Driver Wellness Initiatives

Lee Robledo
Vice President Safety & Loss Control
What’s the Big Deal???
2008 – A Very Bad Year

- 14 driver deaths (age range from 29 to 62)
- 8 while on duty or in truck
- All of them massive heart attacks or strokes
Other factors....

- Rising health care costs
- Top diagnosis for our driver fleet are heart disease & diabetes
How Much is $20 Million??

34,000 Wii machines!!

2 million movie admissions

5 million “Happy Meals”

225 NFI trucks

Jimmy Rollins salary for the next 2.5 years
Challenges to Being Healthy

Lack of exercise, poor diet, smoking, overweight, “on the road”, “no-time”, poor food choices, boredom, lack of motivation………..excuses, excuses, excuses……..
Time to take action!

- Collaborative effort between Benefits, Human Resources, Safety & Risk Management
- Targeted programs with specific emphasis on driving workforce
- #1 challenge = communication with mobile workforce
New Programs

- Health Fairs

- Wellness focus in Safety Meetings. Wellness topics in “SafeNet” calls

- Free & Clear Smoking Cessation Program. 100% funded by NFI. Over 500 participants have used program so far.
• Full scale wellness communication program.
  - Partnered with health broker
  - Includes 12 communication pieces per year
  - Messaging from “top-down”
  - Mailed to homes, payroll stuffers, Qualcomm broadcasts, posted on My-NFI self service portal
  - Includes obvious wellness topics, as well as information on being a smart consumer of health care
Additional programs

- Weekly wellness message on NFI Facebook site
- Vending changes at NFI facilities. Healthier snack choices
- Corporate Weight Watchers partnership. Discounts for “Weight Watchers Online”
Policy Changes

- 1/1/10, requested that all health plan participants take a Health Risk Assessment or pay $30 additional health insurance premium per month.
- More that 60% of participants took assessment and received personalized results – “eye-opening” to some
- NFI receives aggregate data to analyze and use in determining appropriate plan coverages and medical case management approaches
Additional policy changes….

- 1/1/10 transition to new pharmacy benefits manager with focus on medication compliance for chronic diseases. Non-compliance significantly increases risks for complications.

- Physical Capabilities Testing for all new hires
Effective June 1, 2010

- Hiring of Corporate Wellness Coordinator who will design, implement & communicate company-wide wellness programs. Liaison with regional “wellness czar’s”

- All NFI terminals, warehouses & properties will become tobacco-free for all associates, guests, vendors, etc.
Partnership in Health

NFI is Taking Action

NFI is concerned about the high number of drivers with heart disease and high blood pressure. As a Charter Member of the Healthy Trucking Association of America, we are taking action to help our drivers get healthy and improve the way they feel.

Our motto of “BLEEDING BLUE” means that you are part of a family of drivers that has continued to grow over the past 77 years. Not just concerned about your driving success, NFI is fully committed to lending a “healthy hand” so that you know we are all in this together in all aspects of health and well-being.

Call Today:
877-586-8891 or visit
www.nfijobs.com

We are stable, growing, and anxious. We want drivers like you.

healthytruckingassociation.com

NFI is proud to be a Charter Member of the HTA. The goal of the HTA and their partners is in line with what our company believes in—health and well-being of our drivers. We are concerned about the high number of drivers with heart disease and high blood pressure, and of the taking action to help our drivers get healthy and feel better for themselves and their families.

NFIIndustries.com + 877-586-8891

For individual HTA memberships, call Sydney at 813-100-119.

Advisory Board and Trucking Fleet Office
Healthy Trucking
813-619-6016, x208 or x275
Why the HTAA?

- Charter member
- Coalition of industry leaders who all face same challenges & concerns
- One-stop resource for solutions
- Healthier talent pool benefits all carriers and SAVES LIVES!
2010.......a GOOD year!

Our goal is that all NFI drivers go home safely to their families!
HEALTHY TRUCKING
ASSOCIATION OF AMERICA

We carry healthy solutions
Say hello to the health magazine exclusively for The Trucking Industry.

Why we’re here. What we can do for YOU.

PLUS
- 5 effective exercises you can do IN YOUR TRUCK!
- Find heart-healthy foods at the next truck stop.
- Trouble at home spells heartburn on the road.

From the publishers of Over the Road & Pro Trucker magazines.
Health Promotion

• A meta-analysis of the literature on costs and savings associated with health promotion programs concluded:
  – Medical costs fall by about $3.27 for every dollar spent on wellness programs
  – Absenteeism costs fall by about $2.73 for every dollar spent.
  – The wider adoption of such programs could prove beneficial for costs, productivity, and health.

Health Affairs: February, 2010
Truck Driver Health Statistics

- **Over 65%** of professional drivers have high blood pressure
- The average life expectancy for a truck driver is **less than 60 years of age**
- **7 out of 10** professional drivers are overweight
- **Over 50%** of professional drivers smoke cigarettes
Overcoming Roadblocks

- Drivers won’t cooperate
- Communication Problems
- Trucking companies aren’t in the health care business
- Who can you trust to help?
- Everyone wants a huge commitment
  High Cost – Low Return
- Owner Operators
Why Improve Medical Requirements for Commercial Drivers?

Thousands of crashes are attributed to physically impaired CMV drivers …

- Annual fatal crash reduction of 25% -- 1250 crashes -- may be expected with improved medical screening and significant reduction in injuries
Solutions

• Understand relationships between health, wellness, and productivity
• Support effective health, wellness, and productivity management programs
• Promote healthy lifestyles
• Tobacco avoidance, weight reduction in obese or overweight individuals, adequate physical activity, proper nutrition
Sleep Apnea is Major Threat to Safety

• 28% of truck drivers have sleep apnea
  Pack et.al., U Penn

• Situational Performance (SA) of the undiagnosed sleep apneic is similar to that of a person with a .06 - .08 Blood Alcohol Content
  Powell

• 6 times increased risk for driving accidents
  Santos, Spain
Untreated Sleep Disorders
Cause

- Obesity
- Heart Disease
- Type II Diabetes
- Hypertension
- Stroke
Obesity

- Body Mass Index (BMI) categories
- Normal BMI: 18.5-24.9
- Overweight BMI: 25.0-29.9
- Obese BMI: >30
- Morbidly Obese BMI >40
- Nearly 1 in 3 U.S. adults is overweight
- Nearly 1 in 3 U.S. adults is obese
Dealing with Obesity

• Evaluate prevalence of obesity
• Analyze cost
• Encourage obesity prevention
• Provide scales at appropriate locations
• Provide education, screening, counseling, and treatment
• Promote opportunities for physical activity and healthy eating at terminals, truck stops, etc.
Obesity increases health risks:

- Hypertension, heart disease, stroke
- Type 2 diabetes
- Osteoarthritis
- Cancer
- Depression
- Respiratory problems
- Sleep Apnea
Obesity Study

- 2,950 Truckers from a large national trucking company screened in June, 2009
- Weight:
  - 56% obese
  - 31% overweight
  - 13% normal weight
Study Continued

• Hypertension
• 51% of obese truckers had hypertension
• 31% of overweight truckers had hypertension
• 21% of normal weight truckers had hypertension
Medical Costs

- 72% more for obese truckers than normal weight truckers
- 55% more for overweight truckers than normal weight truckers
- Increased costs include medical (physicians, hospitals, pharmaceuticals)
- Productivity costs (absenteeism, presenteeism – can be two to three times direct medical costs)
Cutting Costs

- Calculation of average medical and productivity costs for high BMI employees in transportation industry
  - BMI 25-29.9: $248
  - BMI 30-34.9: $899
  - BMI 35-39.9: $1,325
  - BMI >40: $1,879
Obesity Programs

• Incentives
• Milestones
• Screening, Program enrollment, program participation, completion of program, maintenance of changes
• Rewards
• Honor, pride, financial
Hypertension

- Benefits of lowering blood pressure of hypertensive patients:
  - Heart attack: 20-25% reduction
  - Stroke: 35-40% reduction
  - Heart failure: 50% reduction
Monitor Blood Pressure

- BP Kiosks installed in industry related locations (trucking company terminals, truck stops) coast to coast.
- Each monitor is being used on average 80 times per day
- More than 30 motor carriers have installed HTAA BP kiosks in their terminals and lounges
LC500 Series:
Additional Biometrics and Engagement

- Blood Pressure & Heart Rate
- Weight, Body Composition, & BMI
- Blood Oxygen Levels
- Data Ports for Personal Health Devices
- Bar Code & Mag Stripe Enabled
- Optional Printer
- Internet Connectivity & Secure Data Transfers
Recommendations

• Ensure availability of education, screening, counseling, and treatment for hypertension

• Support availability of blood pressure kiosks at terminals, truck stops, and other appropriate locations

• Encourage blood pressure control
Resources

• Transportation Research Board of the National Academies: Health and Wellness Programs for commercial drivers, 2007


• Kelly JT: Evaluating employee health risks due to hypertension and obesity. Postgraduate Medicine. 2009; 121:152-158
Resources


• Martin BC, Church TS, Bonnell R et al: The impact of overweight and obesity on the direct medical costs of truck drivers. JOEM. 2009; 51: 180-184


Resources

• www.americanheart.org – American Heart Association
• www.ahrq.gov – Agency for Health Research and quality
• www.cdc.gov – Centers for disease control and prevention
• www.nhlbi.gov/hbp - National Heart, Lung, and Blood institute
• www.nih.gov – National institutes of health
• www.eatright.org – American Dietetic Association
• www.healthytruck.org – Healthy Trucking Association of America
• www.lifeclinic.com – Lifeclinic International
The HTAA is here to HELP!

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