



JENNIFER'S TOOL & DIE WORKSITE WELLNESS PROGRAM

June 2011

Jennifer's Tool & Die is a small manufacturing company with 125 employees. It consists of a manufacturing division and a sales division. Jennifer is the CEO and President. There are vice presidents for operations and finance. There is a director of human resources who reports to the vice president for operations. Jennifer has decided it's time to create a worksite wellness program for the company. A wellness committee has been formed and is working on creating a wellness policy.

Current Benefits

Jennifer offers health insurance through a Minnesota based insurance company. The annual premium for full coverage is \$1000 per year for an individual. Currently the employer pays half of the individual premium for all employees who elect coverage & the employee pays half, including the full premium for any family coverage.

Workforce and Work Environment

- » 125 employees: 75 men, 50 women
- » Age range: 19 – 62
- » Tobacco users: 20
- » Overweight employees – 18
- » Obese employees: 12 (including Maxine, who is severely obese)
- » Employees with diabetes: 5
- » Employees in wheelchair: 1 (Carl is in a wheelchair due to a back injury)

Possible Worksite Wellness Program Activities

- » A health risk assessment (HRA) administered by employer's health plan
- » A reduction in co-pays for completing the HRA
- » Gift certificates for meeting walking goals that include climbing stairs
- » Purchasing exercise equipment for the break room
- » Premium reduction of \$250 (25% of cost of coverage) for meeting weight reduction goals
- » Premium increase for smokers
- » Smoking cessation services
- » Stocking free fruit and other healthy snacks in the lunchroom
- » Offering some aspects of the program to employees' dependents, e.g. HRA, smoking cessation services and premium or co-pay reductions for meeting certain goals



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