson.

The 2020 Response Data document was provided by the
Award and Website Committee.

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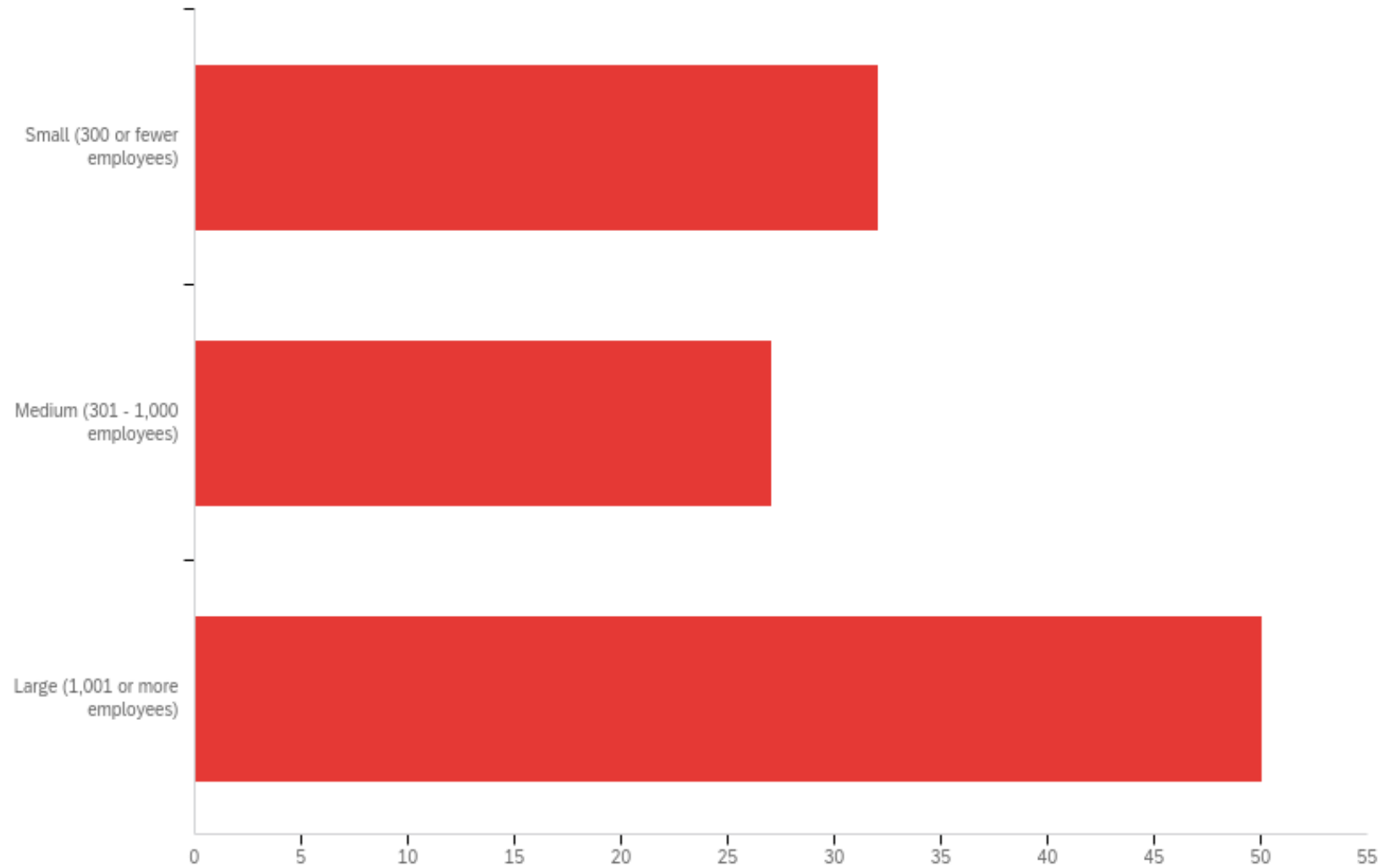
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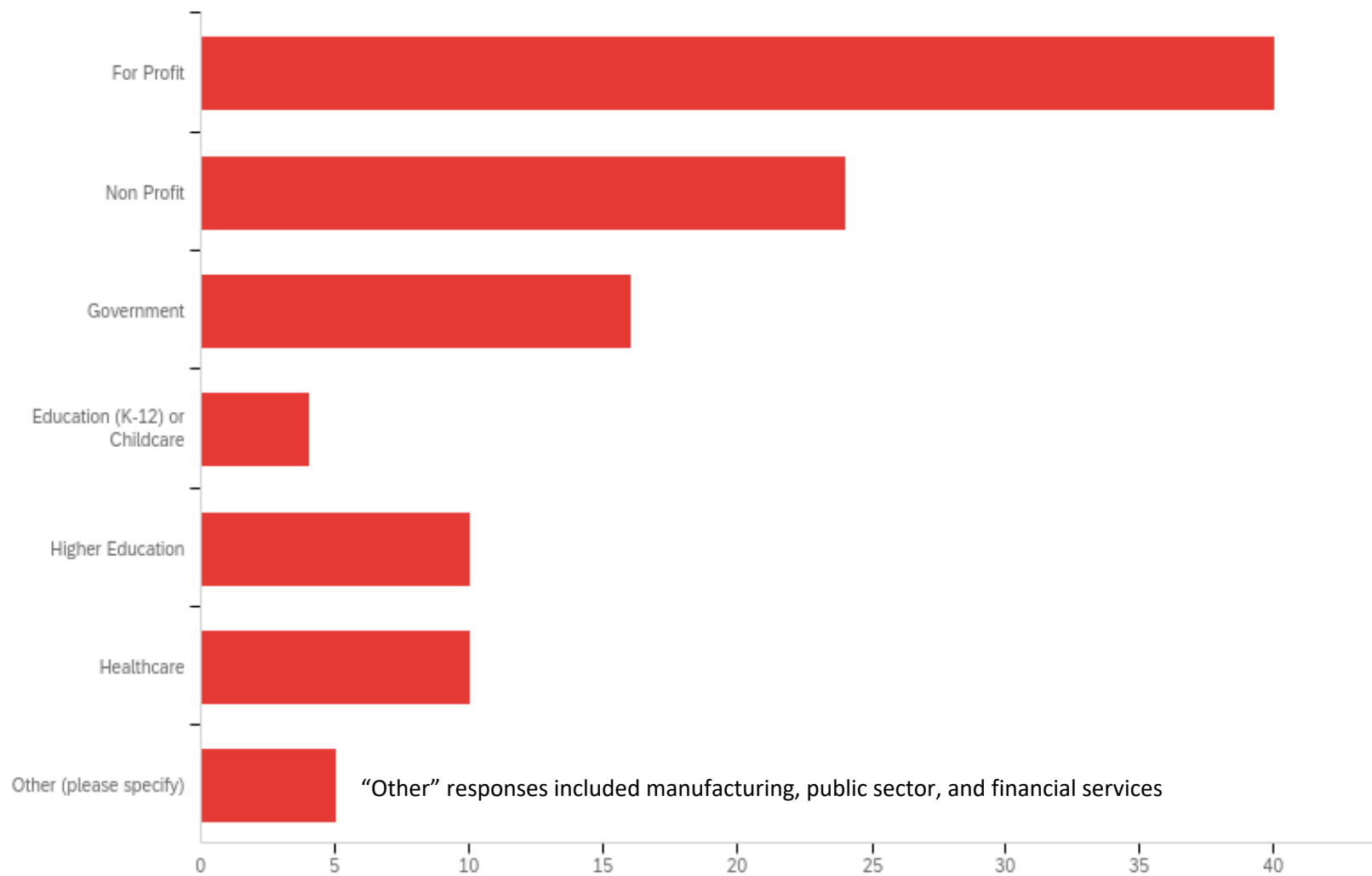
SECTION ONE

BUSINESS INFORMATION

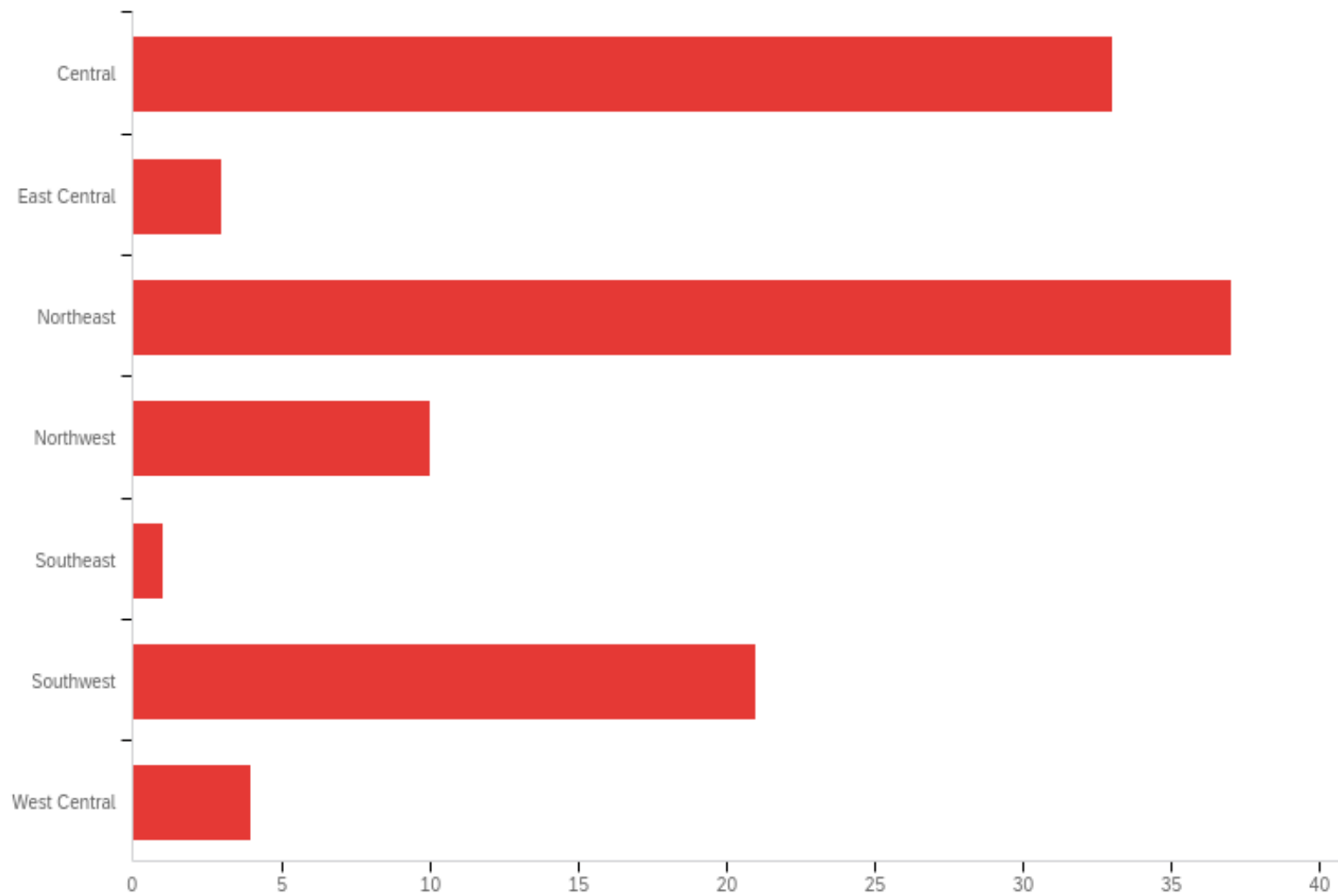
Employer Size



Industry Type



Region

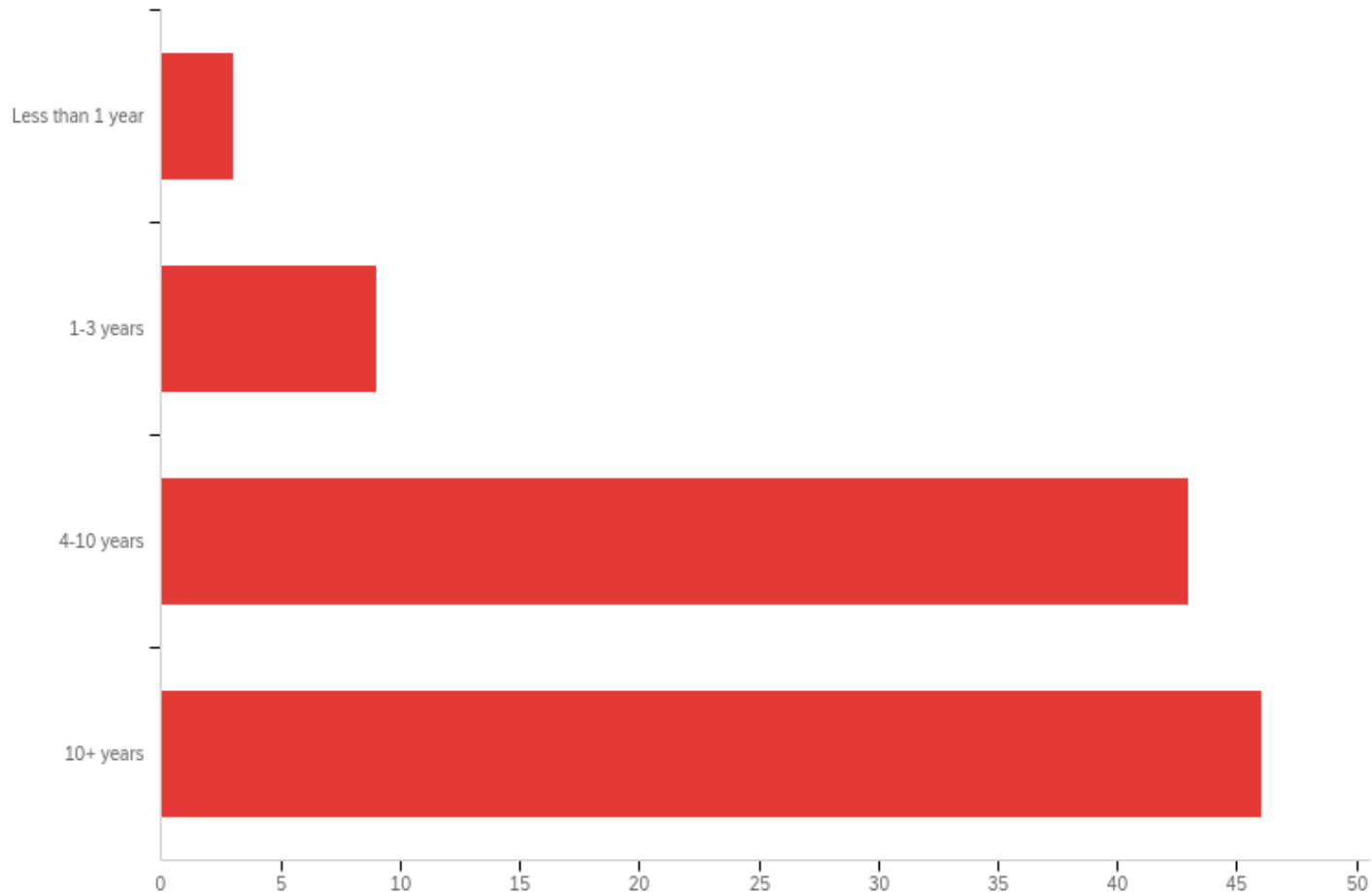


Additional Findings

- 100% of worksites provide health insurance to their employees
- 78% of businesses indicate they use a wellness vendor

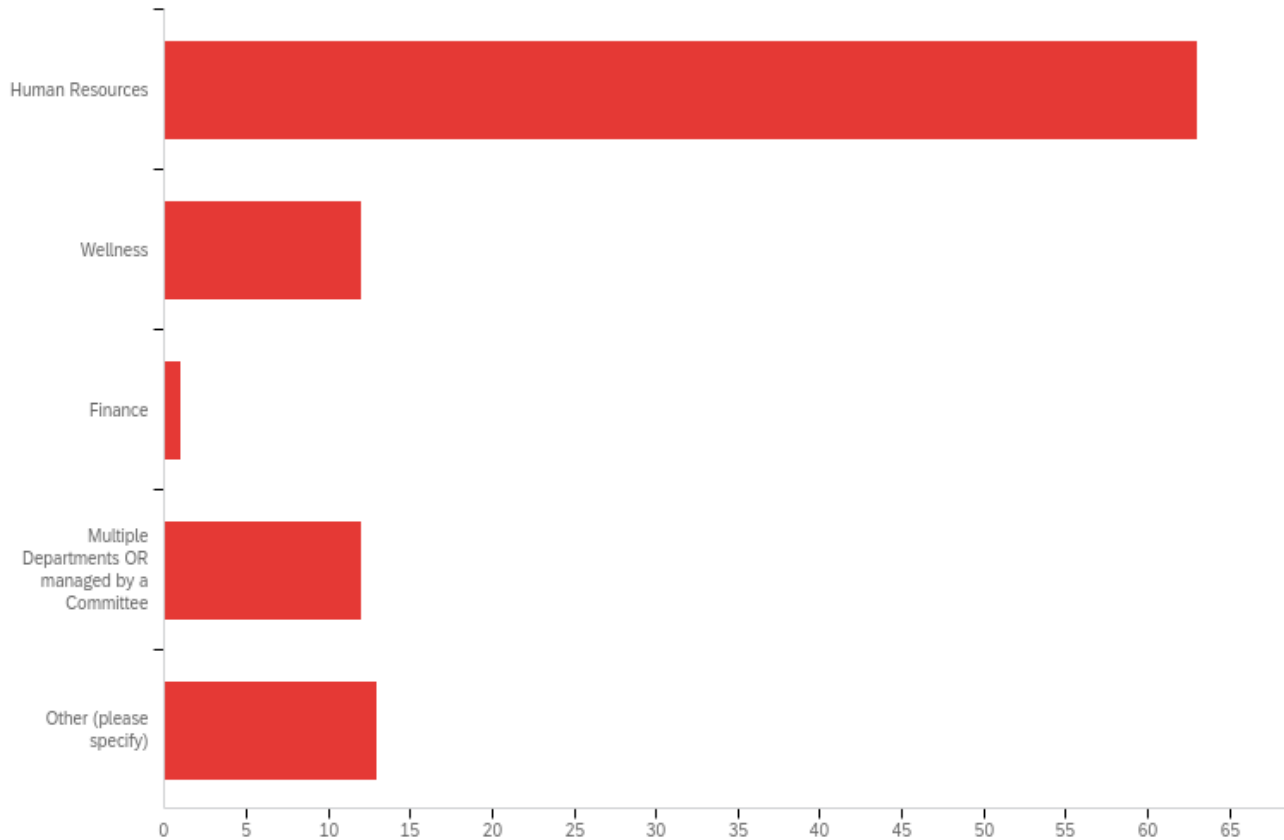
[*See appendix for the names of insurance providers and wellness vendors](#)

Longevity of Worksite Health Promotion Initiative



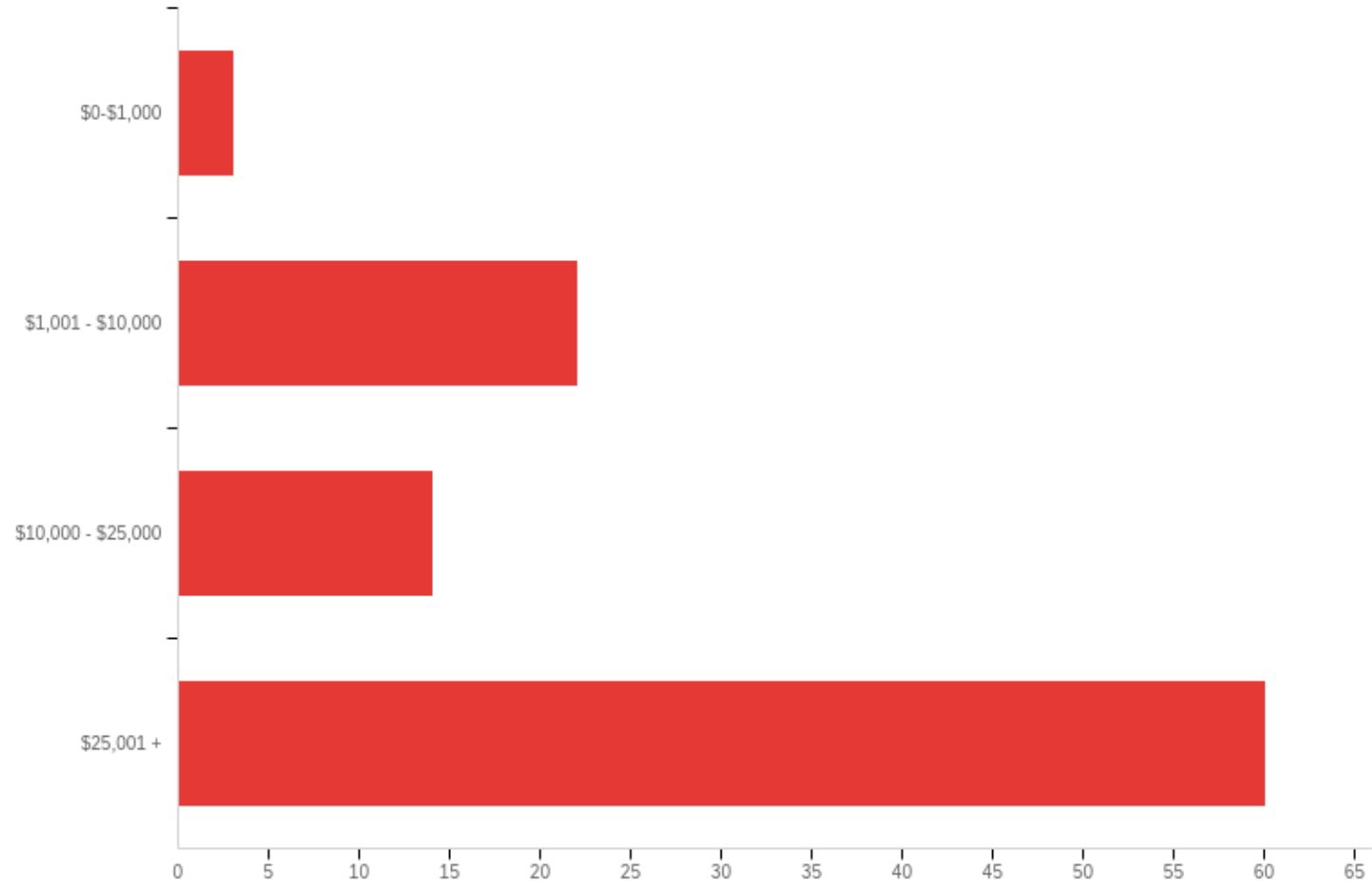
*Most worksite health promotion initiatives are self-funded and/or receive designated funds from a health insurance carrier. [*See appendix for detailed responses](#)

Department Location for Worksite Health Promotion Initiatives

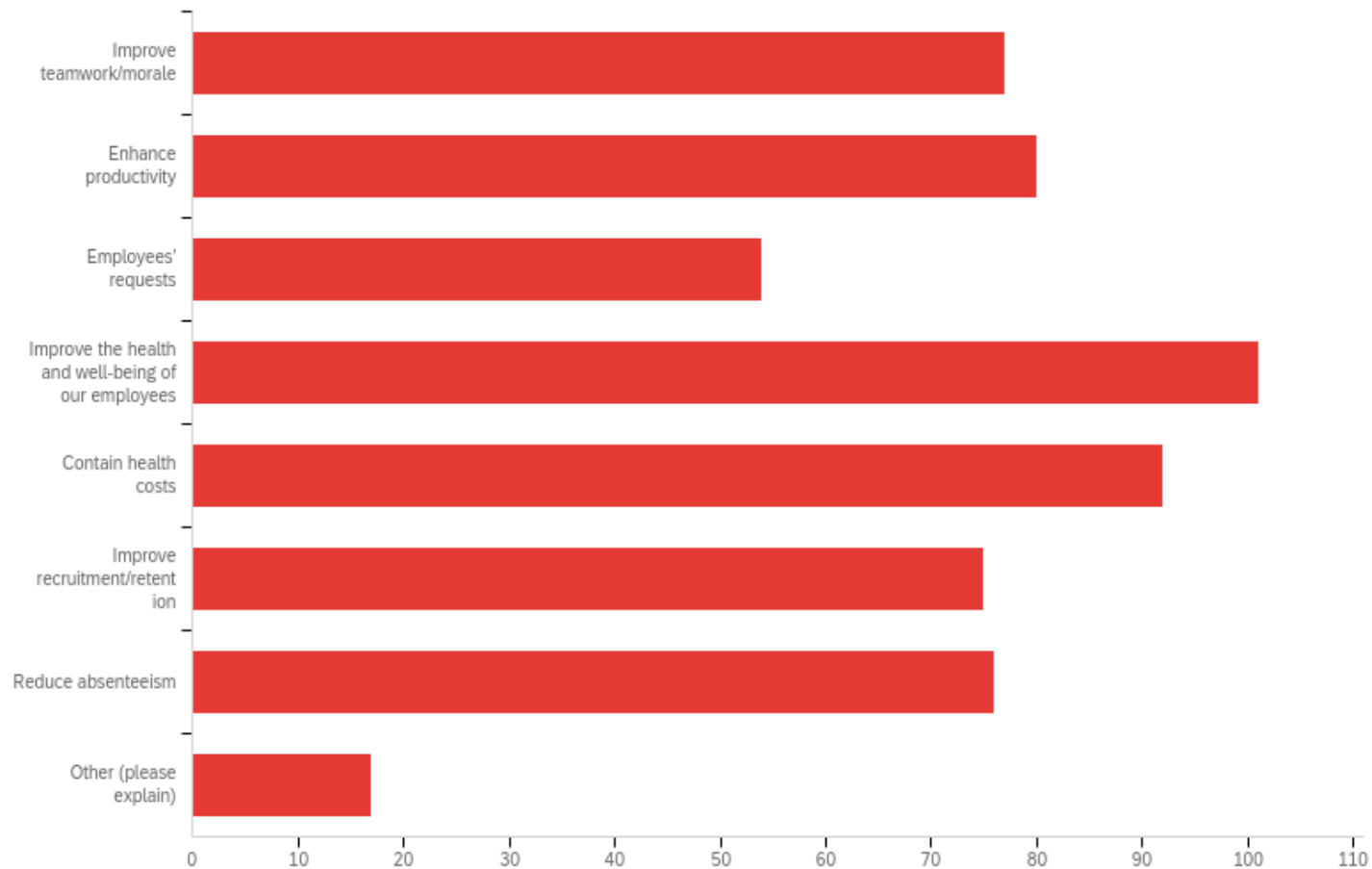


[*See appendix for responses on other department locations for worksite health promotion initiatives](#)

Approximate Annual Budget for Worksite Health Promotion Initiatives



Reasons why organizations started a wellness initiative



[*See appendix for responses for other reasons organizations started a wellness initiative](#)

SECTION TWO

Leadership Support

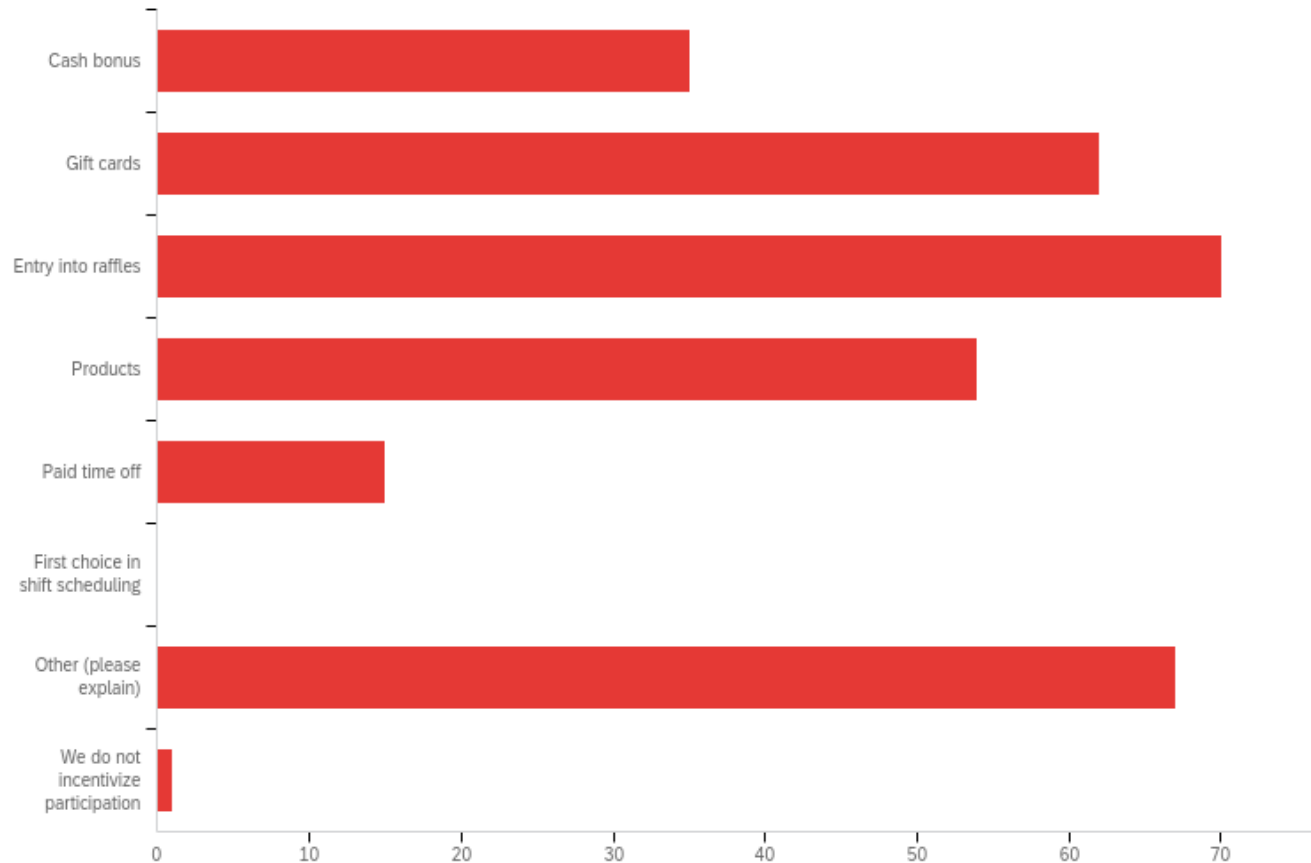
Section 2

Leadership Support, Strategy & Wellness Committees

- 100% of worksite CEOs genuinely believe in the value of worksite wellness
- 100% of worksite senior and middle management support the worksite health promotion programs
- 98% of worksite senior and middle management participate in at least two worksite health promotion programs each year
- 77% of worksites have conducted an annual employee needs and interests survey for planning health promotion
- 84% of worksites have developed a mission statement concerning employee health and wellbeing and is part of the company's strategic plan
- 95% of worksites have a wellness committee that is representative of the worksite and involves the organization's key employees/constituents
- 87% of worksites have a wellness committee that developed a compelling vision and established strategic priorities, measurable goals and objectives
- 92% of worksite wellness committees meet regularly throughout the year

Section 2

Types of Incentives for Participation in Worksite Wellness Program

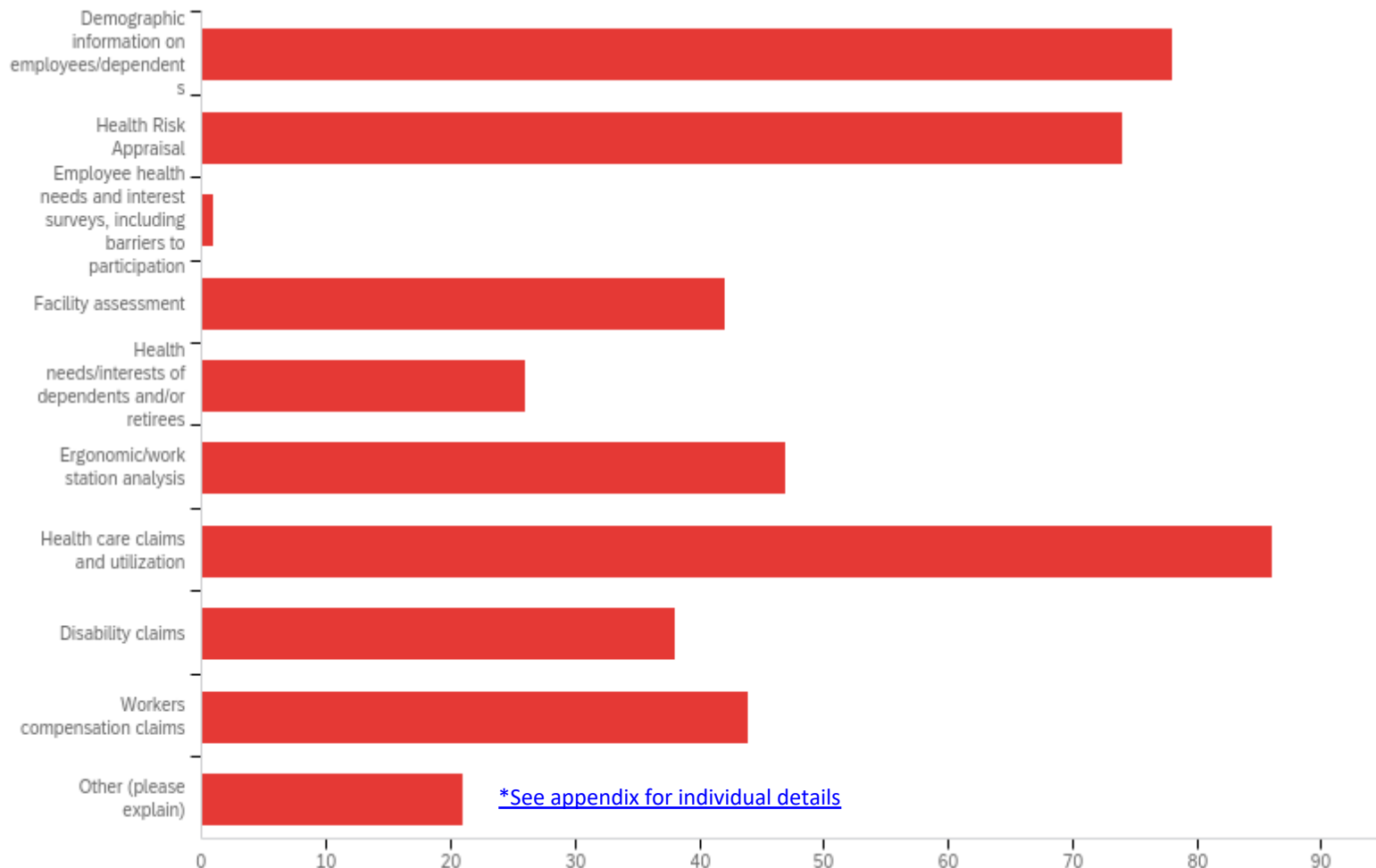


[*See appendix for responses on other ways companies incentivize for participation in worksite wellness programs](#)

SECTION THREE

Assessing Health Related Problems

The following methods are utilized to collect health-related data for planning health promotion programs



*Only 5% of survey respondents indicated they do not collect health-related data.

SECTION FOUR

Wellness Programs

Section 4

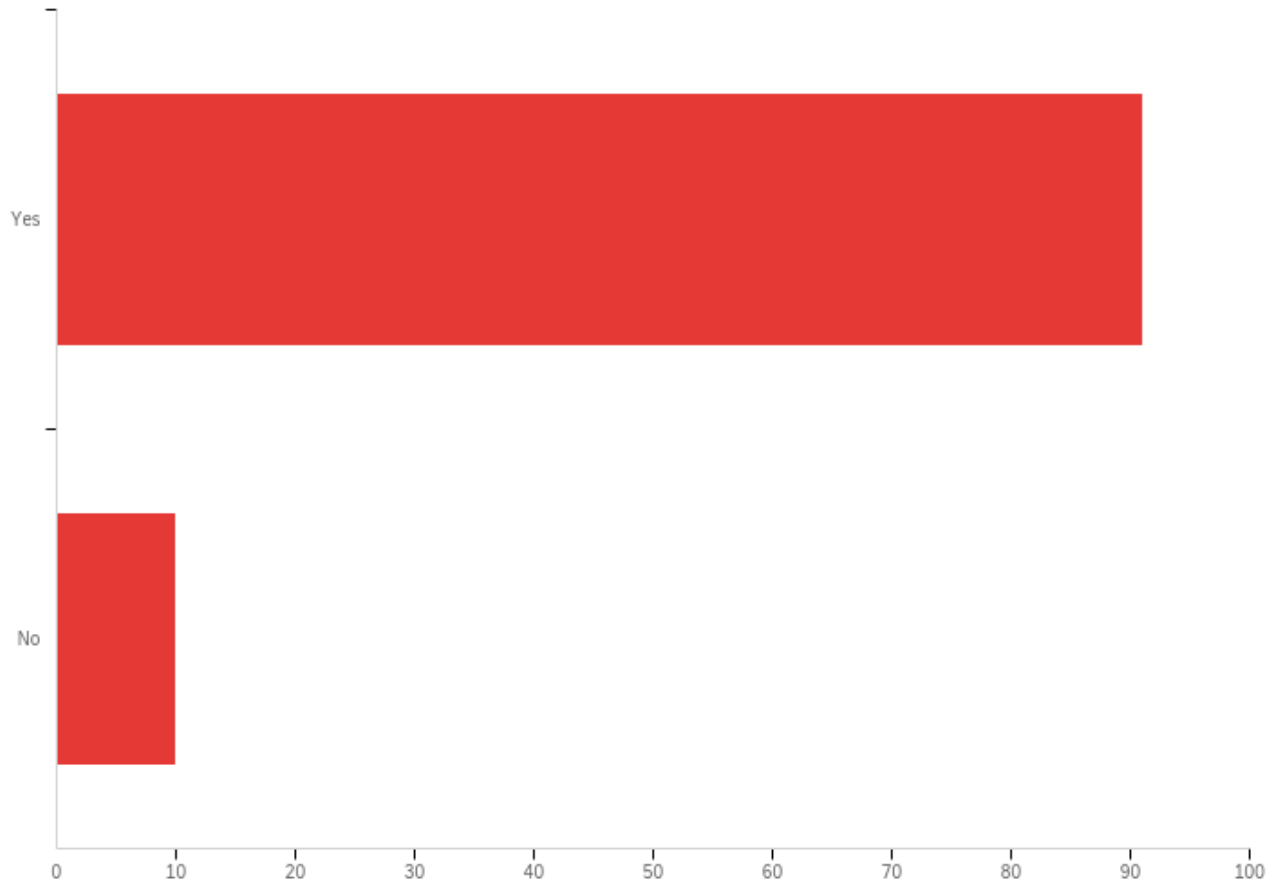
Worksite Wellness Program Offerings

- 98% have tobacco/nicotine cessation information for those who want to quit using tobacco
- 98% have tobacco/nicotine cessation classes or program either directly or through insurance benefits for those who want to quit
- 99% have drug and alcohol information for those in need of assistance
- 95% offer insurance benefits that include substance use disorder prevention and treatment
- 78% have an emergency response team trained to actively respond to acute heart attack and stroke events
- 85 % have emergency response protocols in place for employees to follow in the case of an acute heart attack or stroke in the worksite
- 68% have and promote a written policy that requires an adequate number of employees per floor, work unit, or shift, in accordance with pertinent state and federal laws, to be certified in CPR/AED
- 91 % have one or more functioning AEDs in place at the worksite

SECTION FIVE

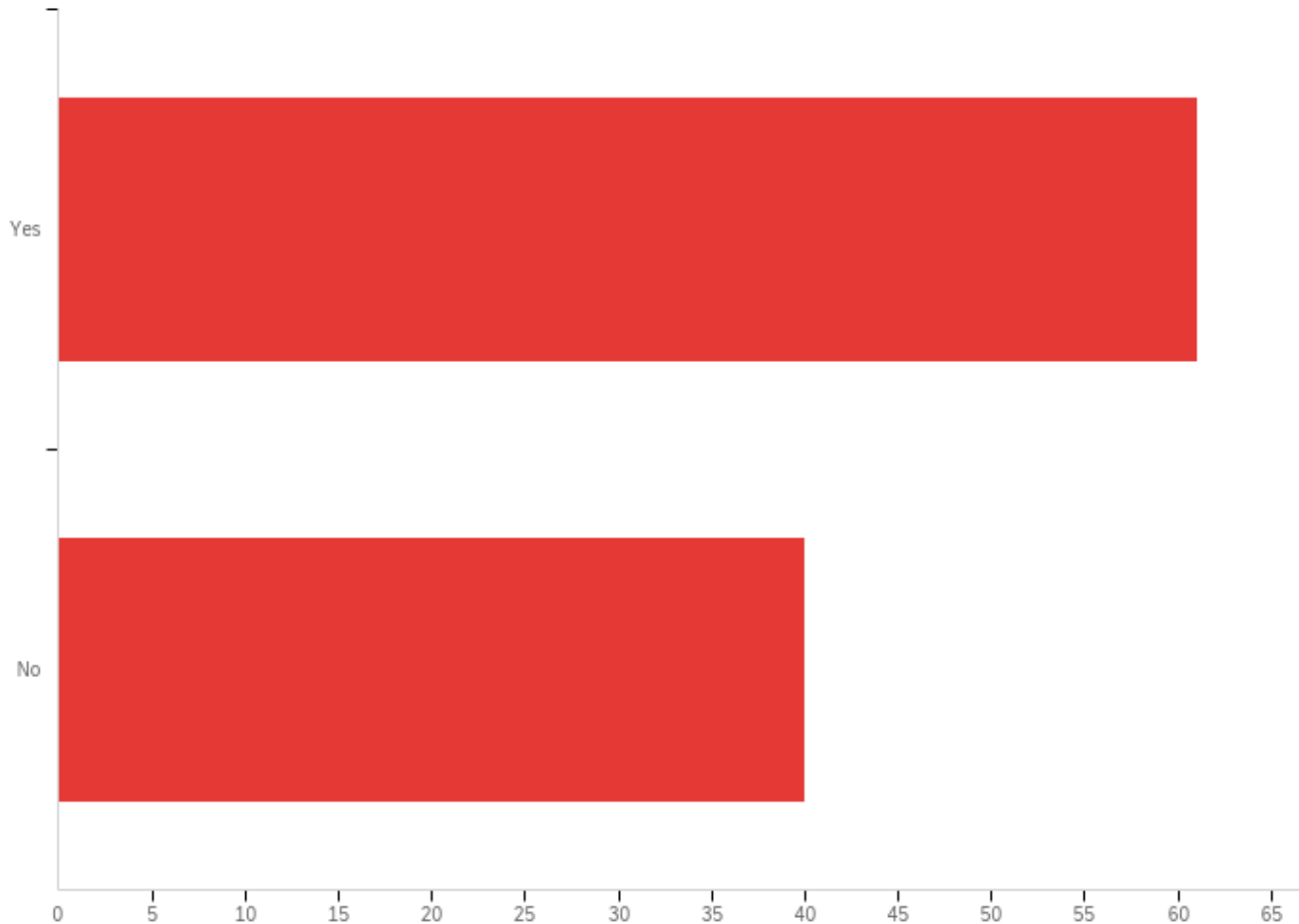
Nutrition

90% offer food options at their worksite

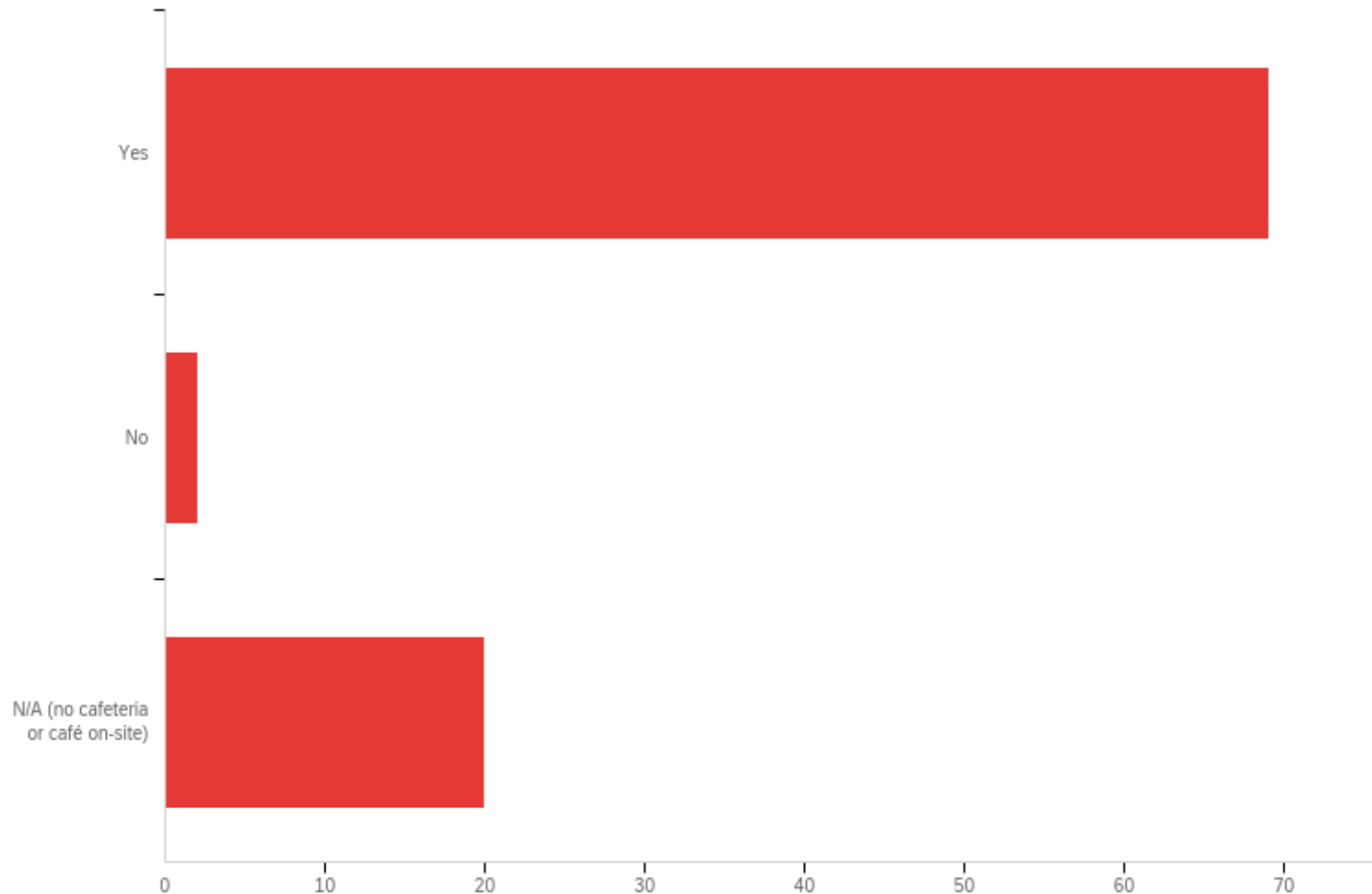


*All worksites offer free and accessible drinking water

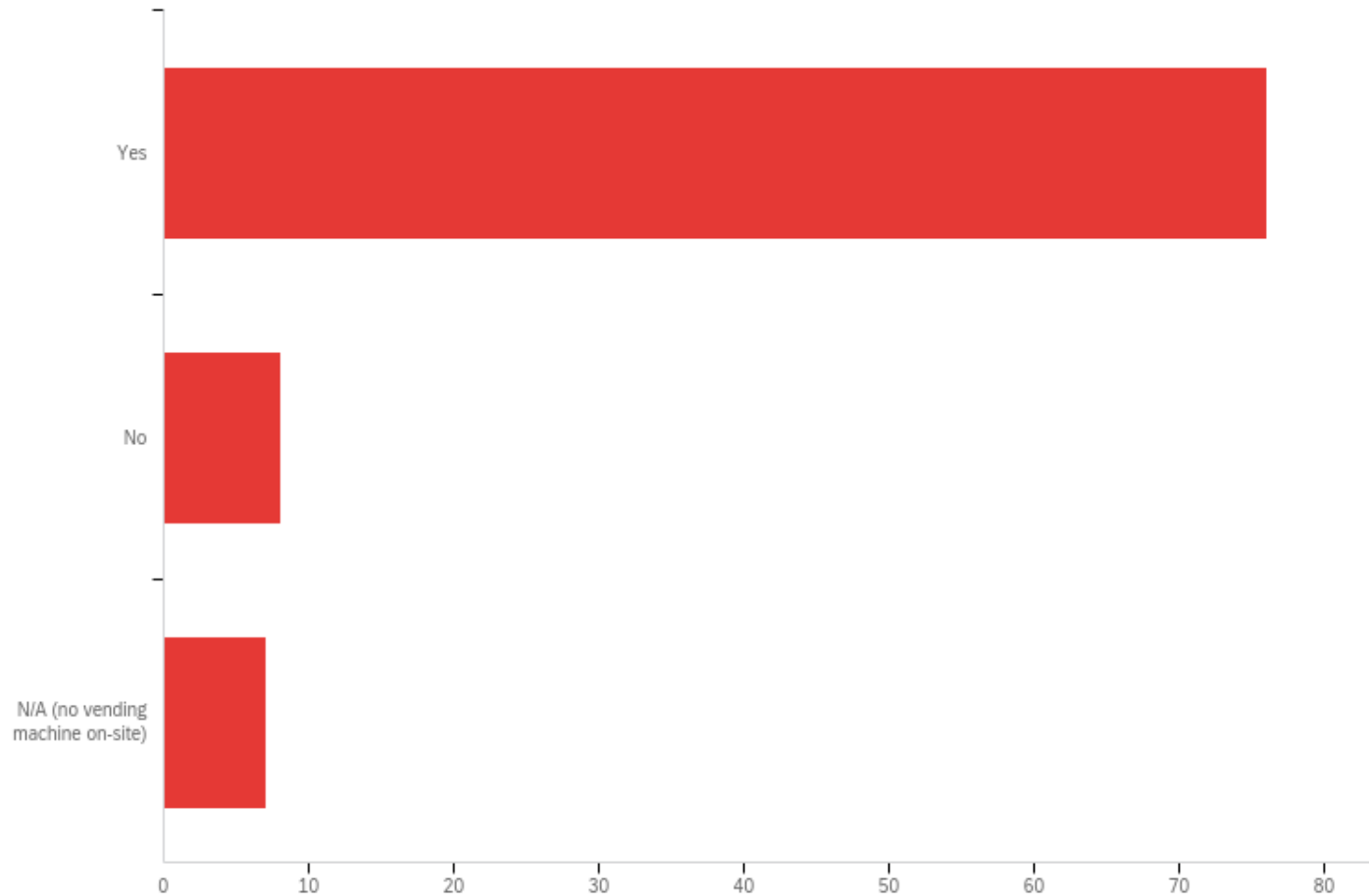
60% of worksites state they promote an on-site or nearby farmers market where fresh fruits and vegetables are sold



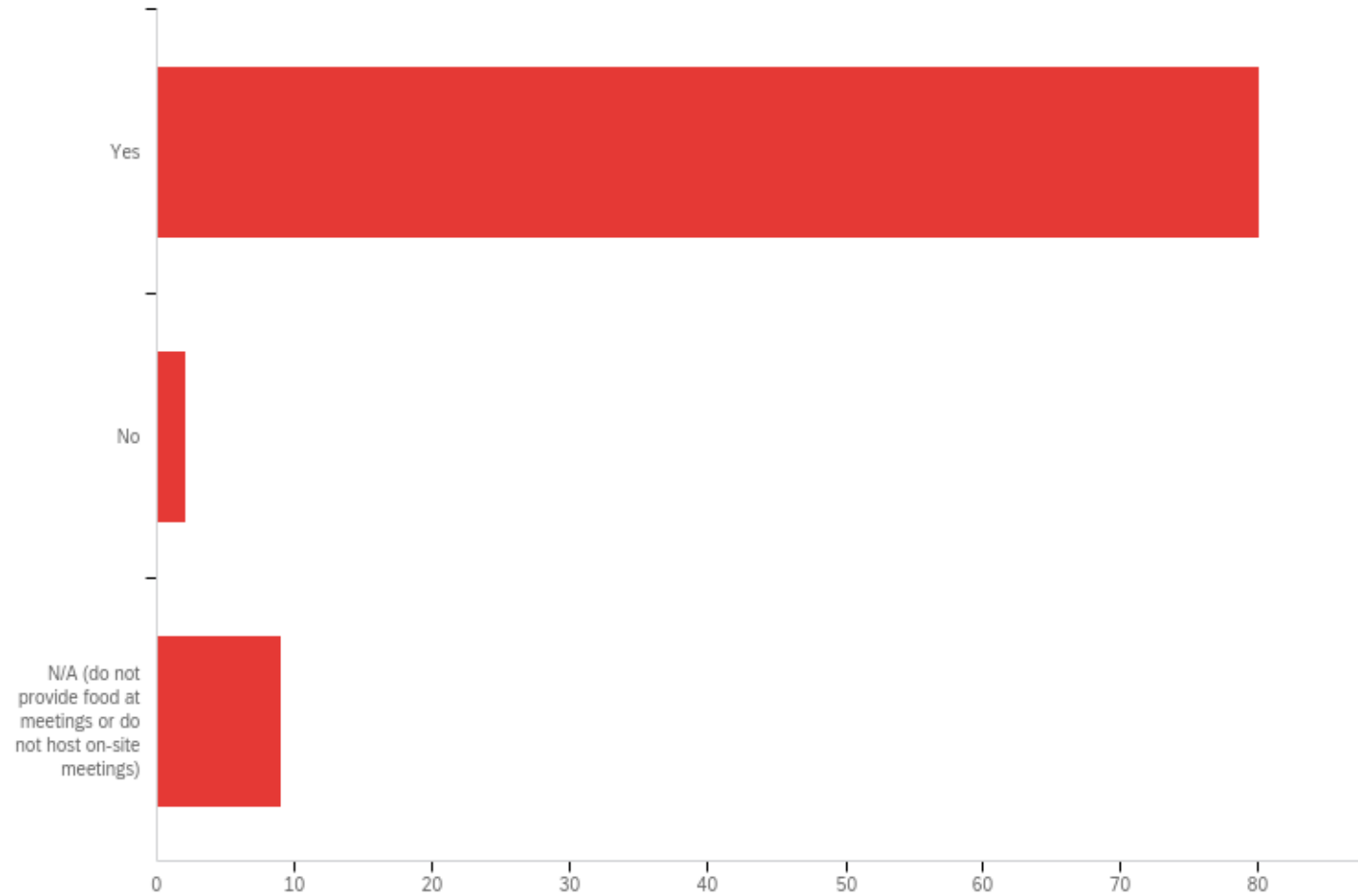
76% of worksites state they have a cafeteria or café at their worksite that provides healthy options



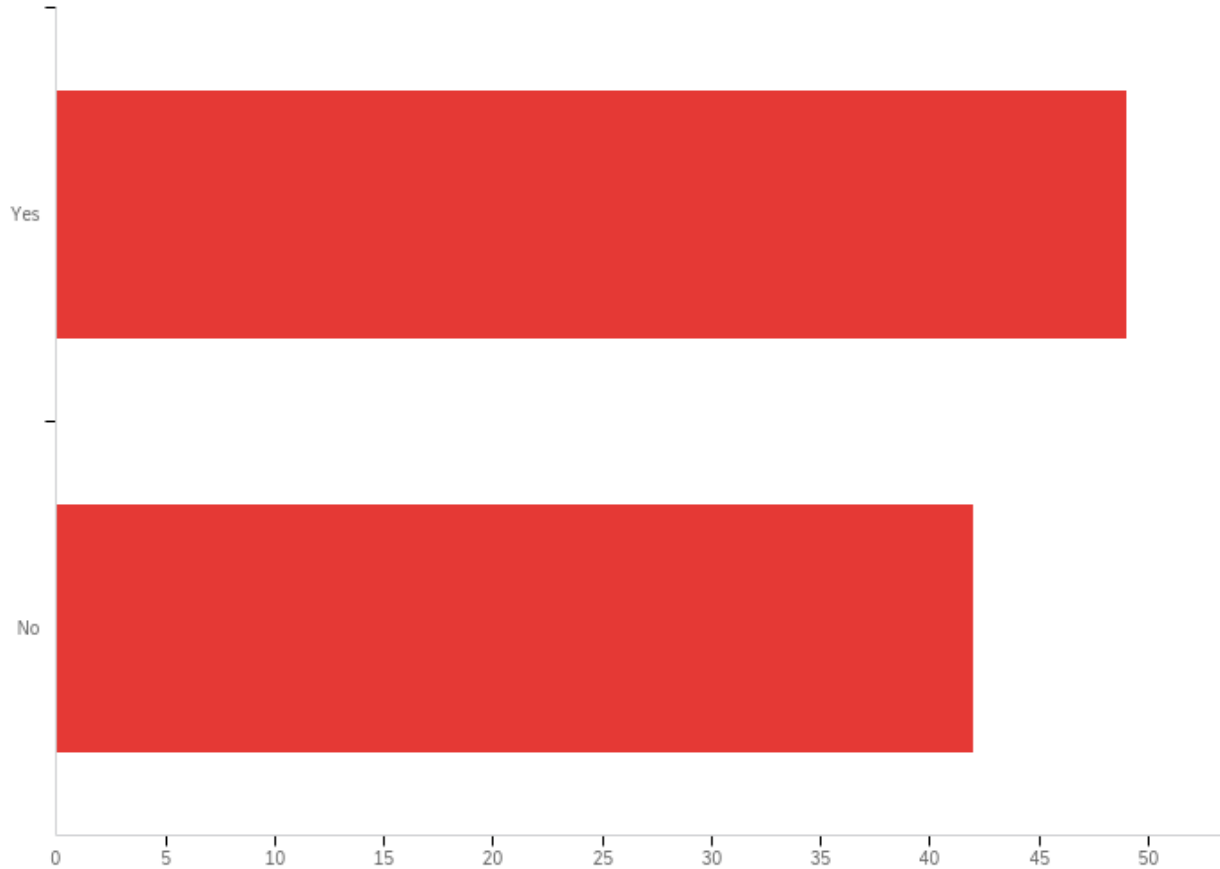
84% of worksites have vending machines that offer healthy choices



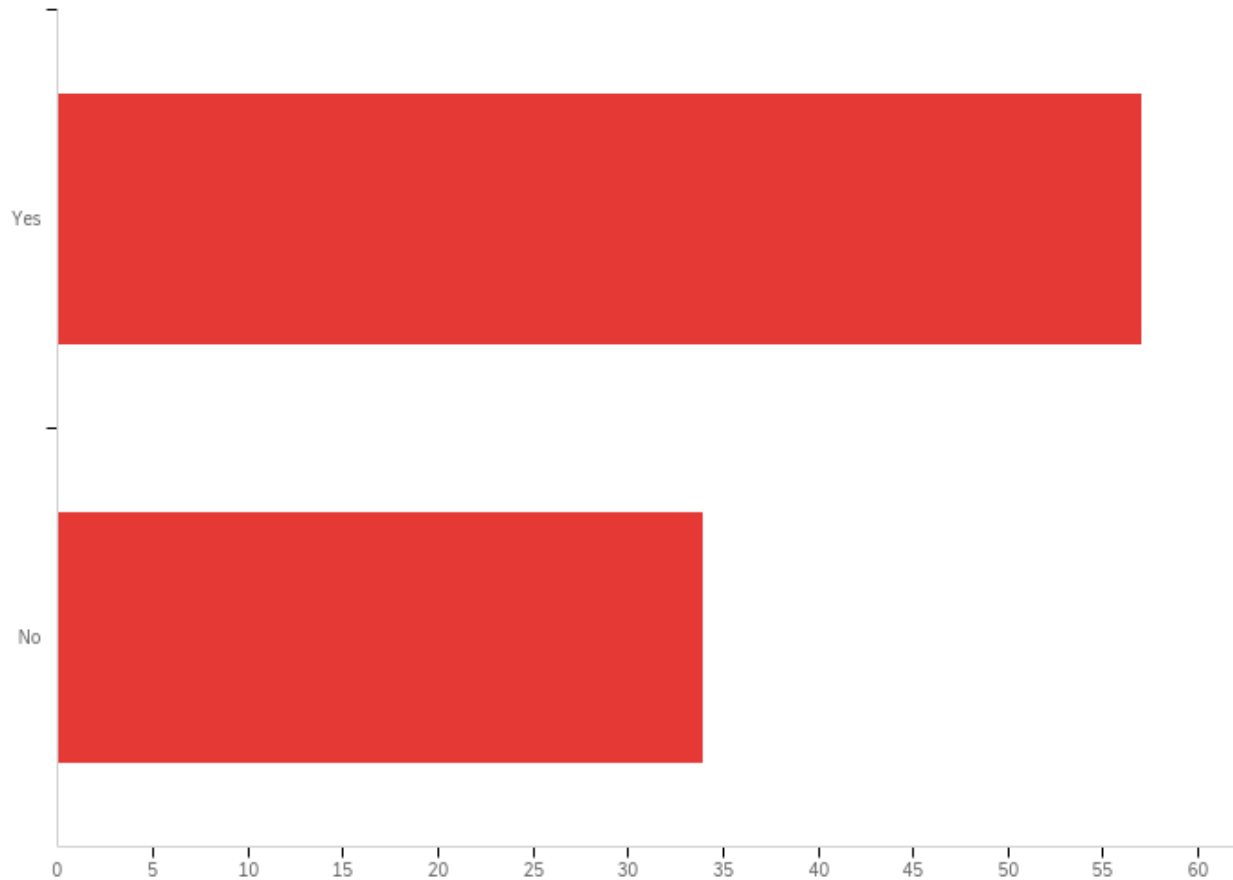
88% of worksites provide healthy options at on-site meetings



54% of businesses have policies or nutrition standards that encourage healthy food and beverage options

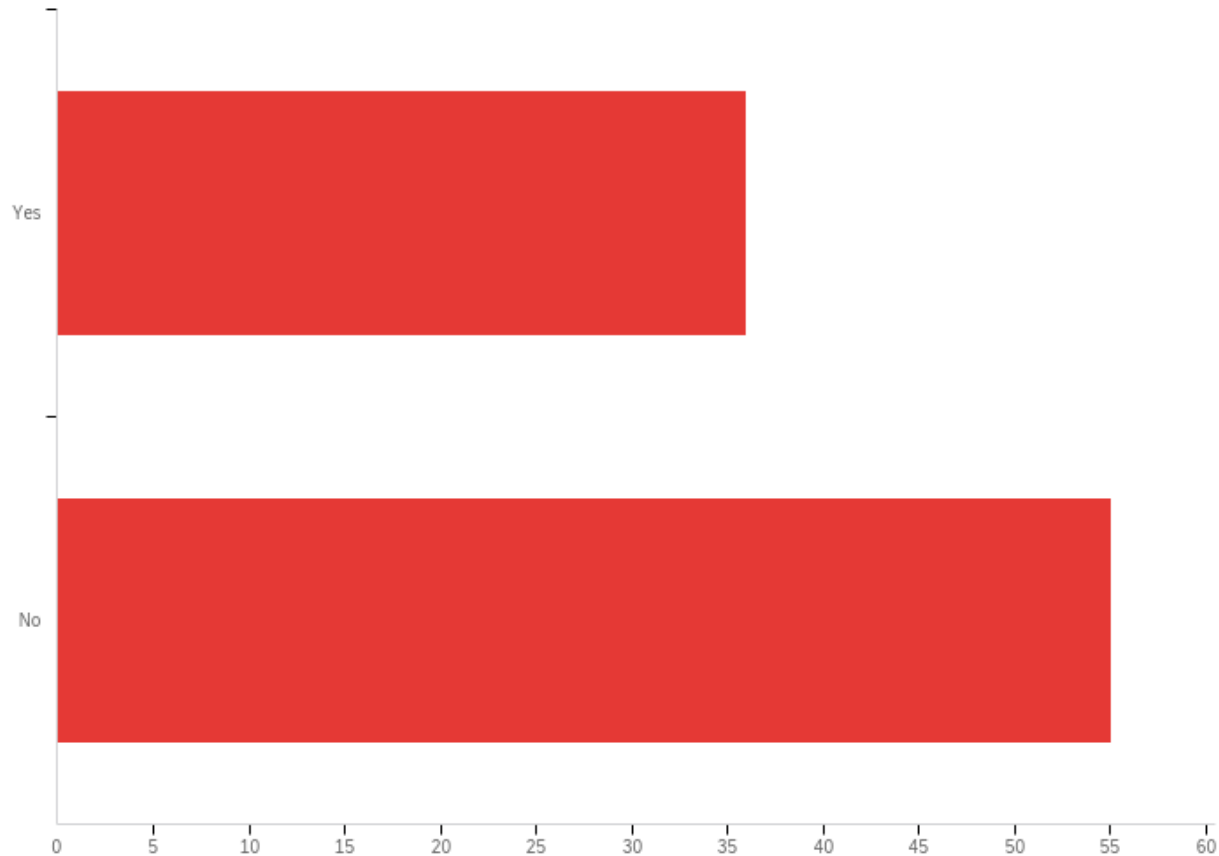


63% of respondents indicate that most of their food/beverage options (over 50%) are healthier



*81% provide nutrition information for their food/beverage offerings and 40% use signs/symbols to help identify healthier options.

40% of worksites state they subsidize or provide discounts on healthier food/beverages



SECTION SIX

Physical Activity

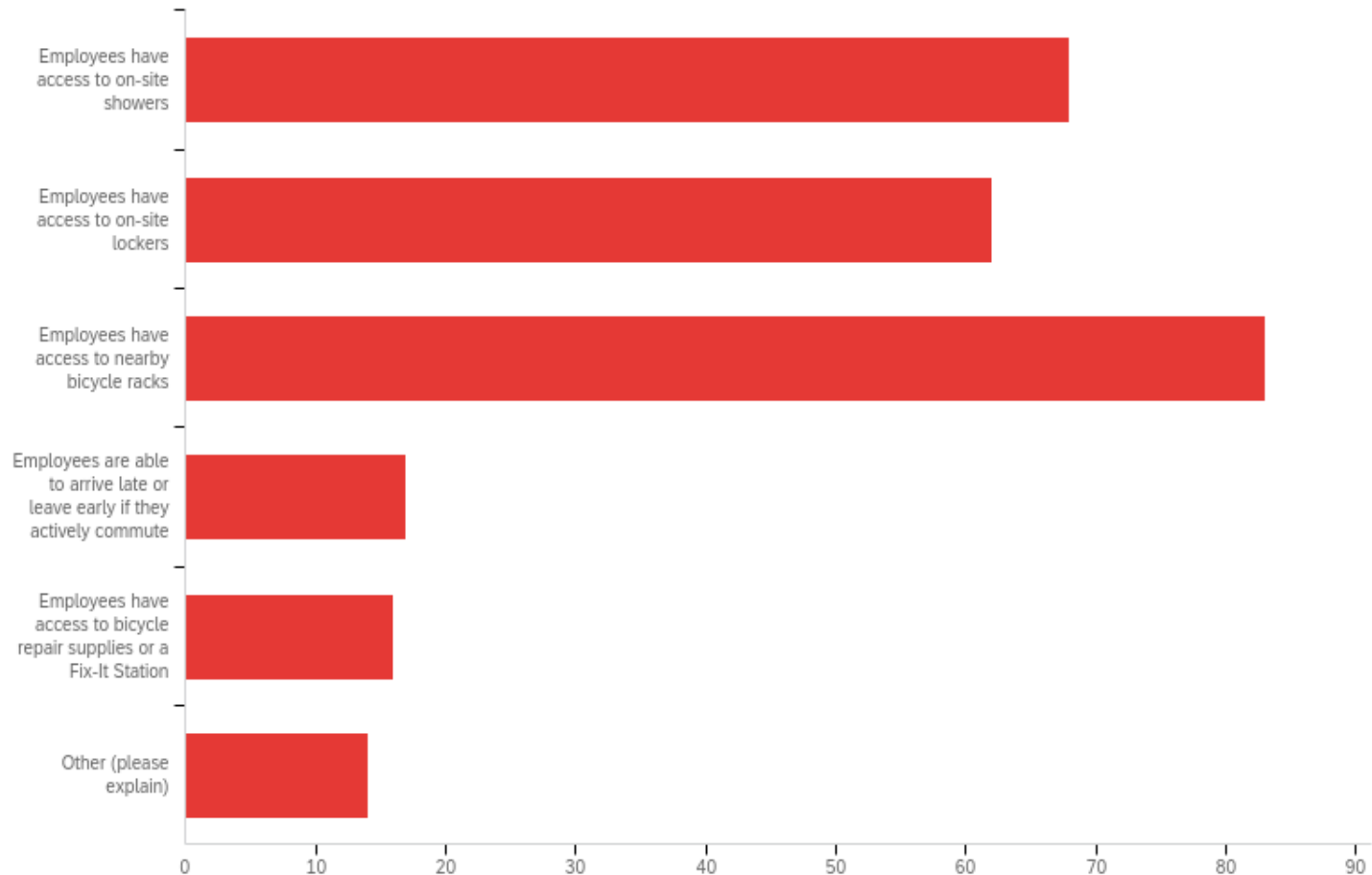
Section 6

Worksite Physical Activity Offerings

- 84% provide reimbursement or arrange discounts for employees' offsite or onsite health club memberships and/or other wellness programs, services or products
- 65% offer on-site cardio/strength fitness classes and 73% offer on-site yoga, mindfulness or flexibility classes
- 89% offer pedometer/fitness tracker challenge programs
- 78% promote stair usage, either by encouraging preference to stair usage when possible or making stairwells aesthetically pleasing and easily accessible
- 79% offer or promote the use of an indoor or outdoor walking path
- 59% offer a walking group
- 68% offer/sponsor other recreational activities for your employees
- 51% offer activity breaks during meetings/conferences lasting longer than one hour, while 10% do not have meetings lasting longer than one hour
- 22% subsidize mass transit passes and 28% do not have mass transit available in their region

Section 6

Ways Worksites Promote Active Commuting



[*See appendix for responses for other ways worksites promote active commuting](#)

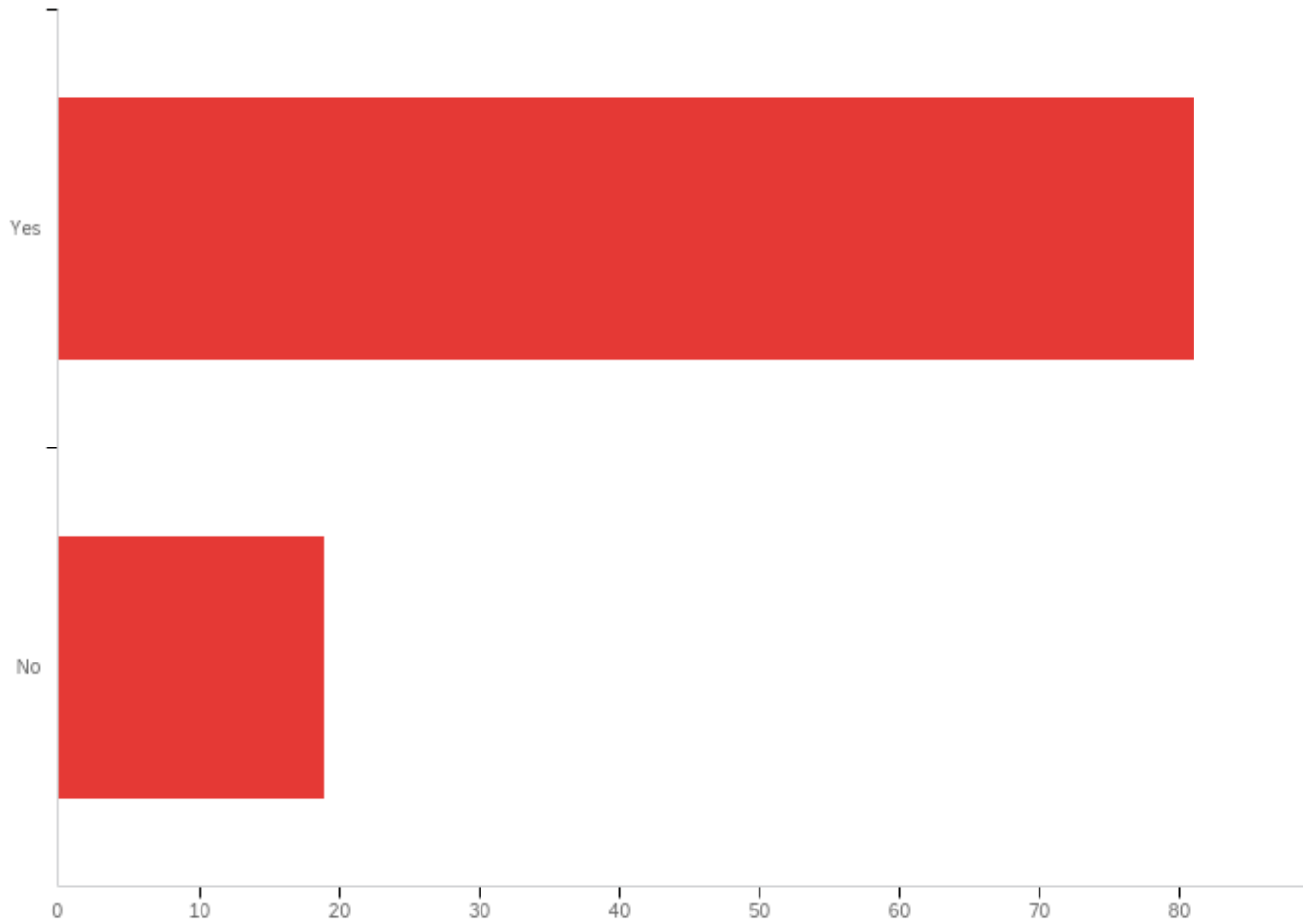
SECTION SEVEN

Mental and Emotional Health

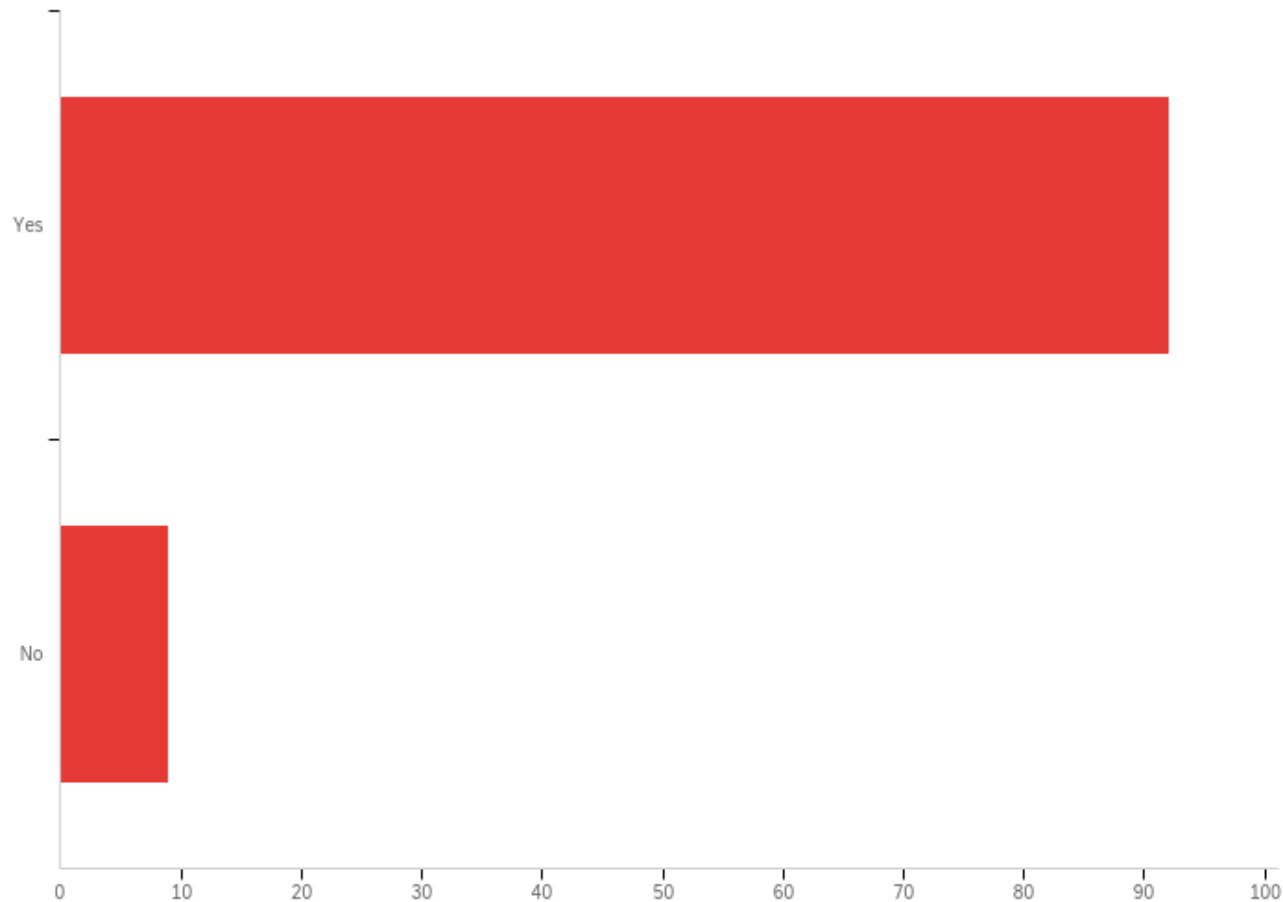
Additional Findings

- 100% of worksites have an Employee Assistance Program

81% of businesses provide free or subsidized clinical assessments for depression

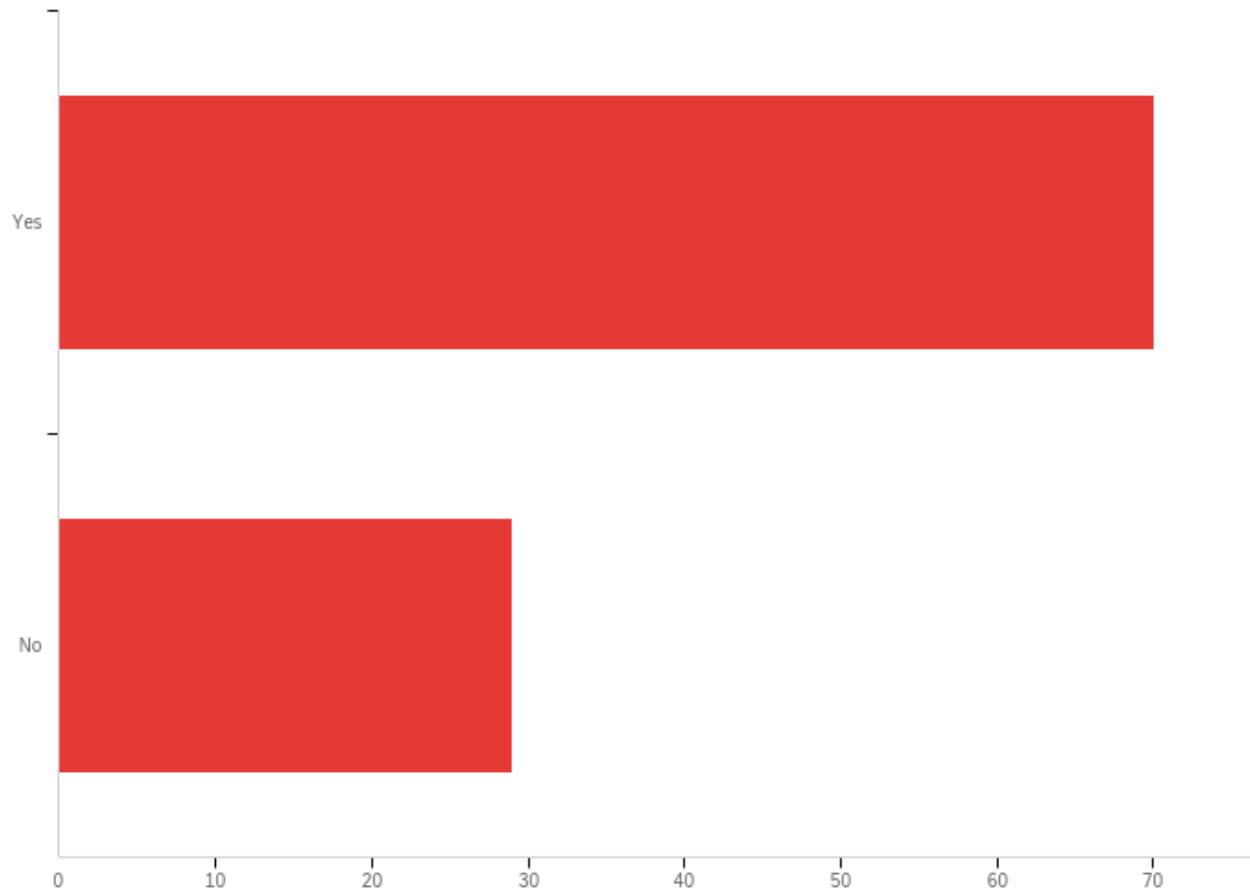


91% of respondents indicate their worksite provides educational materials on preventing, detecting, and treating depression



*86% of worksites provide and promote free or subsidized lifestyle coaching or self-management programs for depression

71% provide health insurance coverage with free or subsidized out-of-pocket costs for depression medications



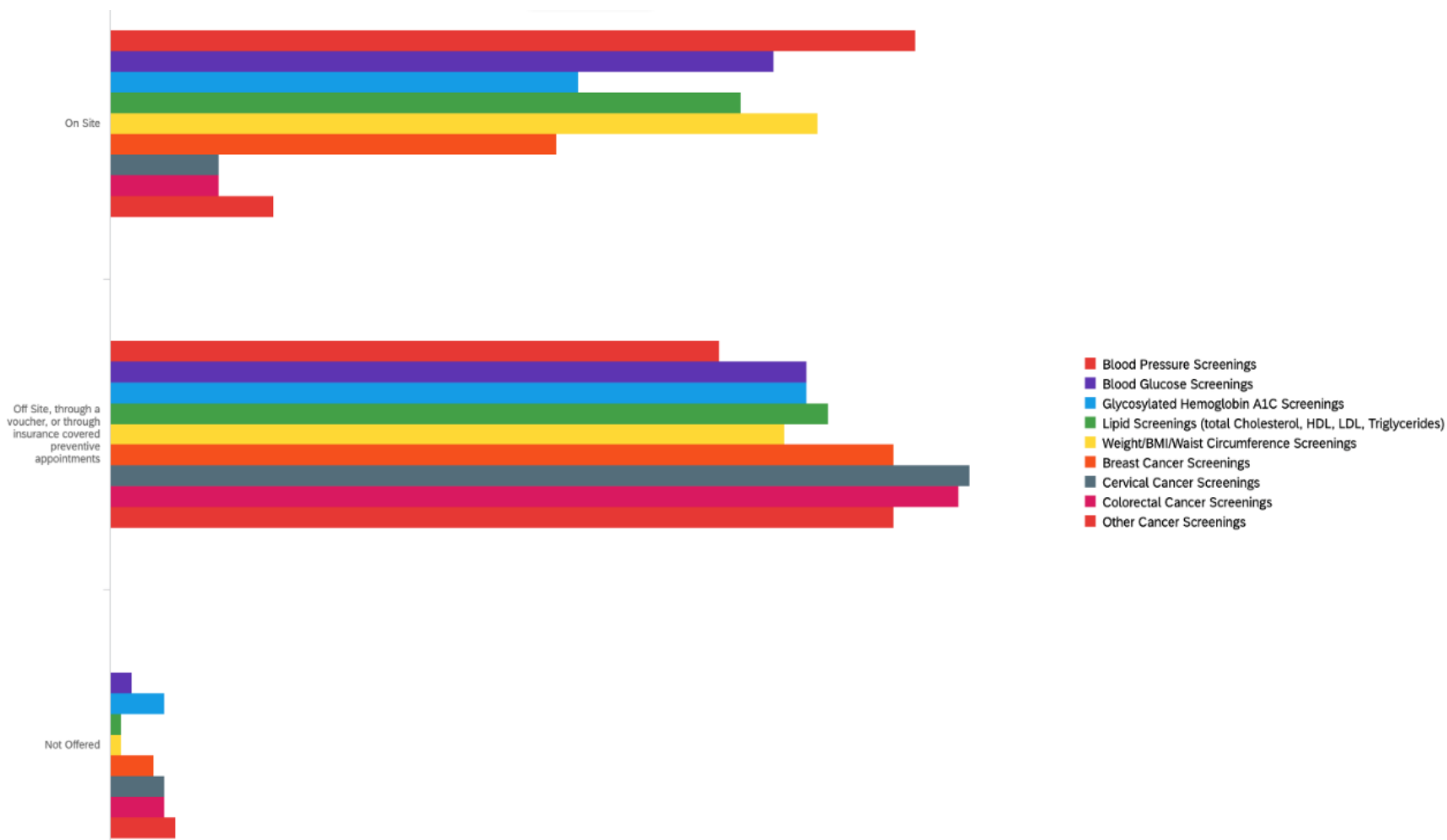
*74% provide coverage for mental health counseling

SECTION EIGHT

Wellness Screenings and Health Services

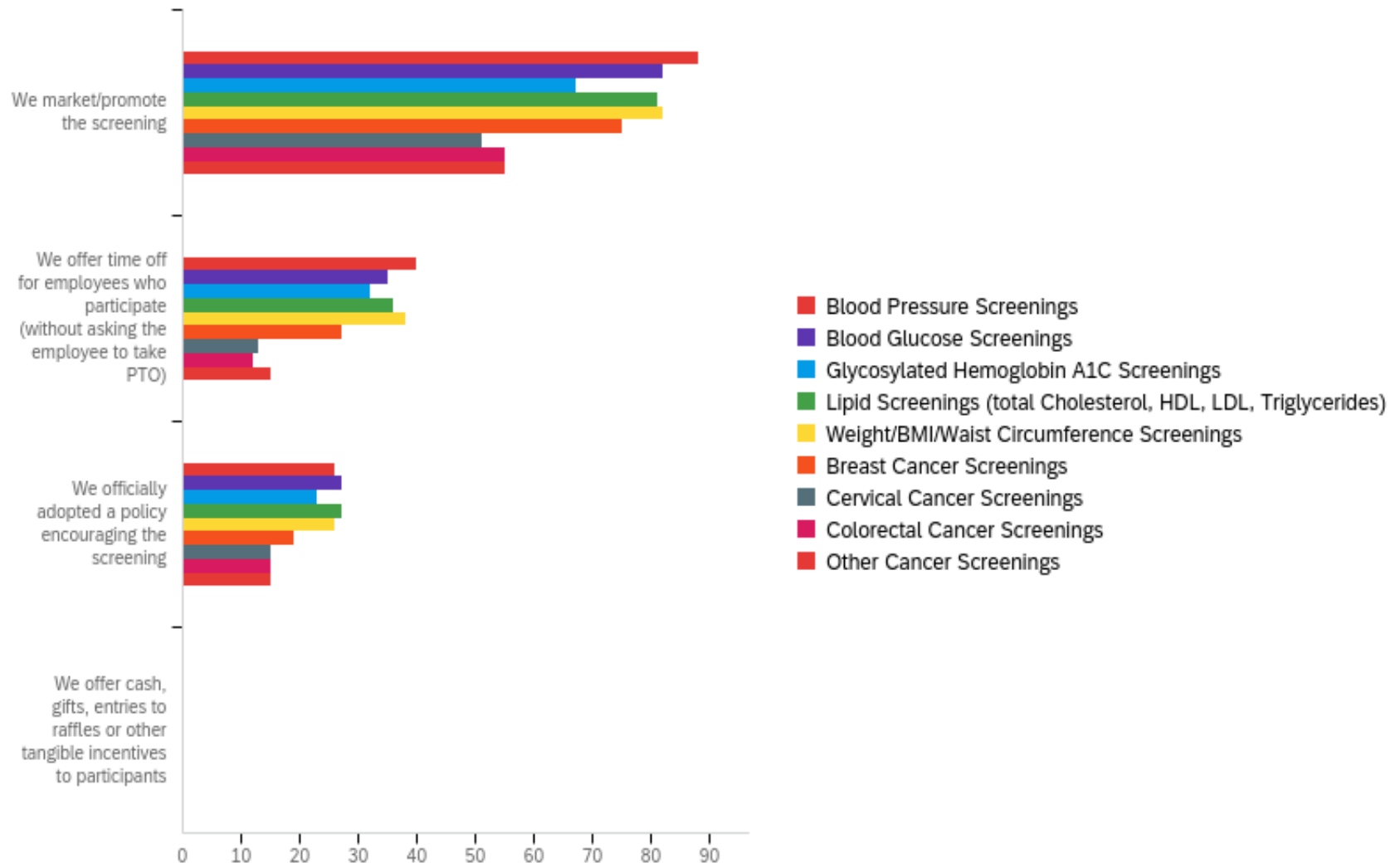
Section 8

Wellness Screenings and Health Services



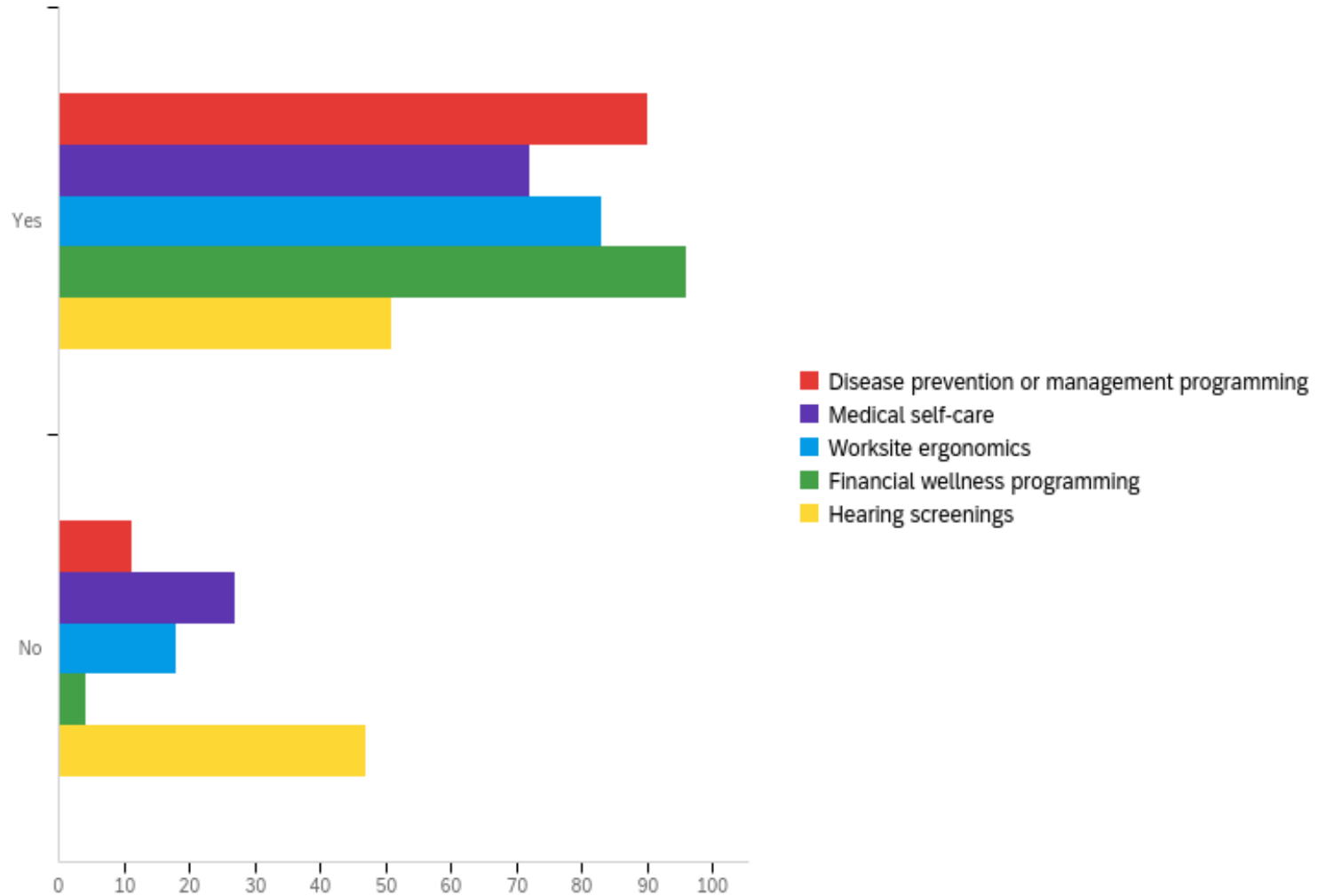
*Due to complications with the survey software, this data set is incomplete.

Promotion and Incentives for Participation in Screenings and Health Services



Section 8

Additional Health and Wellness Services Provided



Section 8

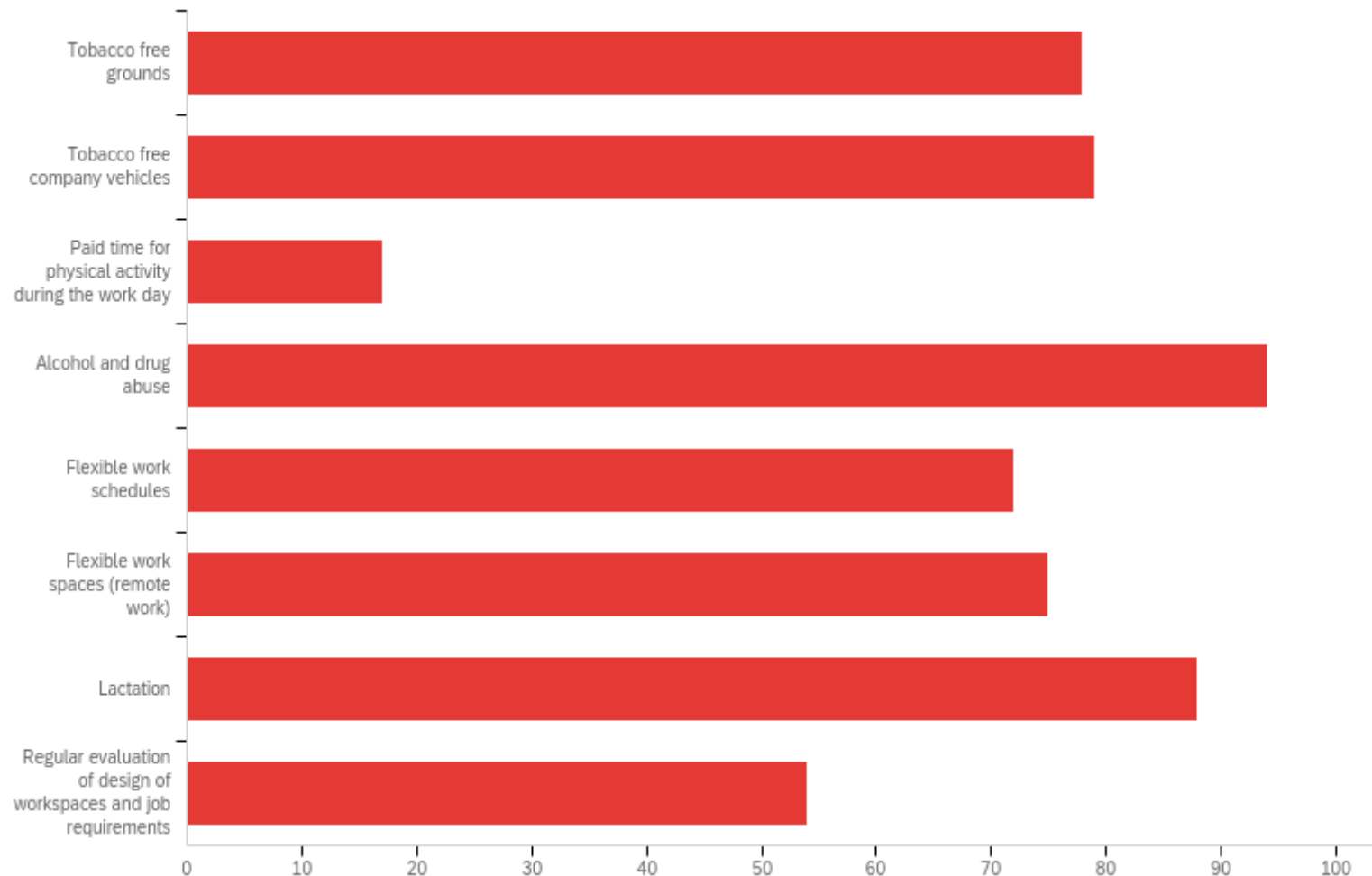
Additional Health and Wellness Services Provided

- 98% of worksites provide telehealth services
- 91% of worksites regularly participate in a community health promotion or social activities event such as a blood drive or run/walk-a-thon

SECTION NINE

Supportive Environment

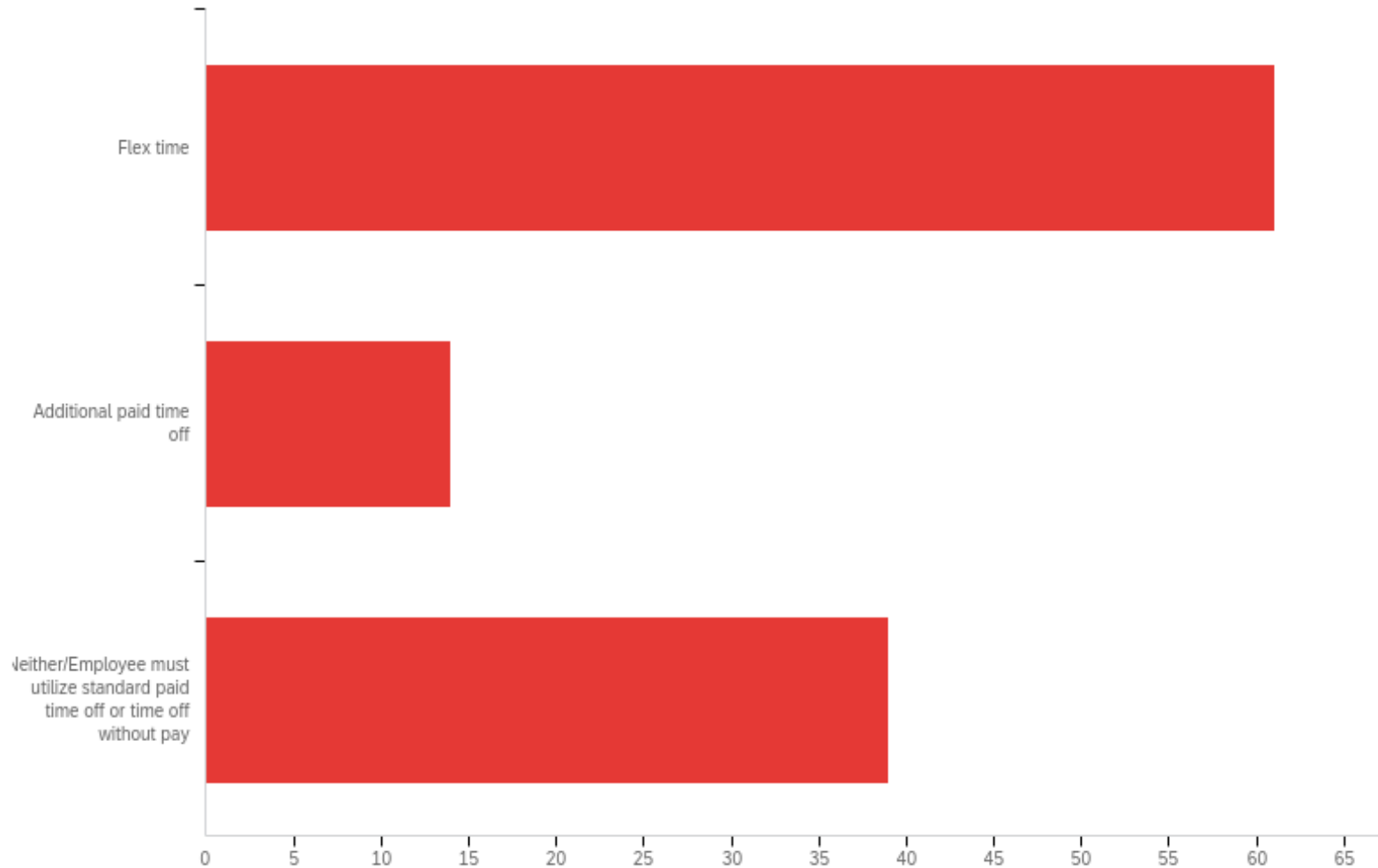
Worksites have written policies on the following topics



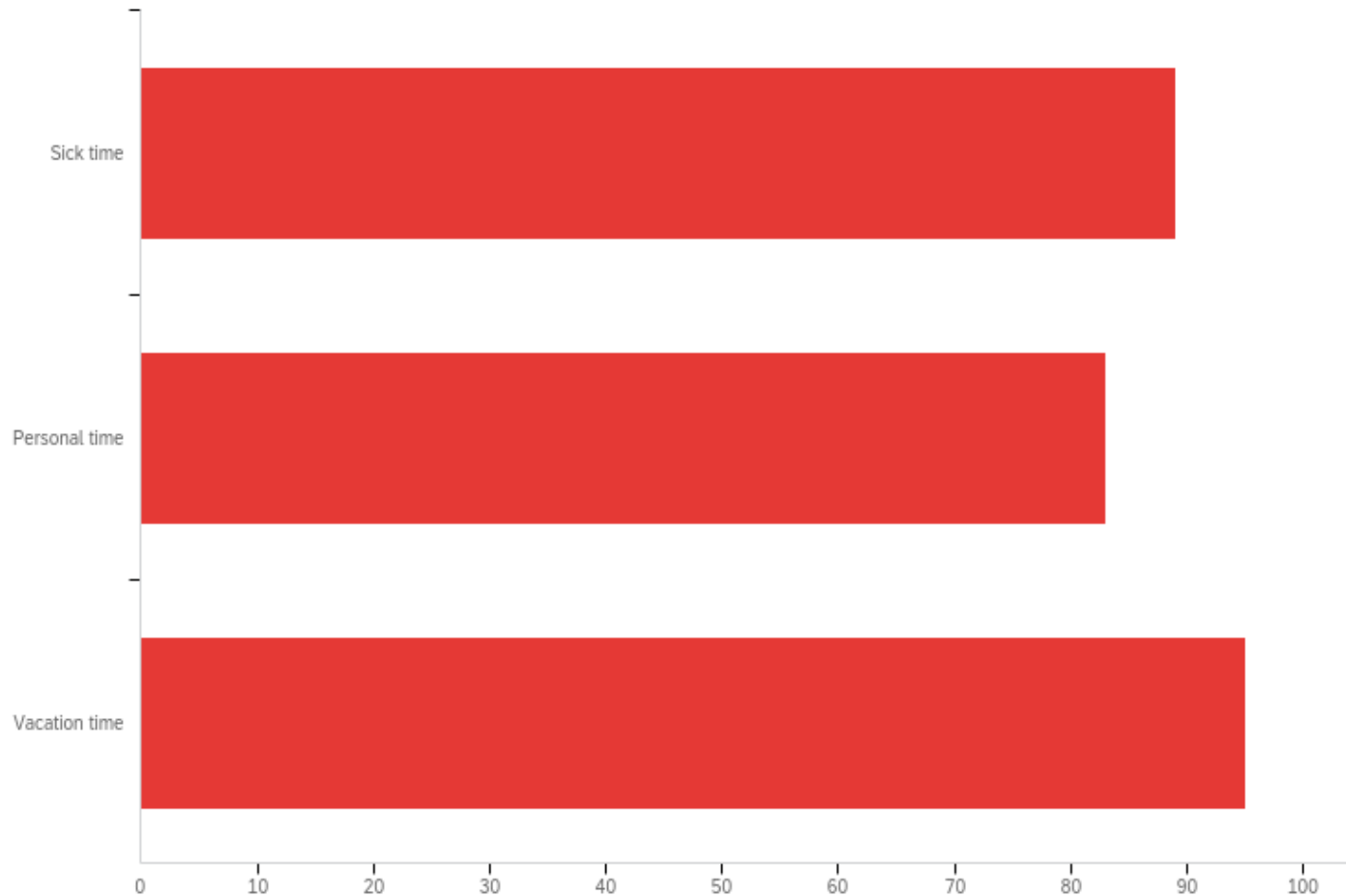
Supporting the Work Environment

- 98% of worksites schedule wellness programs and provide opportunities that accommodate employees' schedules
- 71% offer wellness programs to spouses/partners and dependents
- 96% of worksites offer health promotion programs at no additional cost
- 98% of worksites provide incentives to increase participation in wellness initiatives and 80% provide incentives for achieving wellness goals
- 95% of worksites provide dedicated time and space for lactation
- 66% offer lactation education/services/support to employees
- 74% of worksites employ ergonomic practices and ensure that all workstations are ergonomically sound

66% of worksites offer flex time or additional PTO to accommodate preventative medical exams

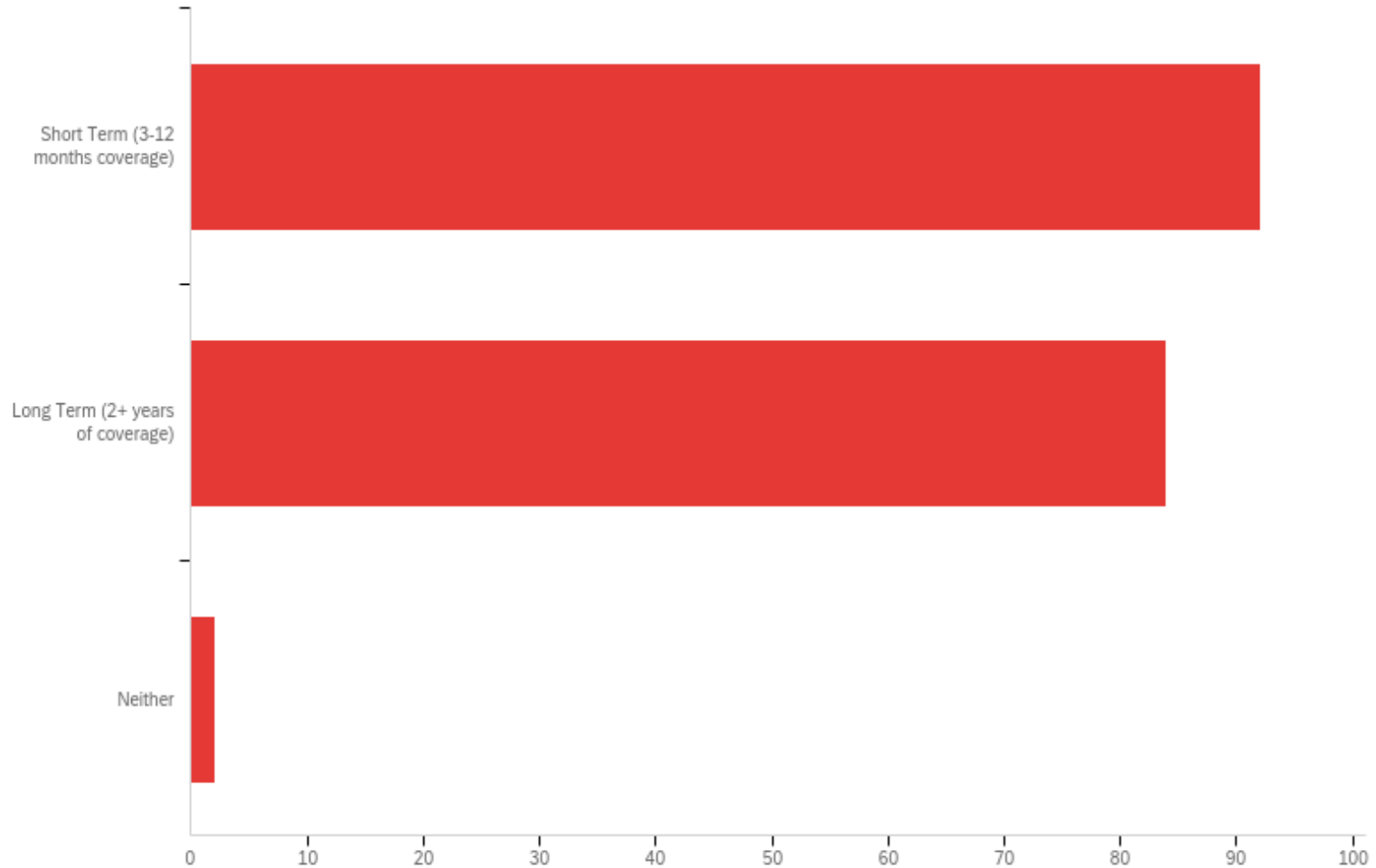


Percent of worksites who offer paid time off to employees



*57% of worksites offer paid parental leave (outside of sick, personal, and vacation time)

99% of worksites offer either short-term or long-term disability coverage



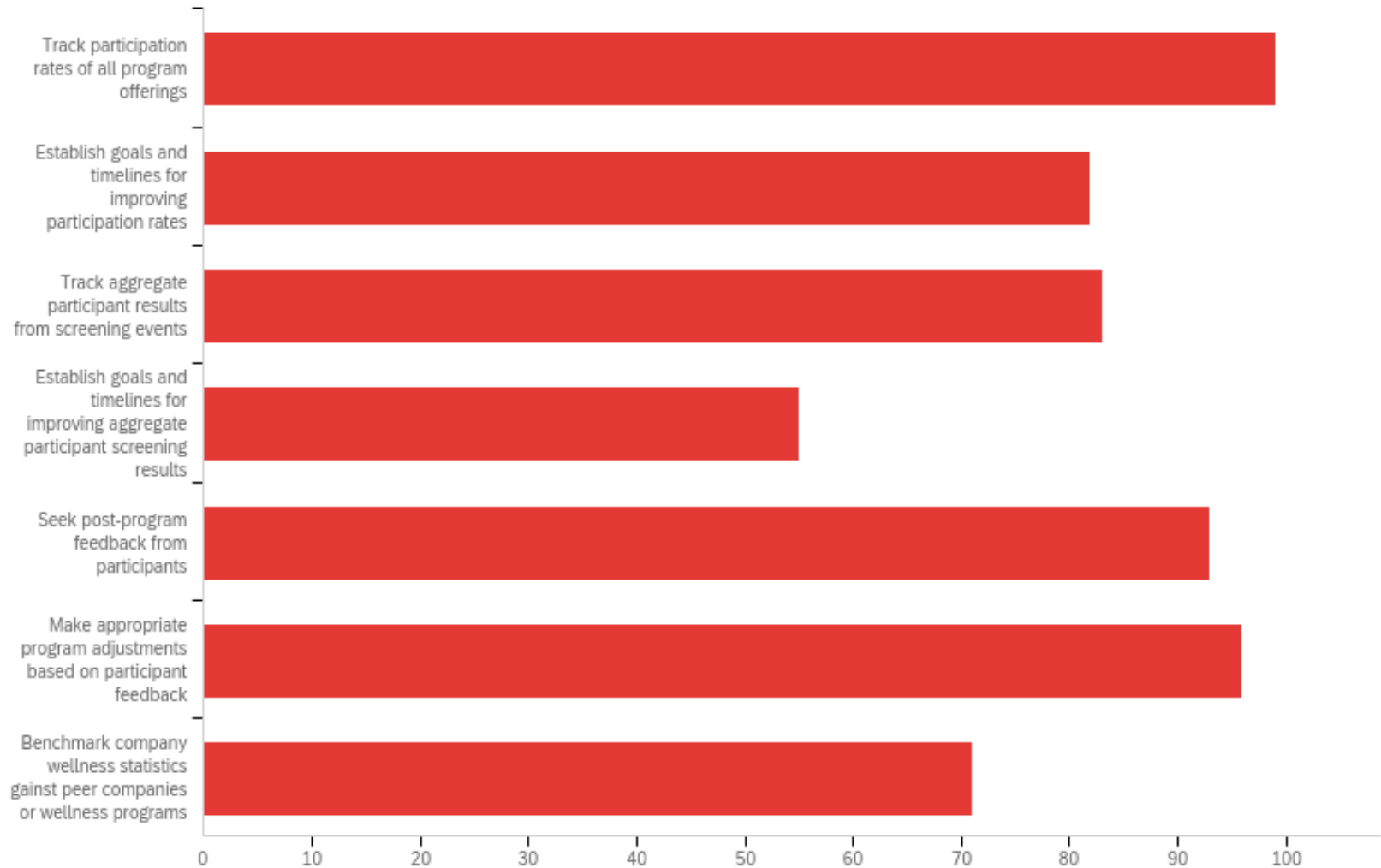
*93% of businesses practice disability prevention management, such as early return to work or restricted duty

SECTION TEN

Evaluation of Wellness Programs and Culture

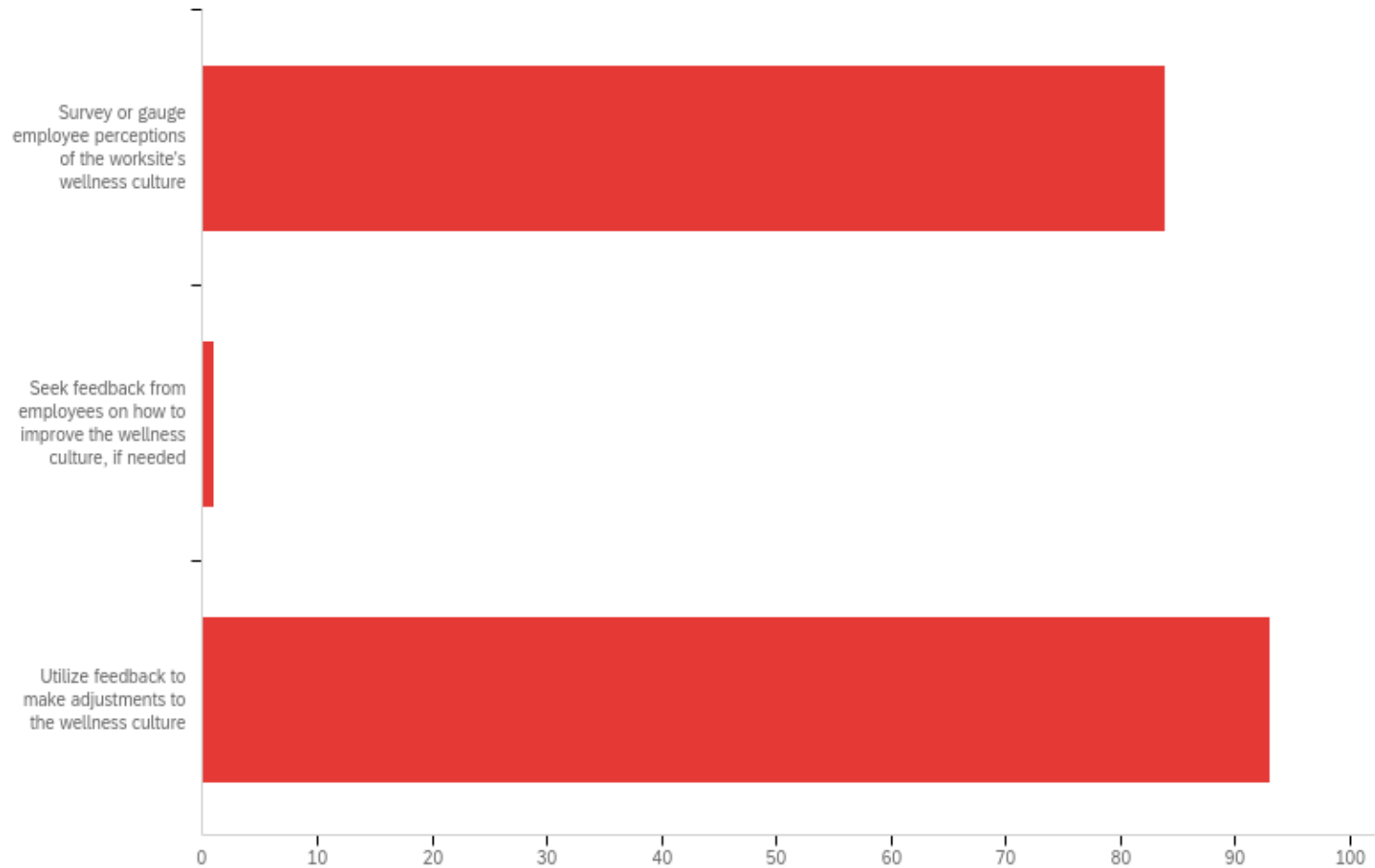
Section 10

Evaluation of Wellness Programs



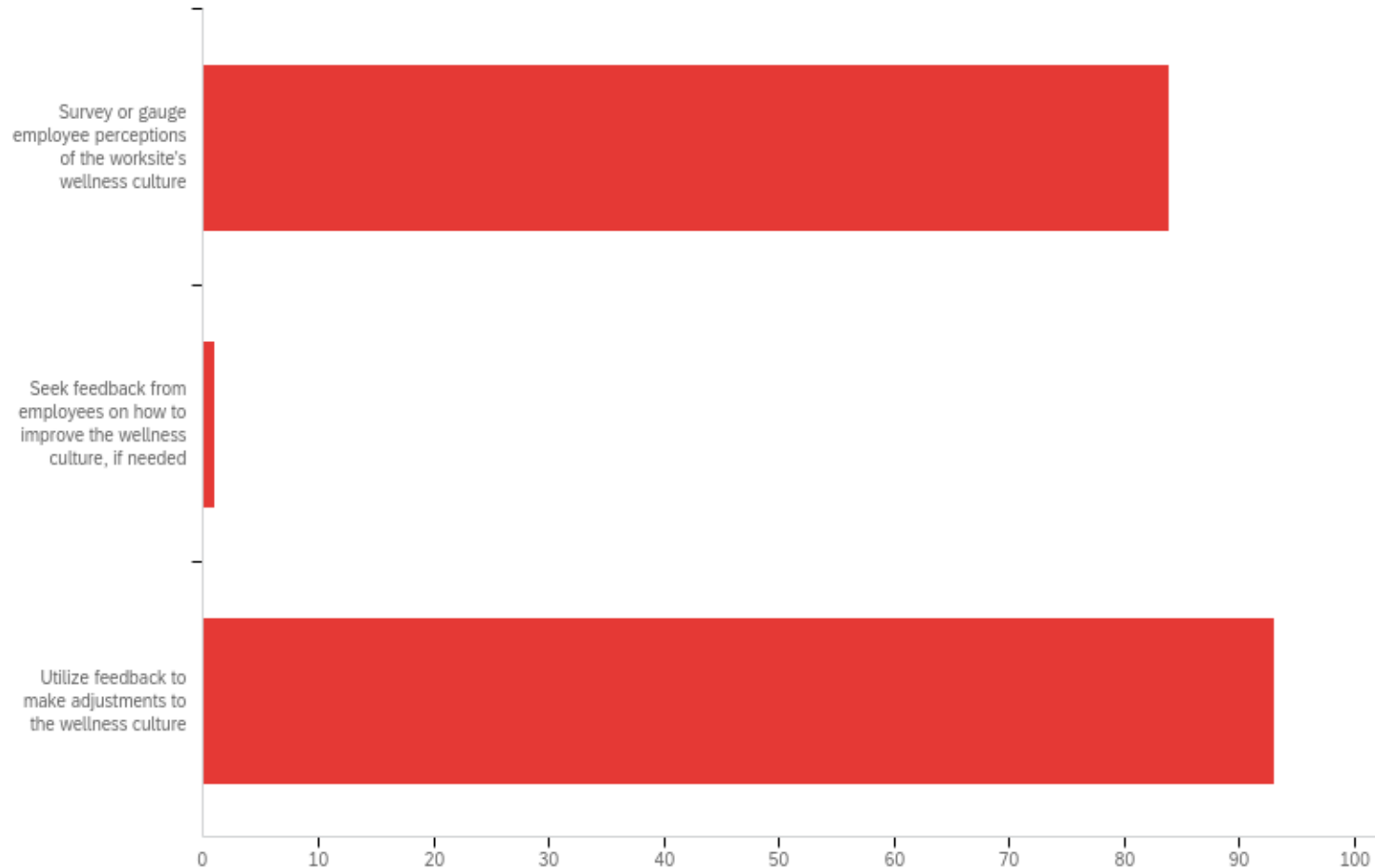
Section 10

Evaluation of Wellness Culture



Section 10

Evaluation of Wellness Culture

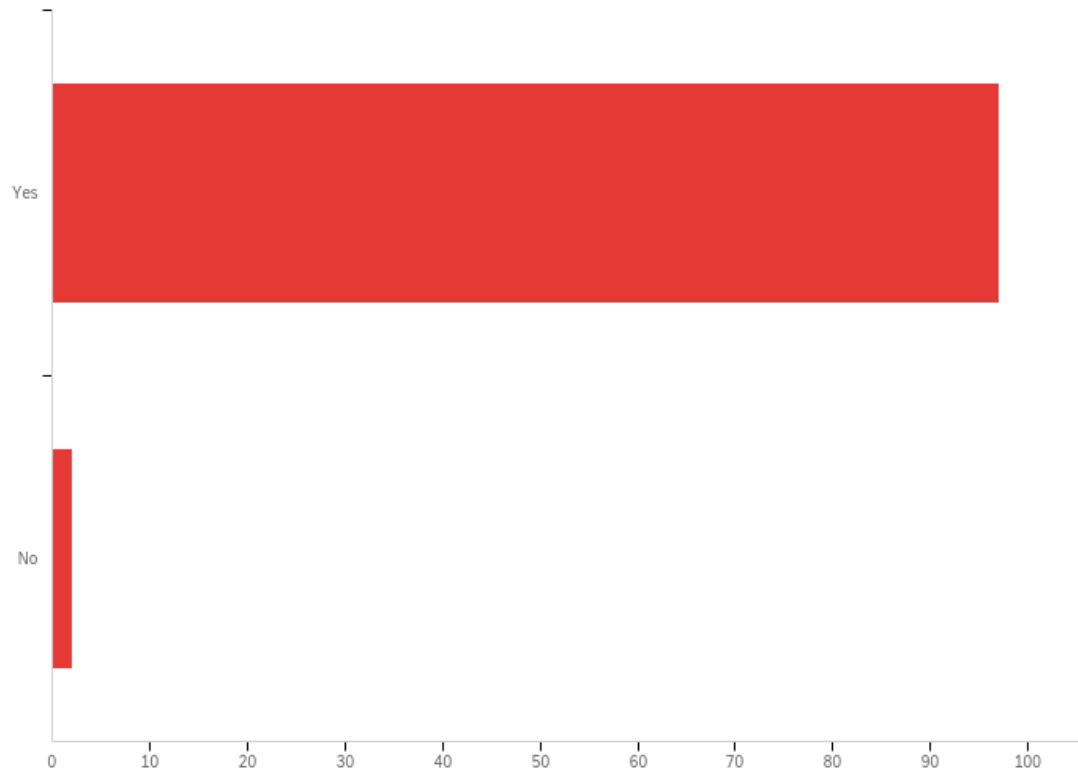


Additionally, 92% of organizations share information about their worksite wellness programming, including program design, successes and areas for improvement, with other employers.

SECTION ELEVEN

Pandemic Modifications

98% of worksites offered telework as an option for non-essential employees during the pandemic

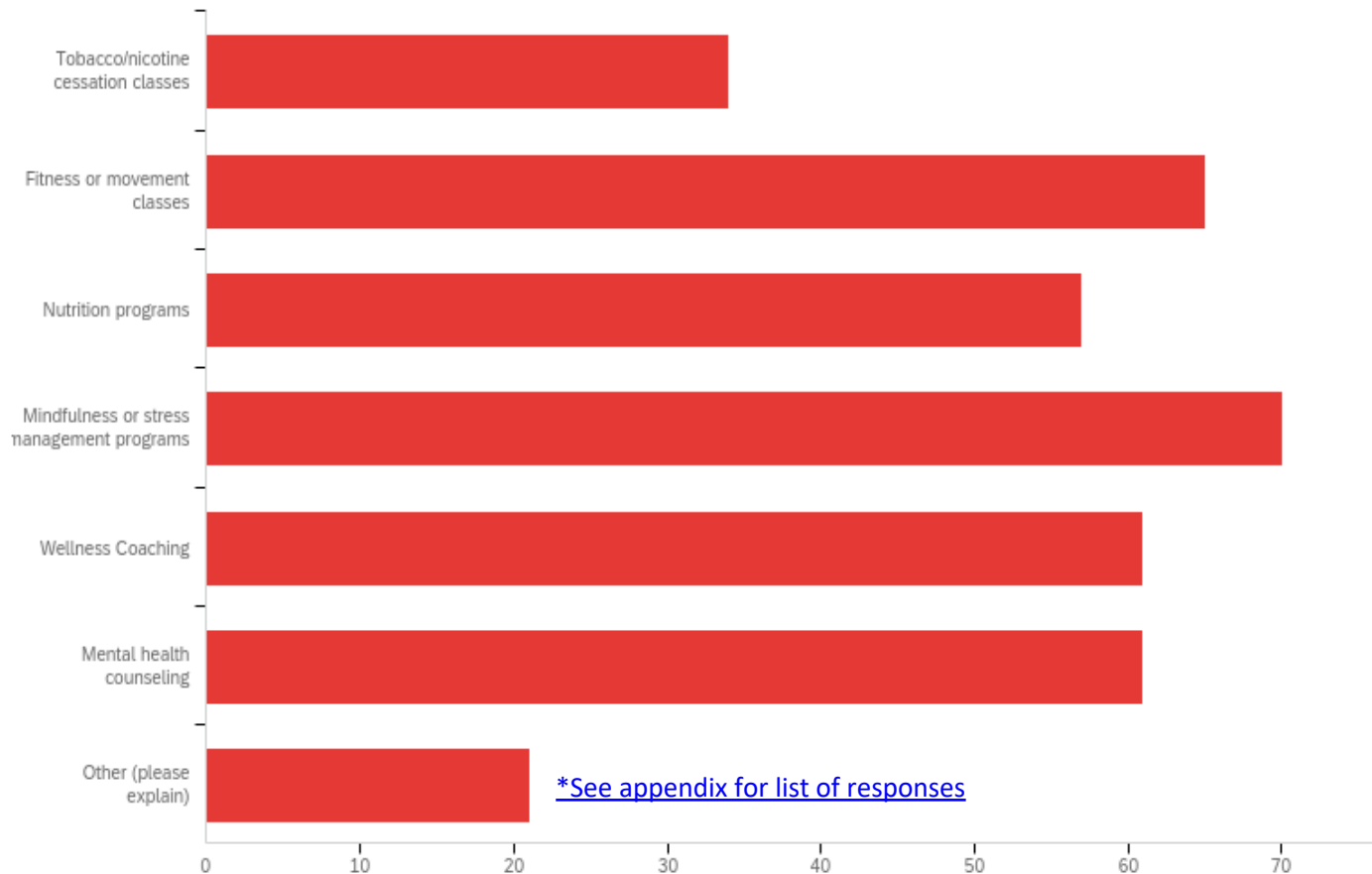


*93% stayed active in their communication with their wellness committee during the pandemic

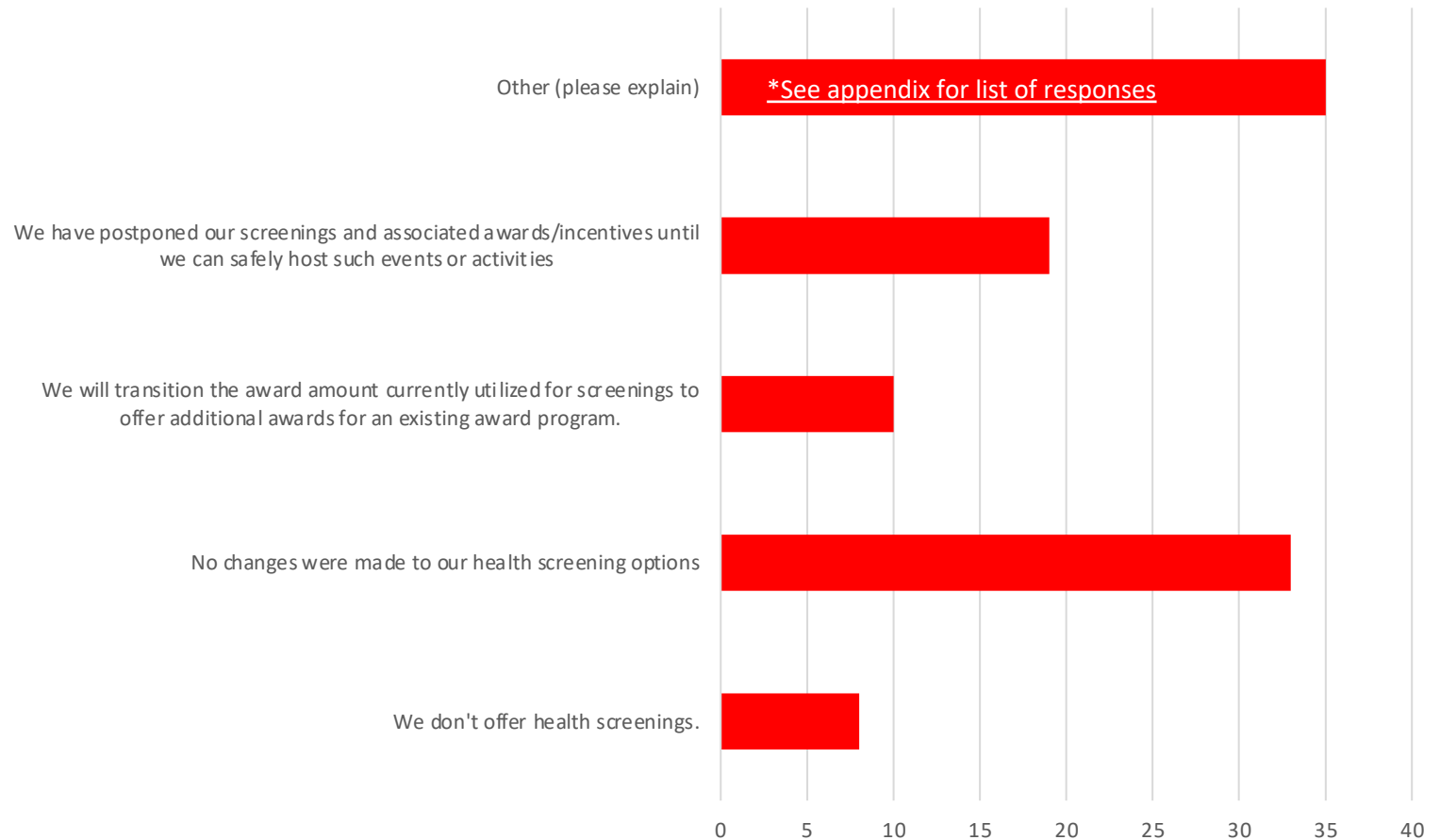
Providing employees with well-being resources and offering flexible scheduling options were the most popular well-being programs offered during pandemic



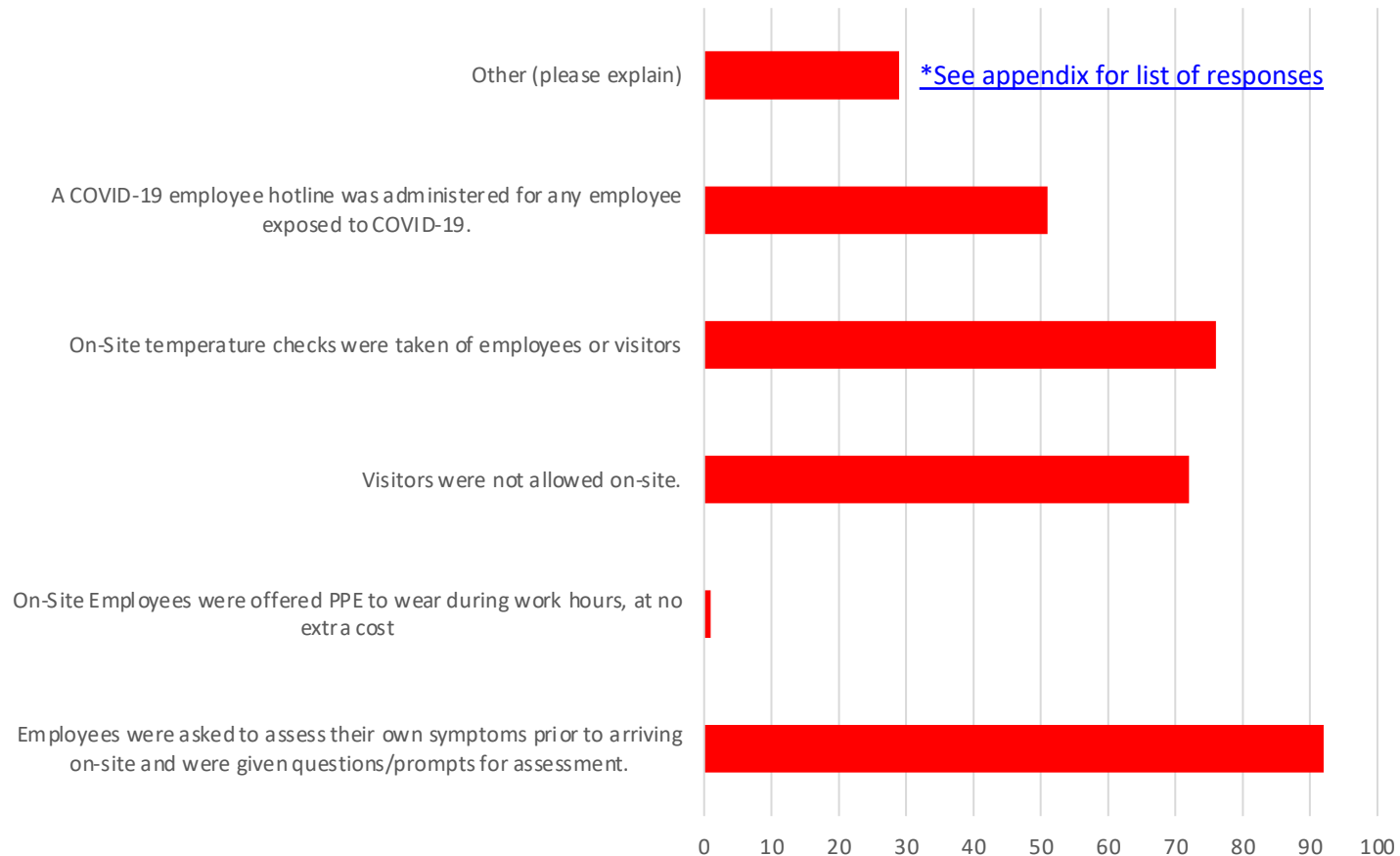
Mindfulness/Stress Management and Fitness or Movement Classes were the most popular well-being programs transitioned to an online platform during the pandemic



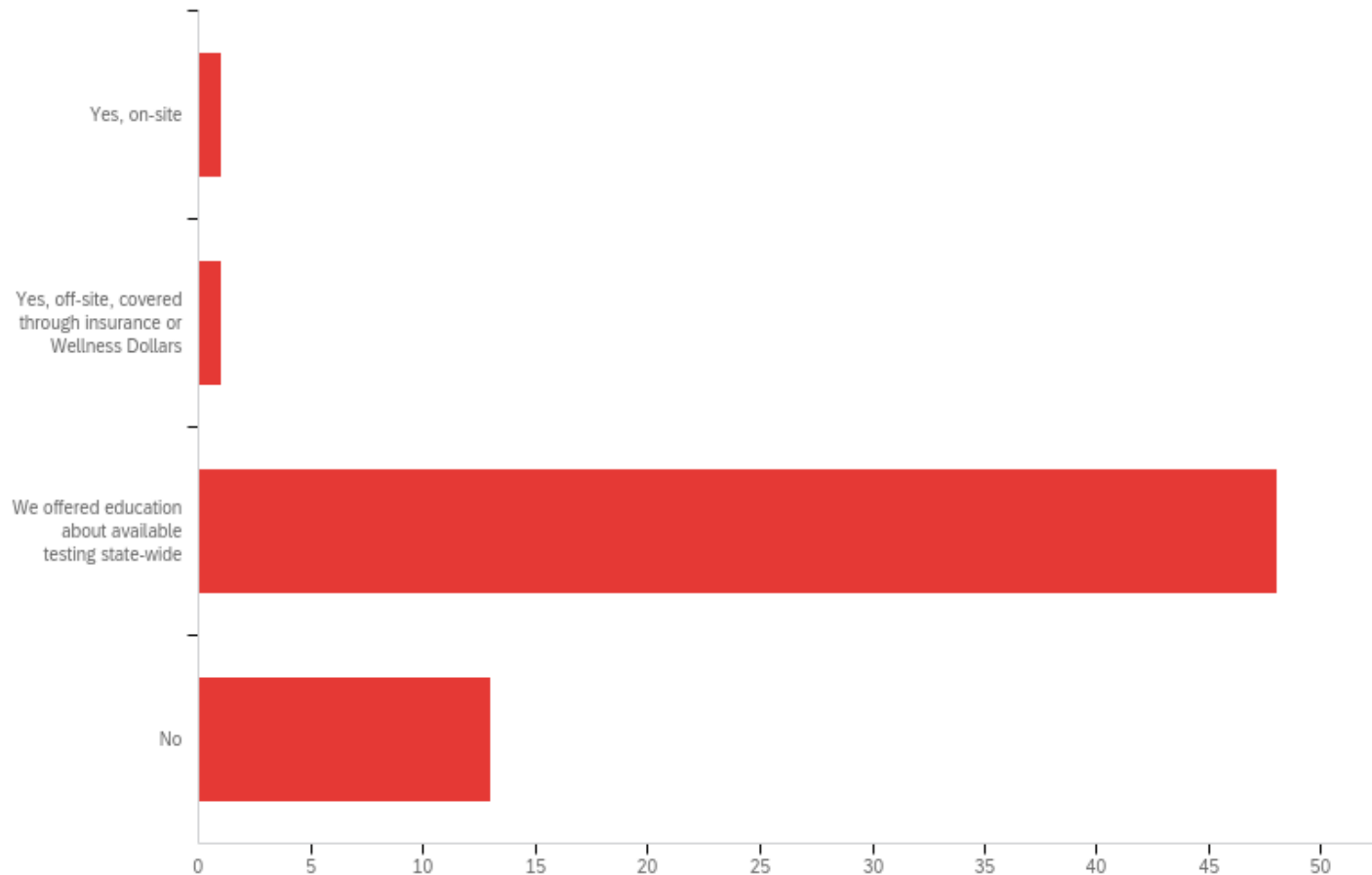
Changes to health screening operations due to the pandemic



Employee self-assessment of symptoms and on-site temperature checks were the most popular on-site safety actions deployed during the pandemic

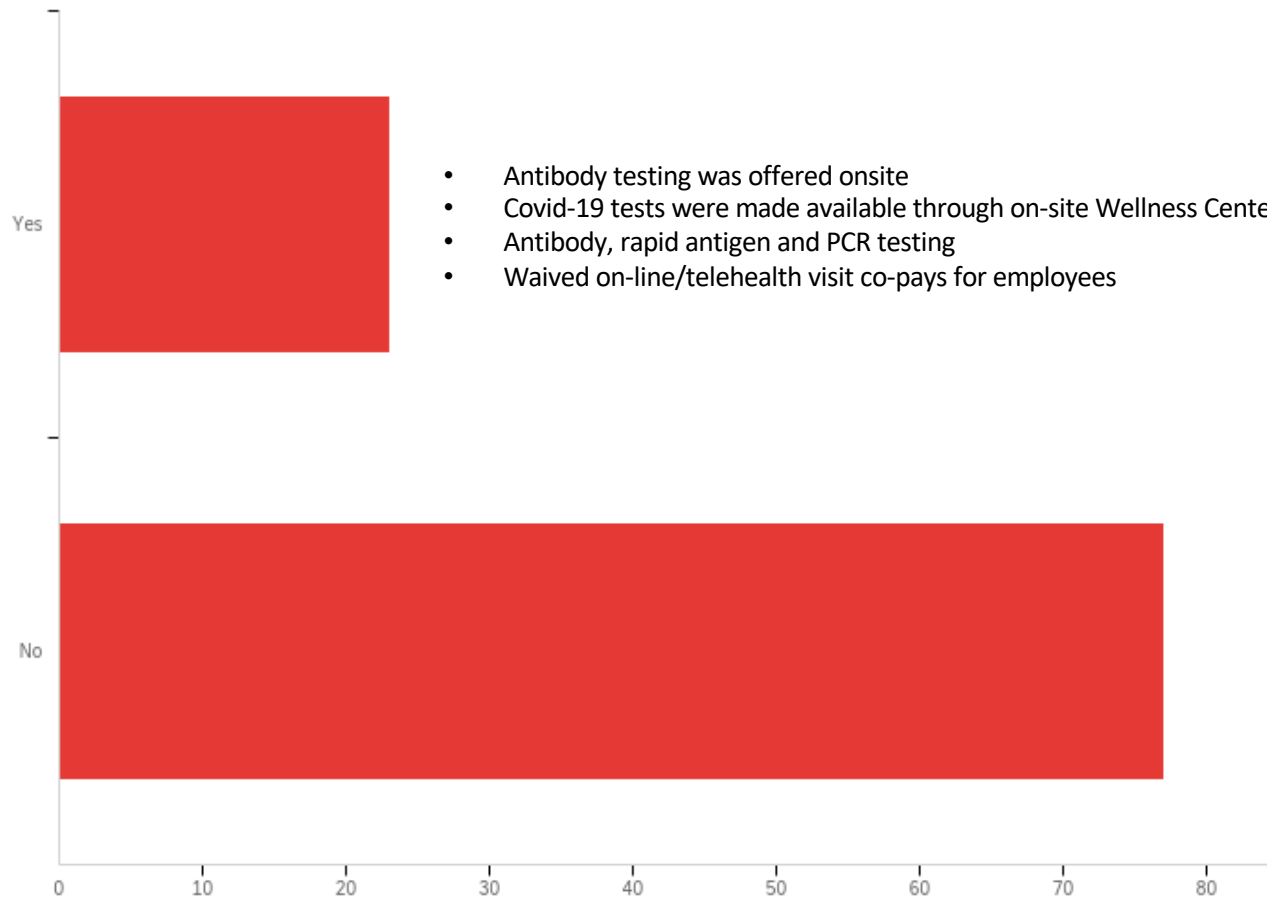


20% of worksites do not offer on-site COVID-19 testing



*76% of worksites offered education about available COVID-19 testing state-wide

77% of worksites offered other medical testing related to COVID-19



APPENDIX

Section One

Names of Health Insurance Providers:

SummaCare	Suburban Health Consortium (Medical Mutual of Ohio/Express Scripts)
UMR	Cigna
Anthem BCBS	Medical Mutual of Ohio and Anthem Blue Cross Blue Shield
BCBS of Alabama	Medical Mutual
Paramount	Meritain Health
United Healthcare	Self-insured, TPA Meritain
OhioHealthy	Self-insured with Medical Mutual as our TPA
We are a health plan (pool) for Ohio counties; self-insured.	Anthem/UFCW 880
Primarily Anthem; other smaller vendors	MedBen
Anthem Blue Cross and Blue Shield	New-United Healthcare
JP Farley/MetroHealth	Medical Mutual of Ohio and CleCare
Paramount & Frontpath Health Coalition	

Names of Wellness Vendors:

Optum Health	Wellright (Healthstat Inc)	Embrace Wellbeing
OhioHealth	USI Insurance Services	Metrohealthy/Skywell
Virgin Pulse	Wellsource	Be Well/Gallagher
UMR	Humana Go365, Ayco, WW	Cleveland Clinic/Medina Hospital
Owens Corning delivered by Beacon Health Options	EA Wellness Internal Program	WebMD
Cerner Wellness	Oswald/Spark360	WellRight
Limeade	Alyfe Wellbeing Strategies	Spark 360
Mount Carmel Workplace Health	Bravo	TriHealth LifeStyles
Health Fitness	OhioHealth Employer Services, WW, Welltok	Quantum Health
Anthem/OhioHealth	Wellvibe, TriHealth, Naturally Slim, Profile by Sanford	MetroHealth
Be Well Solutions	WHI, Shanna Dunbar	Magis Advisory Group
EA Wellness	The Employers Association	Kettering Health Network
TriHealth Corporate Health Services	HealthStat Inc.	YMCA of Greater Dayton
Apex Health Solutions	Aduro	Asset Health
HealthStat Inc.	HealthWorks	
AccelWell	Vitality	
Get CR8V, Alyfe Wellbeing Strategies, Youth Yoga Project, Lifecare Alliance, Healthy Outlook Worldwide/Wellness Conceptslive, WOWW!Factor, OhioHealth, Enlighten Angle Financial Group	CareHere	

Funding of Worksite Health Promotion Initiatives:

Human Resources	through Rhinestahl	Operational budget
Budgeted Associate Benefit	Funded through Formica	The worksite health promotion initiative is funded entirely by the company. Employees may pay program fees. Employees also are referred to free programs by local agencies.
self funded	Anthem, and by the Universtity	It is a combination of site budgeted initiatives and Corporate funding.
Funded by our company budget.	Columbus State Community College and United Healthcare	through benefits program account that includes both employer and employee contributions
N/A	Wellness Funds are provided by our Medical Carries Medical Mutual of Ohio and Anthem Blue Cross Blue Shield	Company Funded
From corporate and local plant budget	self-funded	Budgeted funds and the Anthem Wellness Program credit.
Entirely by the Company	Annual Company Budget	The worksite health promotion initiative at ms consultants is funded by the company.
Company sponsored funding	Board of Education funds, designated funds from health insurance carrier	Through a combination of funding from our insurance consortium and local funding budgeted for such purposes
Company Funded	Human Resources - Employee Health	budgeted for with benefit plan
Self-funded	Human Resources with budget approved by the MetroHealth System central administration	Entirely by the company
Battelle	Medical Mutual Wellness Dollars	

Funding of Worksite Health Promotion Initiatives:

Benefits fund	Benefit & Wellness budget	As needed & approval from senior management
Anthem Wellness Allowance and Company Funded	Through a grant from the County Employee Benefits Consortium of Ohio (CEBCO)	Safety Budget
Lucas County Commissioners	It's funded through a reserve account known as CEBCO member equity. As a health insurance pool that has served Ohio counties since 2004, we have built up reserves that allow us to pay for wellbeing programs in addition to providing health insurance coverage. Employees and their families both at our office and in our member counties benefit from the health promotion programs we offer.	20% wellness funds from carrier, 80% budgeted internally
We budget specifically for all wellness activities each year	Health Management/Wellness Budget and utilizing surcharges for a non-compliant medical rate vs. compliant medical rate incentive	Combination of funding from DAS, HR, Directors Office, and employee
Employer funded	By the company	Corporate budget and insurance wellness funds
It is in our annual budget each year	General Fund	Employee Fringe Benefits Budget
Incorporated into annual budget	self funded	Self-insured
Corporate funds and benefit carrier incentives	self-funded	Almost entirely company provided budget, with the except of a \$10 fee per employee to participate in Intramural Sports at our local Rec Center
The Be Well UC employee wellness program is funded entirely through university approved funds by our senior leadership in our department and division.	Budget through insurance company	Internally funded
ENTIRELY BY THE HOSPITAL, FULTON COUNTY HEALTH CENTER	through fringe budget funds	Human Resources

Funding of Worksite Health Promotion Initiatives:

Privately...through the company.	Employer, Strategic Partnership, Medical Provider	By the company
	it is company funded	company funded
By employer	Self-funded	Internal funding and wellness funds from health insurance provider
Employer Paid	Wellness dollars from MMO, funds from BWC & Cleveland Clinic Foundation	university budget allocation, some funding from MMOH
Entirely by the company	through our company	Department Budget
Our wellness programs are self-funded by the County. Franklin County leadership continues to make the health and wellbeing of its employees one of the top priorities, therefore ThriveOn funds are budgeted for on an annual basis.	Wellness grants and operating budget	company funded
Self-Funded	Not sure how to answer this....with approval as needed, no budget	Employer Funded
Budgeted Item and APEX Funds (UHC Reimbursements)	Budgeted Department	Company funded
Medical Mutual Grant	By the companies	Funded by hospital through the Human Resources Budget
subsidized by the company and billed through insurance where applicable	We set an internal budget while also receiving some wellness funding through our insurance carrier.	100% by the corporation
Self Funded	company funded	self-insured
Alotted budget provided by the University	Self-funded	The University and are health care provider fund the wellness budget

Other department locations for Worksite Health Promotion Initiatives:

EHS (Environmental Health Safety)	Enviromental Health and Safety
Human Resources and Wellness	Support Office- Adminstration
Safety and Health	The Wellness dept is part of the overall HR department
Risk Management	HR and managed by a committee
Employee Benefits	Corporate Care
Onsite Fitness Center	Wellness, Student Affairs
Health Management Department	

Other reasons why organizations started a wellness initiative:

Its the right thing to do for our friends here	Reduces BWC Claims
Also improve health and well-being of spouses and family members	Relationship building between functional teams
Improve and bring awareness to our Community's health	Reduce injuries/promote safety
Reduce Work Injuries	Provide a convenient option for associates & dependents to receive preventive medical treatment for chronic and acute illnesses.
Change behaviors	Promote employee engagement
student achievement	university strategic plan for students and employees
To build a organizational culture of wellness and well-being to support ours hospital mission	To be the employer of choice in our region
educate employees on healthy behaviors and achieving work/life balance	We help Empower Healthier Lives within our organization, as well as help our employer clients with their wellness and health management programs. So we walk the walk and talk the talk!
Engagement, culture, associate experience	

APPENDIX

Section Two

Other Incentives for Participation in Wellness Programs:

HSA contribution/Healthcare premium credit	Internal recognition program (Pass It On) - redeem points for gifts, gift cards, etc.	HSA contribution
Savings on health insurance	Discount on Health Smart Insurance	Incentives are participation based and are applied directly to qualifying employees' paychecks.
Company contributions to HSA and other free services (e.g. flu shots)	Medical premium reductions and/or Health Reimbursement Arrangement	REDUCTION IN HEALTHCARE PREMIUMS, INCREASED PREMIUM NOR NON-PARTICIPATION
We have a wide variety of incentives to participate depending on what program we are running. This could include a "Smoothie Day", Community Outing, Weight Loss Programs and Awards and other similar	Medical premium savings	premium reduction
medical premium reduction	Reduction in healthcare premiums	Premium reduction, reimbursements for attendance, program subsidies
Premium reduction	Health insurance flexible spending dollars.	While a handful of our member counties offer cash, gift cards, and/or raffle entries, we work individually with each county on the best way to tie their incentive to the medical plan. We offer a premium differential for our employees and highly encourage counties to do the same or offer a similar incentive such as a plan design differential, HSA differential and/or provide chances to earn waived premiums.
Events	reductions in health care premium rates	via medical contributions - compliant vs. non-compliant rate
Lower healthcare premium	LunchOwl - a healthy lunch delivery service, Fitbits, Financial and Social events, a robust PTO policy and benefit programs.	Premium Incentives
Wellness discount on medical rate	Insurance Premium Rebates	One week of paid lodging
get away weekends	premium insurance discounts	Company contributes to employees' HRA

Other Incentives for Participation in Wellness Programs:

Waiver of medical premium	Reduced health insurance premium	Giveaways with custom wellness logo
We rarely incentivize but if we do then we will get donations and then raffle off prizes	Premium Discounts	Reduced Healthcare Premium
Emphasize employee engagement across functional teams	Reduction in Healthcare Premium; Wellness Wins Bucks	Health insurance premium incentive
events/outtings/food	Annual deductible reduction	insurance premium discounts
Medical premium reduction	medical premium reduction	Redeem points through the Vitality Mall for gift cards, fitness tracking devices, et
reward dollars processed on payroll	Fitness Passes, HSA/HRA Contribution	reimbursed Rec Center membership with required visits, contribution to employee's HSA, water bottles, shoes, small items.
Premium differential	access to programs such as WW, personal training and group exercise	discounted insurance rates
Race registration (i.e. Columbus Marathon/ Flying Pig Marathong) entry fee is paid for participants on the ASI race team.	Reduced premiums	Reduced medical premiums
HRA/HSA Contributions	a surcharge is charged for nonparticipation	HRA contributions
Premium Discount, HRA/HSA Deposit	Fitness reimbursements	a discount on medical insurance premium
Discounted health insurance premiums (between \$821 - \$1521 per year)	employee discount on employee's share of monthly insurance contribution	Medical Premium Differential
Contributions into employees' Health Savings Account	Reduction on annual health insurance premium	Reductions in health insurance premiums and free gym memberships

APPENDIX

Section Three

Methods Utilized to Collect Health-Related Data for Planning Health Promotion Programs

Biometric-specific data obtained through onsite/physician/lab/at-home options	Biometric screenings
Survey of topic and activity interests of employees	Biometric Screening data for MetS Risk Factors
One on one with the plant population from the wellness team	N/A for Workers Comp. claims
We look into the Community sector to determine best programs needed.	COVID Test Results
EAP	Employee word of mouth
Social Determinants of Health	Biometric data
Fitness and Nutrition Assessments	best practices from wellness vendor
biometric screenings	Biometric screening data
Employee Interest Group Feedback	Onsite Medical Clinic
Portal engagement and utilization reports	Aggregate Biometric Report
Onsite preventative care aggregate data	

APPENDIX

Section Six

Ways Worksites Promote Active Commuting:

Prior to COVID was working on discounted/free COTA passes. Bus departure/arrival areas immediately in front of building.	We provide 4 bikes for employees to use for lunch trips or breaks.
Employees can make use of large onsite fitness and wellness center.	Discounted bike share program
access to showers and lockers if they are members of the on-site fitness center	we have some equipment on site that can be used before/after work hours
Access to indoor bicycle storage	showers are currently closed due to COVID
In collaboration with the Office of Sustainability and the Green Team, we encourage active commuting and transit use for Healthy Habit points	Bearcat Bike Share and Bike Kitchen are resources for employees and students to check out bikes for free for up to a week.
Bike to Work events and marketing of local and community based Bike Shop	free covered/secure bike parking in garage
Employees have access to gym and fitness equipment	Cycling, running, wakeboarding, waterskiing and snowskiing groups are available to join to encourage associates & dependents to stay active.

APPENDIX

Section Eleven

List of Other Well-Being Programs Offered During the Pandemic

We offered a drive-thru flu shot option where employees could drive down to the building and receive their flu shots in their car. We offered it to employees, spouses and their dependents. We also sent a goody box to all employees containing open enrollment materials and fun items like an OPERS cup, hand sanitizer, stress balls, masks, pens and a special letter from our HR Director.

Ergonomic support for remote employee was limited to providing larger monitors for those using small laptops.

We were able to send out links for those employees who were not able to use our Fitness Center that allowed them to take free classes at home and/or offered information about activities/exercises that could be completed at home.

Live seminars pertaining to stress & anxiety amidst covid, use of internet platforms to promote employee socialization, live virtual seminars with EAP, compassion and care team to ensure some contact with employees. newsletters, virtual wellbeing challenges

Beginning May of 2020 our EAP has been providing all employees two Support Sessions a week to help them get these difficult time. Employee have the option of participating in the Support Sessions either by Zoom or Teleconference.

Videos created by Marketing promoting healthy lifestyle during COVID

Issued company laptops to individuals working remotely.

We created "recharge" rooms for our essential staff stocked with herbal teas, soothing sound machine, and emotional health resources. It provided short periods of respite time for our staff that are working long hours caring for many patients

Support groups for employees

Plant was shut down. Employees encouraged to stay safe at home.

physical modifications, ppe for all staff and routine covid testing

List of Other Well-Being Programs Offered During the Pandemic (continued)

Live Microsoft Teams webinars on the following topics: flexibility stretches, resistance training, diabetes education, 8 week series on stress management, and a 4 week virtual line dancing series.
Added a thermal camera to read temperatures, added more hand sanitizing stations, offered PPE including masks...these were things we implemented before the Governor had mandated them.
personal calls from management to check in on employees
Utilized app called "Campus Clear" to assess daily symptoms before arriving on campus
Additional 15 days of PTO
Weekly "Tuesday Touch" emails to all associates from the Wellness Committee, on various wellness topics.
onsite Medical Clinic was available to patients as well as our local hospital set up telehealth lines for our employees.
Starting in March 2020, we began offering monthly wellness challenges with educational materials that employees could complete independently, whether they were still coming to work or working from home. These challenges with educational materials were emailed out to employees and packets were made available for employees to pick up at each of our 3 locations. The topics of each of the challenges included making a healthy behavior change and setting goals, reducing stress, increasing steps/physical activity, improving fruit and vegetable consumption, monitoring hydration, and improving sleep habits.

List of Other In-Person Well-Being Programs Transitioned to Online

Lunch & Learns
We have always offered both teleconference and online
Health Insurance Committee
virtual personal training available
Financial Wellness Programs
EAP was still accessible
Diatetes Education
Medical appointments that did not require being in-person were all transitioned to virtual communication.
Telehealth and TeleBehavioral health, many program were already virtual prior to COVID
Brian Health, Personal Hygiene, Team Donation Drive, Family Walks, and Touch Base Web Series.
Large quarterly events, Benefits and Wellness Fair and Annual Enrollment
Currently planning virtual health fair
Virtual 5k , virtual challenges -walk and talk, water challenge, couch to 5k challenge
Always online, used educational newsletter
Many of our programs were already online. We made additional resources available and also changed our wellness options to be items that could be accomplished during covid.
Onsite medical clinic set up telehealth options for patients

Changes to health screening operations due to the pandemic

We provided additional options, including at-home testing and an online health assessment and virtual health coaching to allow associates and spouses to participate in the Wellbeing program.

HRA completed by primary care physician

Instead of huge events we had multiple small events that could be easily managed ie; 6'feet apart, stations all have to use PPE, sanitized between all employee screenings

Removed onsite options but continued to offer incentive for screenings completed at offsite locations

Contracted to provide an 8-week, comprehensive online stress mastery program for employees and spouses, awarding incentives based on participation and completion of weekly assignments, since many people are experiencing high stress levels due to the pandemic

Our insurance now hosts virtual participation and rewards; however, some of our on-site screenings and programs will be postponed until we can host safely.

We offered onsite biometric screenings in private, single provider fashion to minimize contact. We also accepted PCP submitted screenings.

the only onsite screening is the mobile mammography van and that is on hold right now due to the fact that the majority of our employees are working remotely

We were able to continue with our screenings that we provide in Oct/Nov timeframe. We practice social distancing, temp checks and on-line scheduling.

We have changed the physical spacing, appointment scheduling, and locations to ensure safety.

We have offered an offsite, appointment-based health screening through our wellness partner in the interim. We are committed to work with our wellness partner to offer an onsite option in the spring when they can accommodate. If such accommodations cannot be made, we are committed to adjusting our program requirement to earn incentive(s) based upon participation in a health screening.

We developed a new single cell option for our health screenings.

Grange decided to forgo biometric screenings this year and pay out our HSA Employer incentive (which is typically a wellness incentive) automatically for 2021 for all associates who enroll in medical benefits.

We absorbed the biometric health screenings reward payout into our other wellness reward payout.

Changes to health screening operations due to the pandemic (continued)

We have postponed screenings but allowed associates to maintain their premium reduction earned the previous year
will host flu shots on site
All employees and spouses on our plan completed a 4-week Self-Care program instead of the screenings this fall. The waiver of the medical premium is given to those who complete the virtual self-care program. We hope to offer the screening in April 2021.
We postponed a few but had the mobile mammogram unit and flu shot clinic on site in September and October
Although we are not offering onsite biometric screening this year, our employees may still get a free screening (if they wish) by scheduling an off-site visit with Quest. Or, they get a screening done by their PCP and share their results with Quest online. And, we made this an optional activity this year so that employees could still qualify for our annual incentives even if they don't do a screening. In the past, the biometric screening was mandatory.
Encourage employees to receive screening from Primary Care Doctor
We did not offer onsite, but our vendor was able to offer screenings at Quest Diagnostics locations in addition to employees having the option to see their physician for the screening
Additional precautions were put into place for all health screenings and on-site events.
For those employees who had a telehealth visit with their PCP, we offered biometrics in the Wellness Office.
We are still offering screenings free of charge through a variety of avenues but have removed that component from this year's incentive program, while keeping the incentive amount the same.
extended hours of on-site clinic to accommodate screenings upon return to work
flu shots by appointment only.
We are still offering our wellness incentive program. No changes have been made to the program besides on-site screenings. Employees must go to their PCP for screenings.
In May, when screenings were able to be conducted again, we increased and promoted the screenings (biometrics, mammograms, dental, etc) to get our members back on track
we are working with Ohio Health to determine how to proceed. No final decision has been made yet.

Changes to health screening operations due to the pandemic (continued)

We will not offer on-site health screenings this year, but employees can still go to their PCP for a screening and submit documentation for incentives

We added additional ways of earning points in lieu of a wellness screen.

We still offer a reward/incentive, but we gave several new options to choose from including free at home screening kits, LabCorp screening options, PCP options, etc. since we could not hold onsite screenings this year due to COVID.

The onsite medical clinic lengthened appointments to 30 minutes so patients entered the clinic alone to promote social distancing

Since we are still not allowed to have visitors in our continuing care facilities, we are planning on postponing our 2020 biometric screenings. Instead, we will try to offer what we can in-house at a "Health Fair" which will include a health assessment questionnaire, blood pressure screening, BMI and waist circumference measurements, and health & wellness educational information. Participation in that "Health Fair" will allow our employees to earn the same health insurance premium reduction incentive that they would have earned from our standard biometric screening.

We will offer a physician form option to obtain biometric health numbers or the option of a Home Test Kit for employees to collect a blood sample for their biometric results. We will still offer the flu shot option in person.

Additional On-Site Safety Actions Deployed During Pandemic

Developed a self-check app that works on Android/Apple platforms. Established a contact tracing team and a COVID committee that meets weekly and adjusts to changing CDC and local COVID-19 guidance
Local HD utilized for COVID information and guidance
Purchase of Thermal Scanners and handheld thermometers, mask, gloves, shields, and cleaning supplies at no cost to employees.
Regarding visitors - only essential visits were permitted greatly reducing the amount of traffic. PPE is offered at no cost to those visitors.
majority of employees working remote, approval needed to come to campus if not already approved to be on campus in order to monitor covid
employees had access to HR to discuss any concerns about their functions that may make them feel uncomfortable to perform during COVID
Early in the pandemic, visitors were not allowed. Then recently, visitors/contractors/vendors have been allowed.
CMHA has also provided an iHealth PT3 Infrared No-Touch Forehead Thermometer to each employee to test their temperature prior to coming to work.
Epidemiology Dept assessments of space and activities
LifeCare Alliance was given antibody tests to administer to employees and/or members of the public who thought they may have had COVID symptoms in the past.
REduced the number of visitors in locations but did not mandate as not allowed on site.
Self-administered on-site temperature checks were made available to all staff. Only essential visitors/vendors critical to our operations were allowed to come on-site. We did a complete upgrade of our HVAC systems to enhance air movement/quality, upgraded to MERV 13 filtration, and added UV light disinfection capabilities to all buildings.
Our hospital followed the guidelines set by CDC and collaborated with other hospitals in the area to mimic standards and policies to be consistent.
We don't have a COVID-19 hotline, but a procedure that associates contact management, then management contacts HR.
temperature checks and assessment questions are still being done for all employees and visitors
In our customer facing locations, we moved to an appointment only model for a period of time with the lobbies closed for transactions and encouraged customers to use the drive thru. When reopening, we supplied our locations with PPE for customers if needed.

Additional On-Site Safety Actions Deployed During Pandemic (continued)

University Health Services, UC's on-site health clinic, had all students and employees call them if exposed to COVID-19 and created a COVID Check mobile app for the university community to use while on campus for contact tracing and reporting purposes.

When visitors were allowed onsite we provide PPE

Have access to our own onsite medical clinic

Onsite testing for warehouse staff, weekly testing for field staff once re-deployed

For several months, visitors were not permitted on-site. All associates were notified to contact the HR department if they were exposed to COVID-19. Once visitors were allowed in the building, proper PPE was given to each visitor at no charge.

Employees contact our HR Department if they are experiencing symptoms or have been exposed to COVID and instructions are given.

sanitation wipes, spray and signage placed in common areas, available for use

Options for continued work at home arrangements, plexiglass in all open areas, students are remote this semester, no gatherings or groups

Multiple locations handled differently

Communication was increased around COVID. Employees must wear masks throughout buildings until they get to their personal work area (office or cubicle), Reduced in person meetings, reduce capacity in conference rooms, posted signage adhering to 6 foot social distancing

daily updates were provided via the AU web page. Leadership help frequent Town Hall meetings to keep the campus informed.

Since we are a children's hospital, visitors were still allowed but limited and given PPE to wear at no cost to them too.

Drinking fountains were closed and bottle refill stations were installed, shifts were staggered, social distancing reminders were posted in all traffic locations, hand washing instructions posted, hand sanitizing stations located throughout the facilities, COVID-19 policy was created for time off work due to exposure or confirmed cases (with pay)