



Wellness in an Older Work Force



Bob McGee

43-year USW union employee

Newark Plant Wellness Team Leader

USW Wellness Chairman

USW Fitness Center Committee Chairman

Owens Corning

Newark, Ohio

**Live Well,
Live Long**
Newark Plant Wellness Team





Why Newark?



The oldest age (average age 50+)
Highest percentage of; Obesity, Blood pressure problems, Diabetes problems, heart disease, etc.. **UNHEALTHY!**



Believe it's Possible! Newark Wellness Council



- Mike Allen
- Kim Clark
- Katie Cobb
- Carma Dunlap
- Amy Creeks
- John Goodman
- John Gostrue
- Brittney Fickes
- Laura Higginbotham
- Tom Kostohryz
- Bob McGee
- Ashley Meier
- Malissa Moran
- Chris Moyers
- Jeff Victor





Unite Like Minded Wellness Believers



- Nutrition
 - Amy Creeks, Ashley Meier
- Physical Activity
 - John Gostrue, Jeff Victor and Bob McGee
- Healthy Mind
 - Malissa Moran, Bobbie Kendred
- Financial Health
 - Malissa Moran, Chris Moyers, Amy Creeks
- Know your Numbers
 - Ashley Meier, Troy Romine
- Tobacco Free
 - Troy Romine



Important to the Team



- Wellness Accomplishments
- Wellness Champion Overview
- Practical ideas for fitness
- Impact of Chronic Disease on Living a Long Healthy Life
- Understanding Health Risks as we age
- Boosting Credit Scores and Savings / Budgeting
- Understanding EAP (Employee Assistance Programs) Services / Achieving Work-Life Balance
- Recruiting New Wellness Team Members
- Develop Yearly Wellness Strategic Plan
- Mental Health Needs in the Plant



Overboard on Communication



JUNE WELLNESS NEWSLETTER



Backpack for Kids

School Supply Drive June 13th – July 18th

The Newark Owens Corning Wellness team would like to support our local foster kids this year by partnering with Fostering Further. This will help to prepare them with all their back-to-school items. Please drop off any school items from the list at one of the drop off boxes in your area, money donations can be made to your area wellness team leader or donate during our collection date July 30th in the café.



Supplies Needed

Elementary	Middle & High School
Backpacks	Pens
Crayons- 24 count	Highlighters
Fill Paper- Wide Ruled	Notebooks
#2 Pencils	Composition Books
Glue Sticks	3 Ring Binders
Colored Pencils- 24 count	TI Calculator
Folders	
Erasers- Hard Pink	
Rulers	
Safety Scissors	
Markers	
Dry Erase Markers (Low Odor)	
Tissues	
Pencil Box or Pouch	
Zip Lock Sandwich or Gallon Bags	

Drop Off Locations:

- ✓ Pipe Supervisor Office
- ✓ Wool Supervisor Office
- ✓ W&S-Veronica Heffley
- ✓ Bldg 39-Safety Central



Receive 100 VP points for your donation

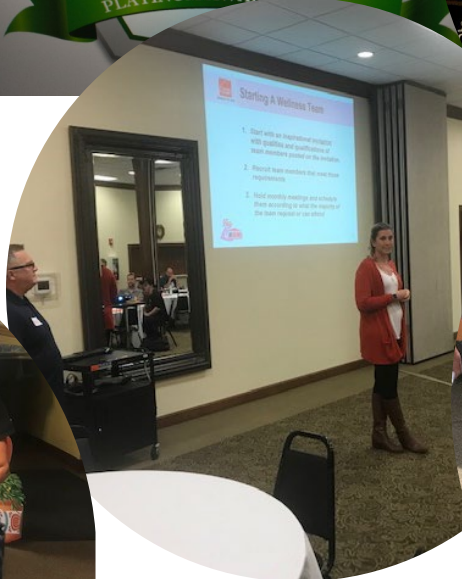
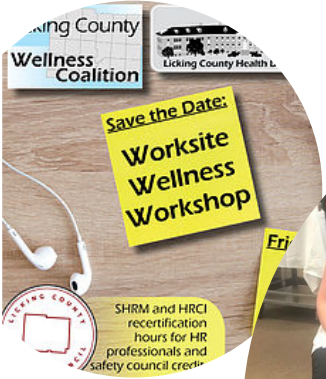
- Monthly Newsletter
- Monitor's through out the plant
- What's up with Wellness
- Post card mailing for specific events have a stamp party with the team



A Part of Our Local Community



- Licking County Safety Council
- Licking County wellness Coalition
- Fifth Third Bank
- ProMedica
- Healthy Business Council of Ohio
- Ohio BWC





How to Get Participation



- Surveys for involvement from the work force
- Nobody wants to be “told” to be healthy
- Nobody wants to be on a team and ride the bench
- Never give up on anyone!
- Know your audience – Be as blunt as you need to be.
- Allow for time to be involved with wellness. Ex; biometrics, weigh ins etc.
- Give aways, prizes
- One on One discussion. Make it personal
- Listen!



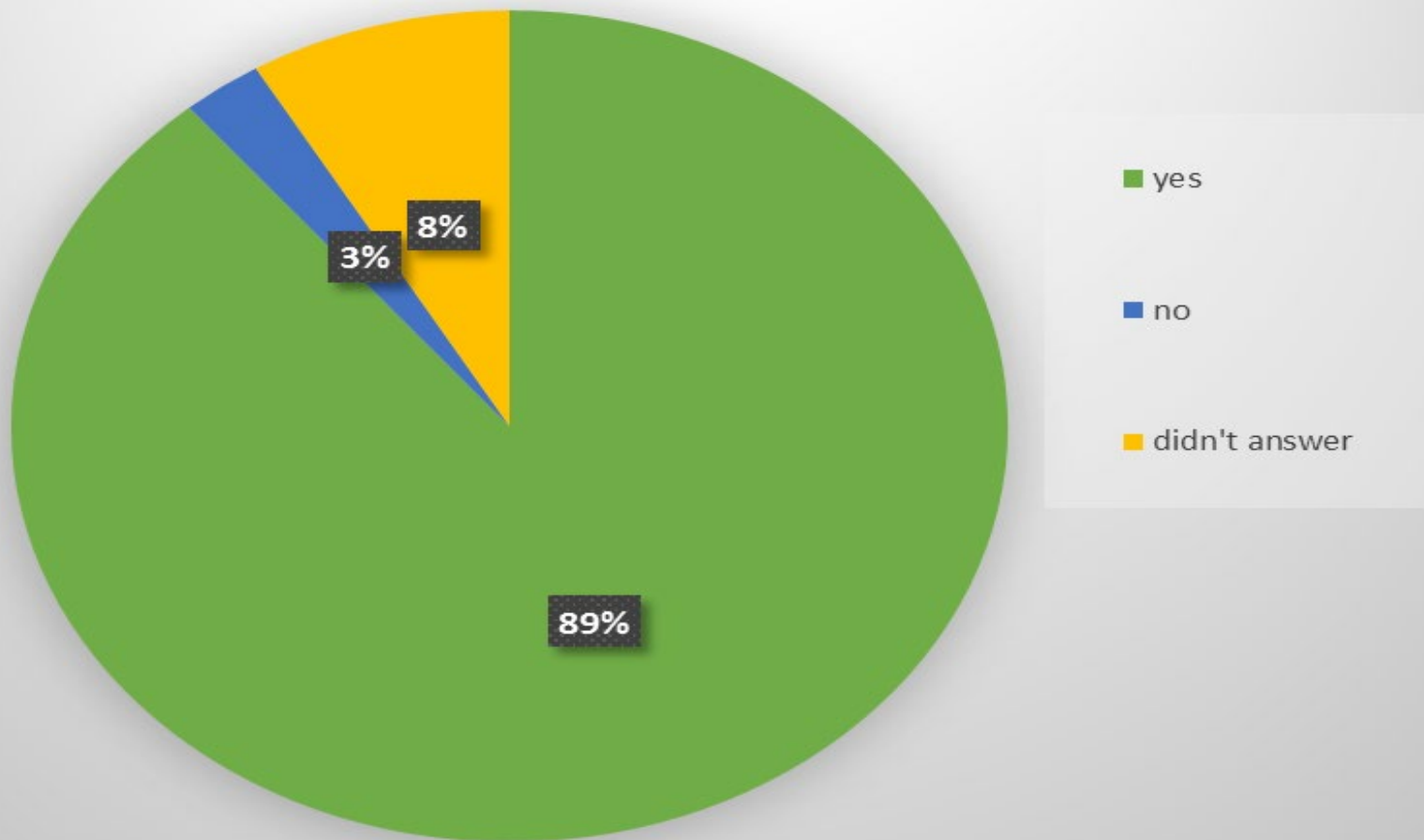
Surveys Conducted



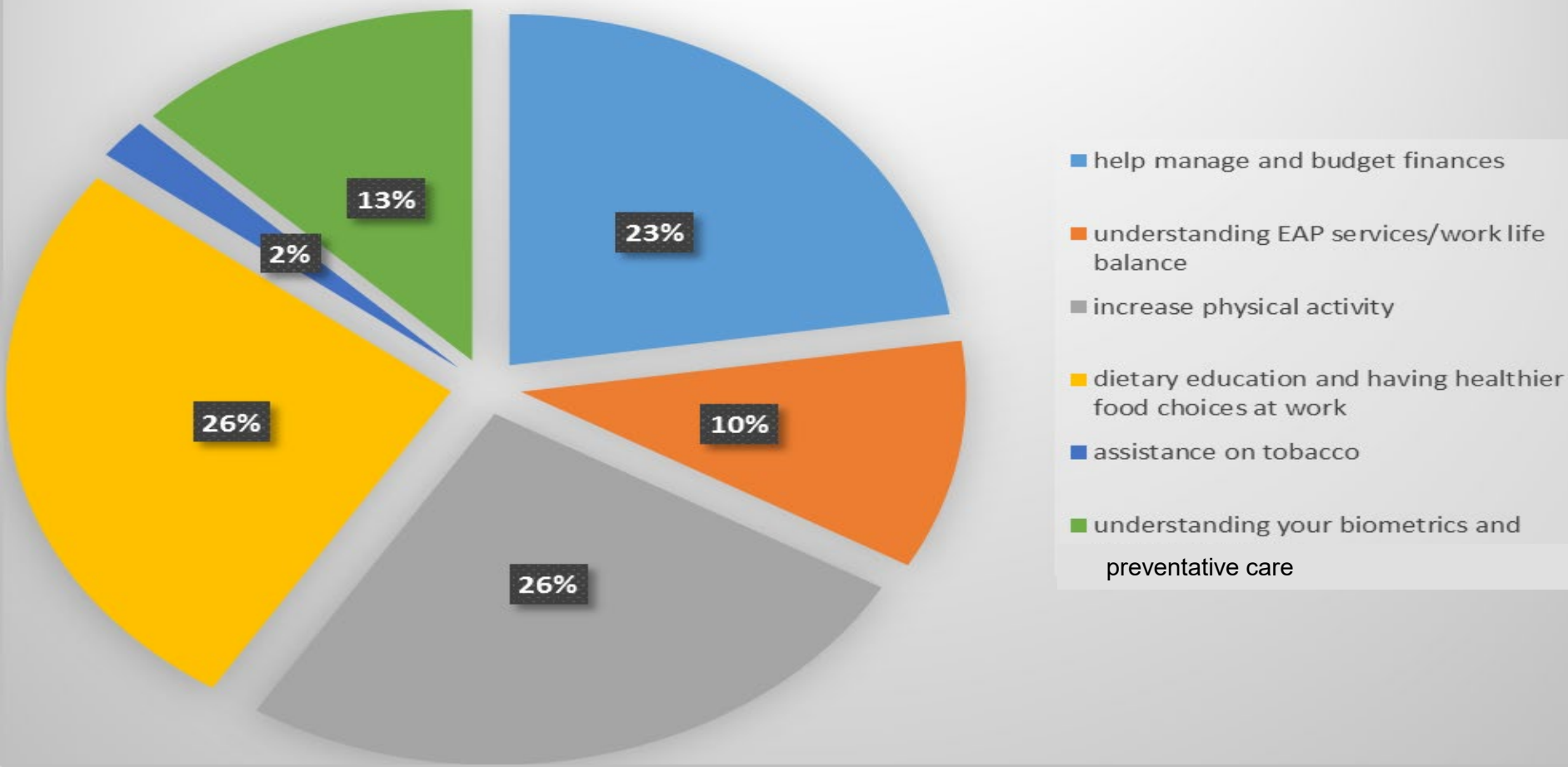
- Purpose: Understand what people want & get employee input on our wellness programs
- Covered 3 shifts and some salaried team members
- 153 responses (28% of plant)

Surveys are taken person to person

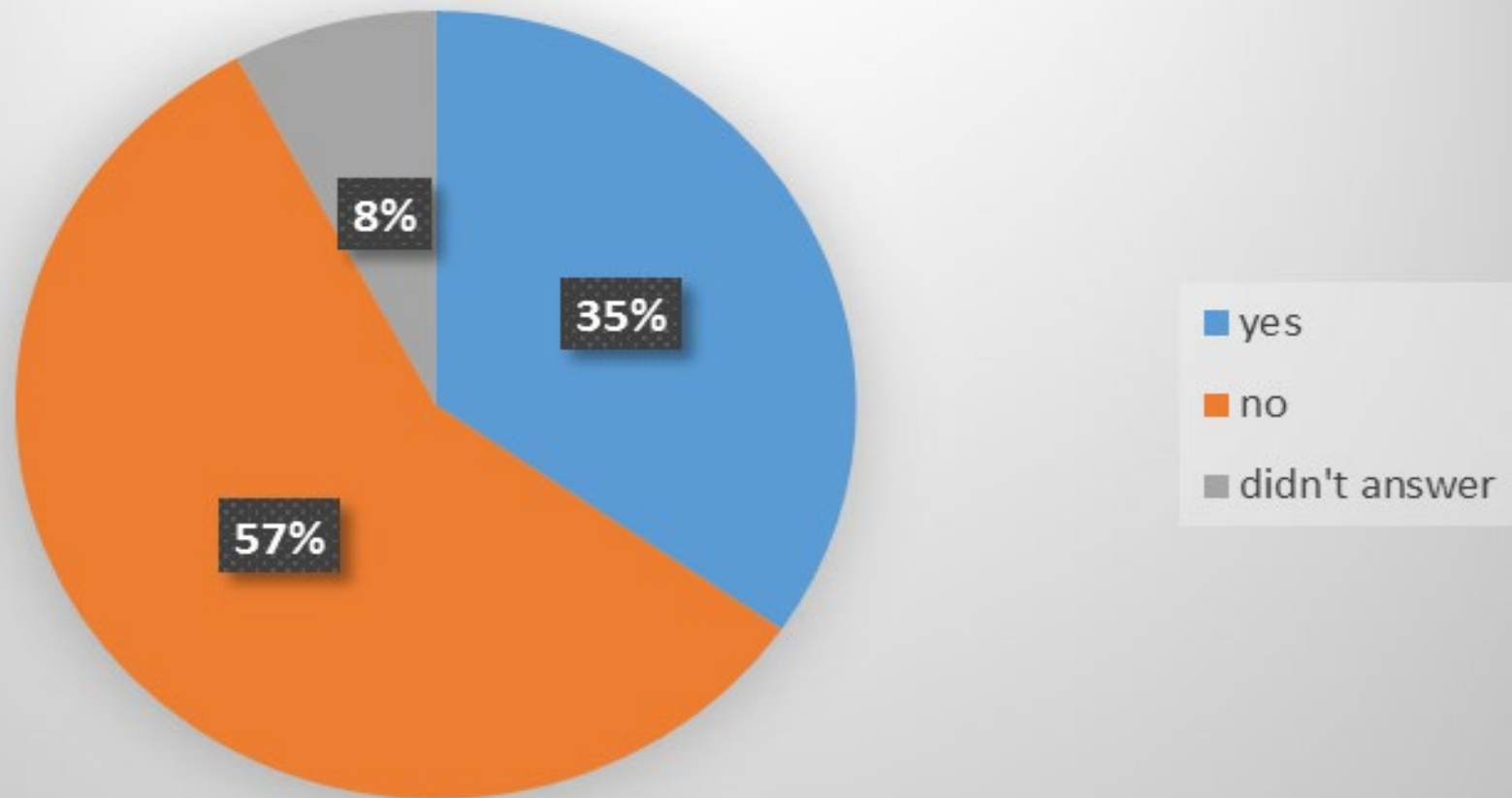
importance of self care



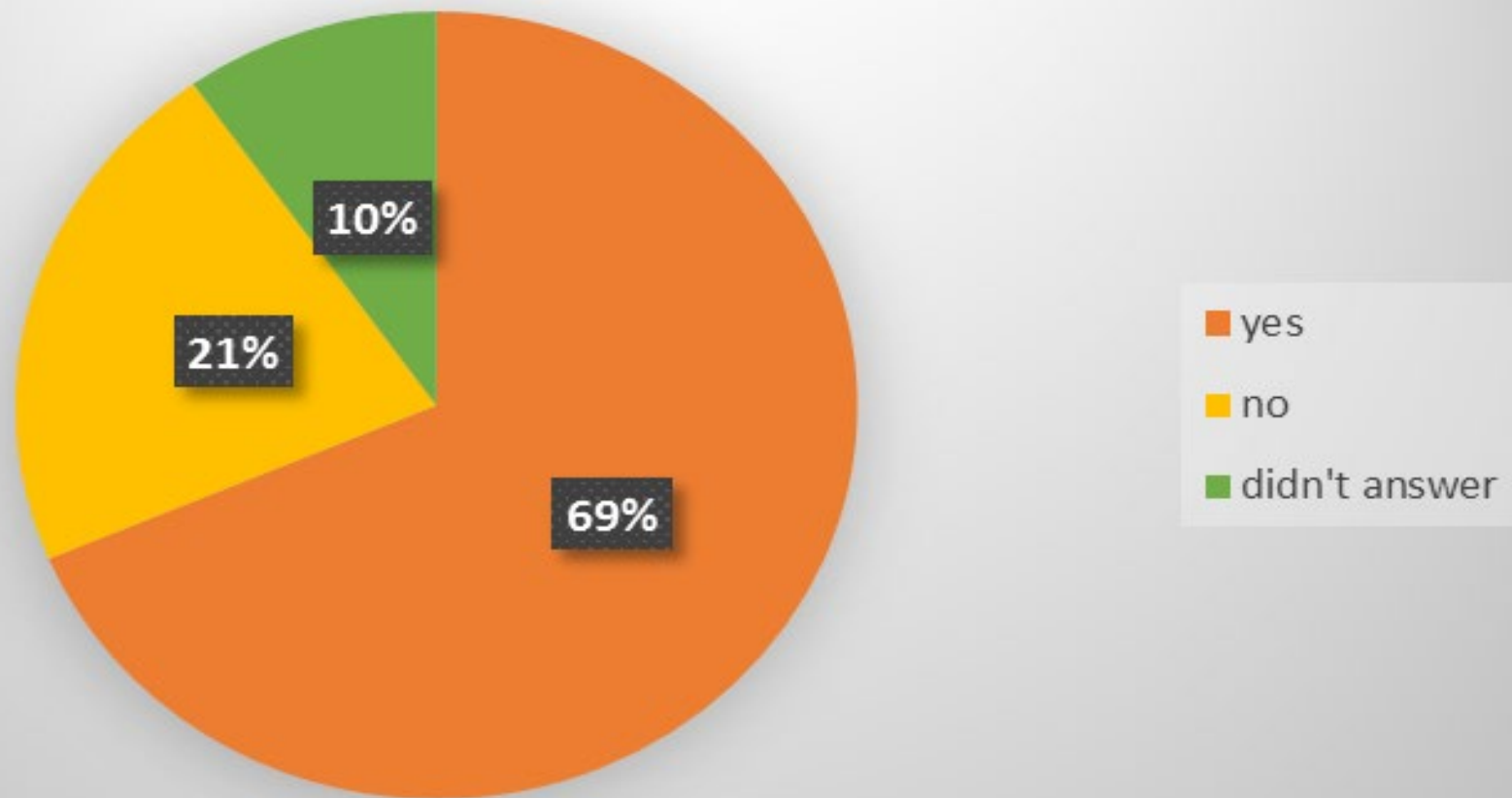
Interests in Wellness



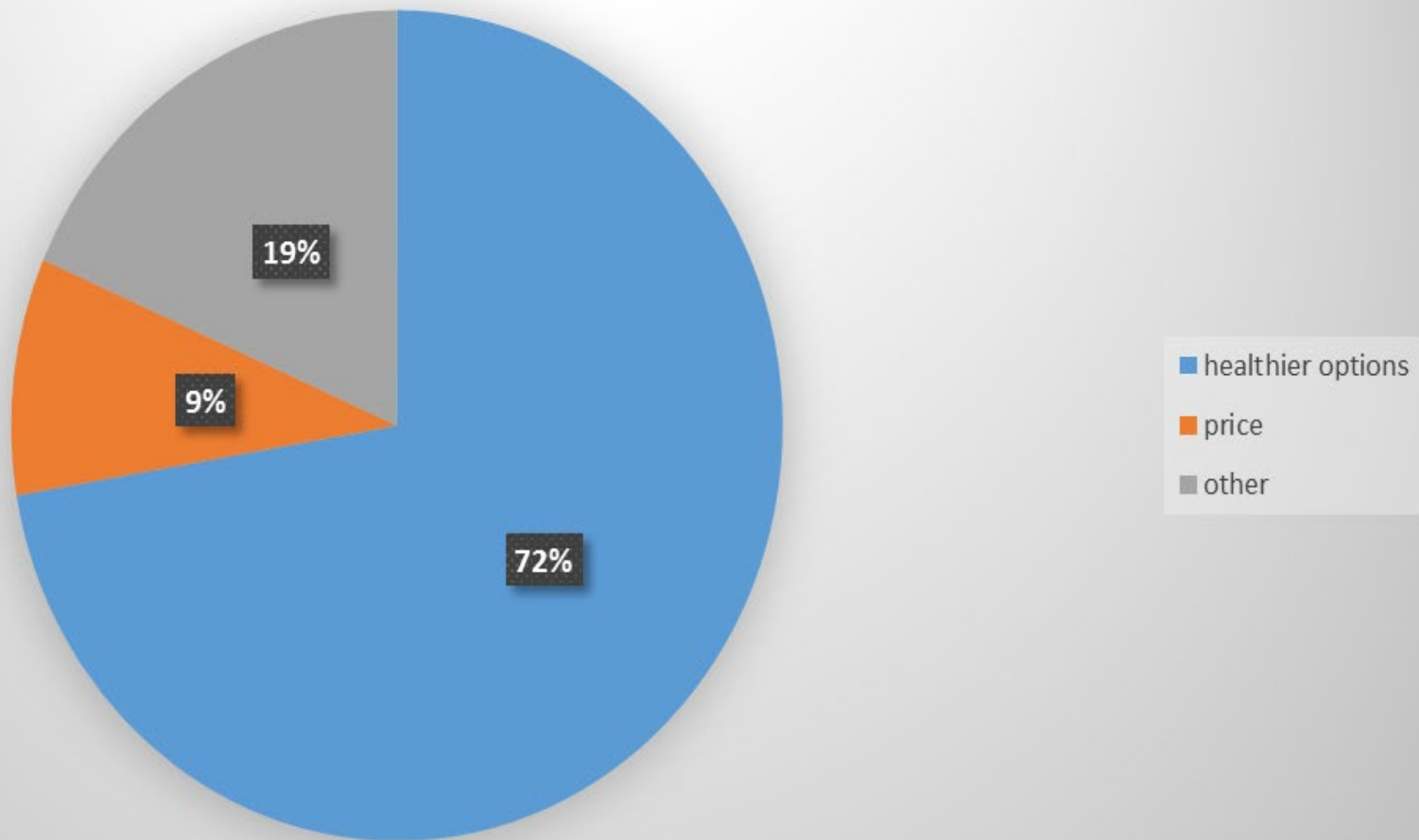
exercise classes?



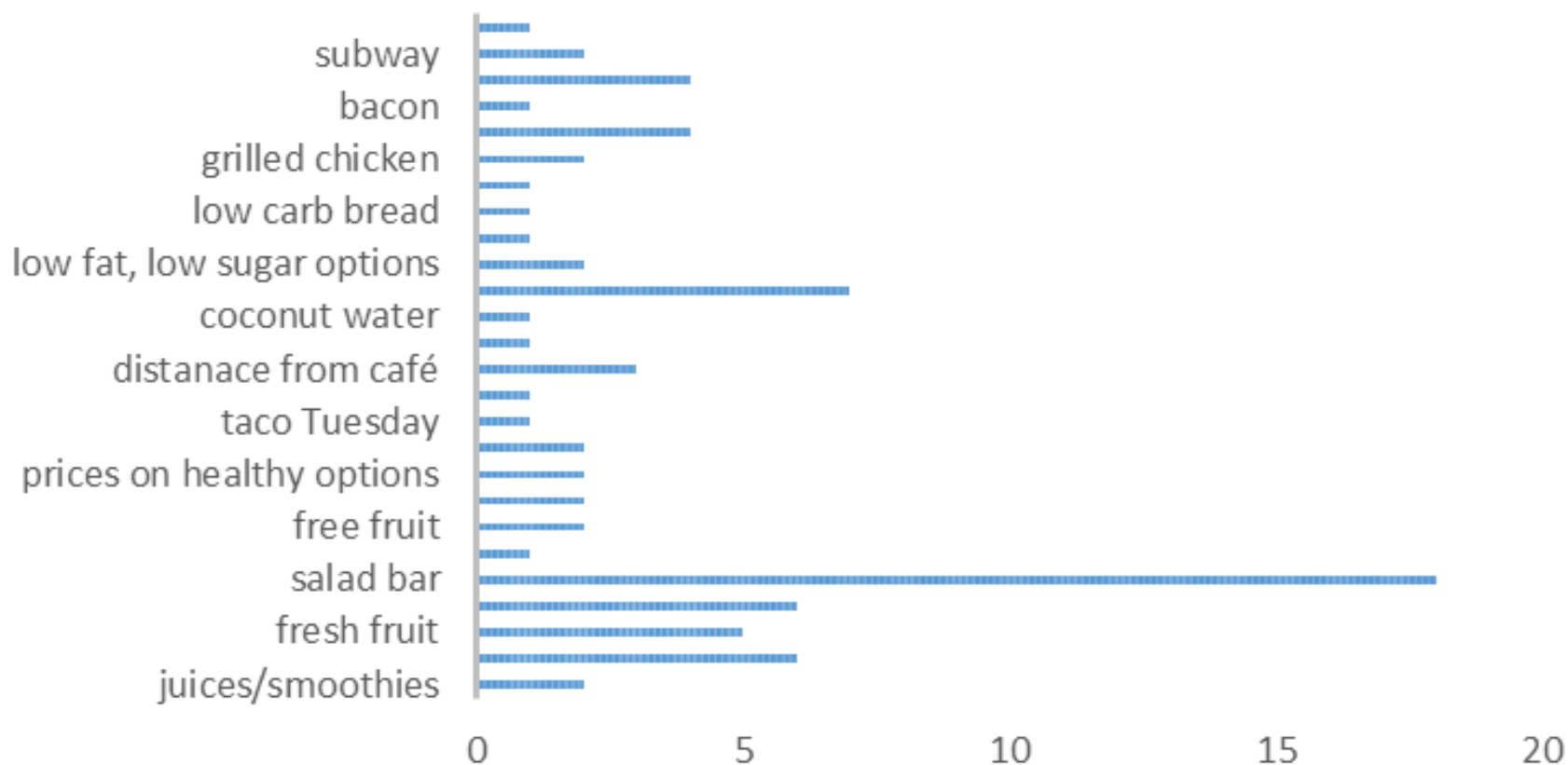
Blood pressure machine interest



Barriers to using cafe



SUGGESTIONS FOR CAFE





Survey Quotes on OC Wellness Program



- “Great gym!”
- “Keep up the good work!”
- “We need a mountain bike trail”
- “5K company run”
- “We would like healthy recipes”
- “We need more dietary information”
- “Thank you for allowing input!”
- “Gym needs new equipment”
- “Wellness team does a great job – thank you”
- “Bottled Water available instead of water filtration systems”



Focused on Wellness Team Education



- How ProMedica Services Work:
 - Fitness Assessment, Nutrition Assessment
- Preventative Health
- Screenings, Men's Health, EAP Services
- Financial Services Offered



Ingredients for Success

Educate -

Make Time for the Team

Empower

Have a Wellness Team plan of Action

Reinforce and Recognize

Fun/Rewarding

People Want to Be on This Team

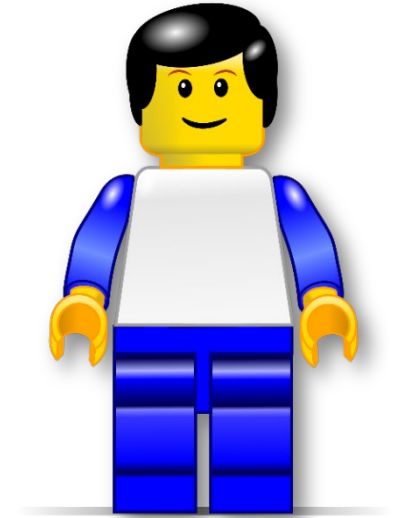
Men's Health

What You Need to Know

A national survey found that **women were three times** more likely to see a doctor on a regular basis than men, even though **men on average die younger** than women and have higher mortality rates for heart disease, cancer, stroke and AIDS.

Top 10 Reasons Men Don't Visit Doctor

- 1) I don't want to hear what I might be told
- 2) I don't have a doctor
- 3) I don't have insurance
- 4) There's probably nothing wrong
- 5) I don't have time
- 6) I don't want to spend the money
- 7) Doctors don't DO anything
- 8) I've got probe-a-phobia
- 9) I'd rather tough it out
- 10) My significant other has been nagging me to get a checkup



Leading causes of Death in Men

- 1) Heart disease - 24.5
- 2) Cancer - 23.4
- 3) Unintentional injuries - 6.4

Fast Facts About Cancer and Men

The most common kinds of cancer among men in the U.S. are [skin cancer](#), [prostate cancer](#), [lung cancer](#), and [colorectal cancer](#).



Wellness Team Expansion



- Wellness team will expand to include more representation
- New members needed for events (1:1, Biometrics, Fat Out Weigh-Ins, Events in the Plant)
- Don't choose team members based on looks
- Choose members for compassion



Financial Health



- Partner with Fifth Third Bank for education
 - Budgeting and Saving
 - Improve / Understand your Credit Score
 - Fifth Third Bank Empowerment Mobile Bus
- EAP Services through Beacon
 - Free 30 minute counseling session
- Preparing for Retirement with Fidelity



Nutrition



Focus on utilizing full subsidy - \$2,500/month

- Expand subsidy to Vending Machines
 - Average monthly subsidy \$1,400 (total subsidy \$16,700) – fresh fruit not Inc.
 - Fresh Fruit (Jul, Aug & Sep) = \$10,000

Focus on awareness and how to make better choices

- Full Plate Program (fiber focused) – 50% company paid

Café Options

- Micro Markets in 3 strategic areas.





Greatest Loser Mile Contests



- Green Mile (Pillar stations)
- Pink Mile (Breast Cancer)
- Yellow Event (Help Others to Help Yourself)
- Red (Heart)

6 Pillar locations on mile path with information about that pillar

One mile gets you 200 Virgin Pulse Points

Drawing for 5 employees gets 2000 VP points



Examples Virgin Pulse Challenges



Month	Topic	Challenge
March	Reducing Stress	Did you walk outside today?
April	Contributing to My Community	Did you conserve energy today?
May	Learning New Things	Did you learn a new word today?
June	Sleeping Well	Were you in bed for at least 7 hours?
July	Reducing Stress	Did you express gratitude to someone today?
August	Building Relationships	Did you make time to connect with a friend today?
September	Getting Active	Did you take the stairs today?
October	Reducing Stress	Did you respond to stress by taking 3 deep breaths?
November	Managing My Finances	Did you stick to your budget today?
December	Eating Healthy	Did you check how many servings are in your packaged food today?



Leadership Starts the Magic



- Plant and Union Leaders (Hourly/Salary Leaders)
- Leadership must be very involved
- Encourage the Team by;
 - Allowing for regular meetings – This helps the team jell together
 - Attend meetings – Show the team that wellness is important to you
 - Promote wellness – All leaders under you need to know that wellness is important
 - Give the team time from their job to do wellness; promotion, events, meetings et..
 - Train your wellness team. This gives them confidence and boldness
- Allow the Team to Flourish on its own - Don't try to handle your team
- Trust your team



What are the Best Practices Newark Plant?



- Inclusive approach, Union/Management, Active Health, Employee, Family, Community
- Newark's Wellness Team Training – Subject Matter Experts Brought into Train the Team
- Take Wellness Services to the Departments
- Strategic Wellness Plan – Phased Approach
- Strong Leadership Support .. Café Upgrade, Satellite Fitness, Walk Trails, Minimart
- Have Fun, Celebrate our Success, WIN-WIN !



- Designated Walking Trail
- Fitness Centers
- On Site Family Practice
- Oasis Break Area's
- Healthy Mini Mart
- Mobile Wellness App





Coordinate with High Visibility Events



- Cinco De Mayo Biometrics



- Outdoor Man Biometrics





Benchmark with Others / Share your Success





Have Fun Getting Healthy!





Thank You!!!



Questions and Comments

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A Picture of Wellness at Wood County Hospital

Healthy Business Council of Ohio Wellness Award Winner –
Medium Market

2021 Platinum Winner

Teri Laurer, MSN, RN
Director of Wellness Services



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Who We Are...

Wood County Hospital

- Located in Bowling Green – Northwest Ohio
- Private, not-for-profit hospital
- 196 bed general acute care facility
- Services Northwest Ohio community
- 894 employees



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A photograph of a surgical team in an operating room, with a central text box overlaid. The scene is dimly lit, focusing on the surgeons and the patient on the table. The text box is a light green rectangle containing the main title and subtitle.

A PROVEN SUCCESS

PATIENT SAFETY AND EXCELLENCE
TOP WIRED HOSPITAL

 WOOD COUNTY
Hospital
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Wellness Services Mission Statement:

“Our mission is to provide the highest quality of preventive care and educational services that inspire employees, organizations, businesses, and the community, to develop skills that impact healthy lifestyle choices with the goal of improving overall well-being”.

Goals and Objectives:

- *Improve employee health and wellbeing
- *Support corporate culture that encourages healthy lifestyles
- *Positively affect employee morale and job satisfaction
- *Enhance positive employee performance and productivity

Employees

Community

Businesses/Organization



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COVID-19

2019

- Anxiety
- Fear of the unknown
- Fear of sickness

2020

- Personal stress
- Financial stress
- Work stress



100

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COVID-19 in 2021

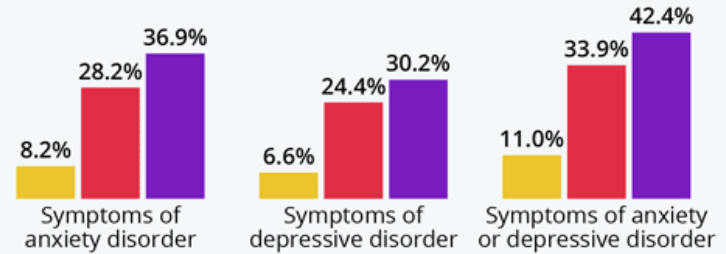
2021

- Anxiety
- Depression
- Burnout

Pandemic Causes Spike in Anxiety & Depression

% of U.S. adults showing symptoms of anxiety and/or depressive disorder*

■ January-June 2019 ■ May 14-19, 2020 ■ December 9-21, 2020



* Based on self-reported frequency of anxiety and depression symptoms. They are derived from responses to the first two questions of the eight-item Patient Health Questionnaire (PHQ-2) and the seven-item Generalized Anxiety Disorder (GAD-2) scale.

Sources: CDC, NCHS, U.S. Census Bureau



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Planning Process

- Identify the need of employees and hospital
 - Review healthcare utilization reports
 - Health Risk Assessment Aggregate Reports
 - Employee Needs Survey on Stress levels
- Administration Support - VITAL
- Leadership Support - VITAL
- Utilize Wellness Committee Champions
- Identify available resources
 - Employee Assistance Program Vendor Support



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Employee Wellness Goals in 2021

- Improve and support mental well-being of employees
- Create supportive environment
- Improve cohesiveness of employees, families, community
- Improve overall health and wellness of employees
- Identify ways to alert staff of programs and available resources



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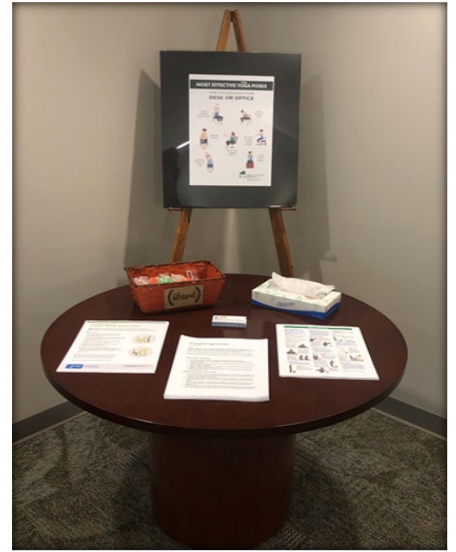
Improve and Support Mental Well-being

Wellness Room

- Stress Free Zone
- Massage chair



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Improve and Support Mental Well-being

Employee Health and Wellness Fair

- Motivational Speaker – Protecting Peace
- Stress Management Virtual Workshop



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**STRESS
MANAGEMENT**
Virtual Workshop

PROTECTING PEACE TRAINING WORKSHOP

Learn techniques of mindfulness and body focused stress management



Improve and Support Mental Well-being

Health and Wellness Events

- Educational programming
- Screenings



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Improve and Support Mental Well-being

Emotional Health Resources

- Mindfulness Mondays
 - Weekly affirmations
 - Tools, Techniques, Resources



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Thank you for sending these, it really does help!

This was a really good one! Thanks for sharing 😊

Love this!

Good Morning!

I just stopped by the Relaxation Room on my way back to Med-Surg from ICU and wanted to Thank you for your work in there. It is really nice. I feel so lucky to be a part of an organization that cares so much for the employees. I have a lot of family members that work in Healthcare, and I tell them what our Hospital has done for the employees and they are not experiencing the same kind of love. We are fortunate! Thank you



I don't work Mondays, but each week when I come in I always enjoy reading these. They are always therapeutic 😊!! Just wanted to pass it along, bc I know things often go unsaid. Hope you are having a great week!

I REALLY needed this today. Thank you. ❤️



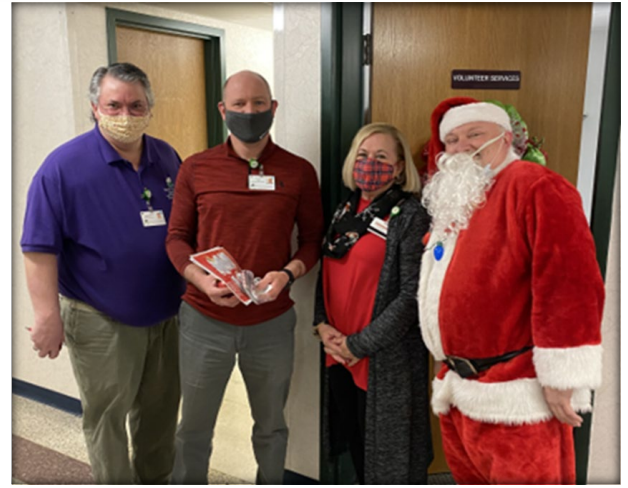
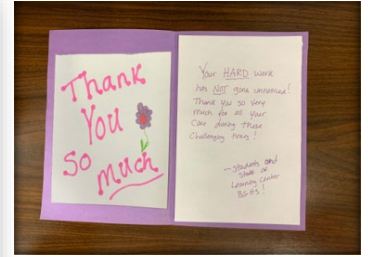
Create Supportive Environment

Traveling Wellness Cart

- Health information
- Relaxation Tips/Strategies
- Recipes/healthy snacks



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Create Supportive Environment

Annual Education Day

- Required attendance
- Stress management segment
- Fidget takeaway



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STRESS LESS TOOLKIT



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20 WAYS TO MANAGE STRESS

1. Think positively and surround yourself with others who think the same.
2. Avoid the trap of blaming yourself for things that you can't control every situation.
3. Accept that you can't control every situation.
4. At the start of each day, write down your list of things to do, then set reasonable priorities.
5. Divide big tasks into smaller, more manageable ones.
6. Eat a well-balanced diet, full of whole grains, fruits, and vegetables, limit sugar.
7. Get plenty of sleep each night.
8. Include moderate exercise into each day to boost your energy level and improve your mood.
9. Make time for relaxation. Try listening to soothing music, meditating, gardening, playing with a pet, reading a good book, or going wherever helps you relax.
10. Avoid tobacco, alcohol, and drugs. They only make matters worse.

Benefits of using Lighthouse EAP

- Short-term counseling
- 24-hour crisis response
- Open to employees & household dependents
- Confidential
- Voluntary

Lighthouse
Employee Assistance Program
For free confidential help
with a personal concern, call
1-800-333-3333
Phone: 414-242-3333
Toll-free: 800-333-3333



Improve Cohesiveness

Wellness Committee

Roles and Responsibilities:

- * Contribute to and assist in development of the organization's wellness program
- * Provide guidance and leadership
- * Communicate the wellness activities, events, initiative to staff
- * Be a "Champion" for healthy living

Various departments represented – eyes and ears

- * Employee and Family Holiday Party
 - * Drive-thru with games, activities, Santa Claus
 - * Supports community



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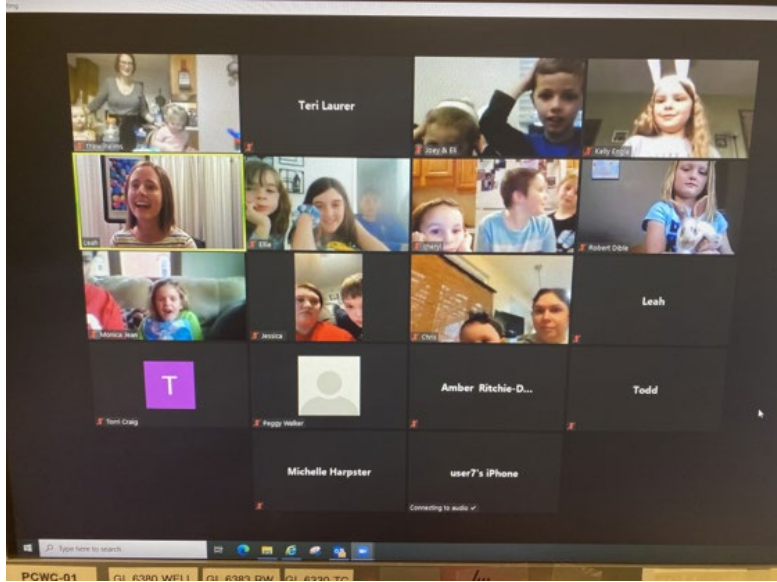
Improve Cohesiveness

Wellness Committee

- Employee and Family Easter Party
 - Virtual with the Easter Bunny
 - Surprise goodie bag for kids



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Improve Cohesiveness

Hospital Week Event and Activities

- Employee Appreciation
- Daily events planned
 - “Stress Less – Be a Kid Again”



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Improve Cohesiveness

Celebratory Events

- 70th Anniversary Event and Activities



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Improve Cohesiveness

Community Support

- Social Wellness – Employee Involvement
 - Food Pantry/Humane Society donations
 - Holiday Parade
 - Drive thru Trunk or Treat



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Improve Overall Health and Wellness

Honor National Health Observances

- National Employee Health and Fitness Day
- Poker Walk



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Improve Overall Health and Wellness

Honor National Health Observances

- Great American Smoke-Out
 - Turkey Bowling



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Improve Overall Health and Wellness

Worksite Wellness Initiative 2021

- Passport to Wellness Health Initiative



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Looking Ahead: Planning Wellness

- Be mindful
- Be flexible
- Be supportive
- Be creative in heartfelt ways



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Thank You!



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Biographical Information

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Bob McGee is a 43-year United Steel Workers (USW) at the Owen-Corning, Newark plant. He is the wellness team leader at the plant and is the Chairman of the USW wellness and fitness center committee.

Teri Laurer MSN RN
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Teri Laurer is the Director of Wellness Services at Wood County Hospital, and a registered nurse. Teri graduated from Bowling Green State University and Medical College of Ohio, where she received her Bachelor of Science in Nursing, and continued on to receive her Masters in Nursing from Lourdes's University. She has been a member of the Wood County Hospital team for the last 15 years. Teri has always had the passion and compassion to help others, focusing on caring for and improving the health of others throughout her career. She has many years of experience in Health, Wellness and Occupational Medicine, working with employees and employers throughout Northwest Ohio, developing and providing prevention programming, screenings, and educational opportunities to improve the health and wellbeing of their employees. Teri and her team know the importance of their employees' mental, physical and social health, and have received numerous awards through the Healthy Business Council of Ohio over the 5 years. However, winning the platinum award in 2021 is one of the greatest honors thus far, confirming that Wood County Hospital has a program that has led their workforce to a more productive, engaged and healthy place to work. Teri believes that an employee wellness program is something that should be fun, genuine, rewarding and inspiring for employees and should meet each individual where they are currently at on their journey to good health, and when that occurs, that is the most rewarding part of her job!