

# Oneida Nation

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## **BC Resolution # 03-08-17-D Oneida Wellness Council - Exercise At Work Strategy**

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Nation, a progressive organization that values the health and well-being of its members and employees, aims to keep health benefits at a maximum while health insurance premiums are kept at a minimum; and
- WHEREAS,** the Oneida Nation Wellness Council is focused on helping members and employees of the Oneida Nation create simple, healthy habits to improve well-being by empowering members and employees with an opportunity to engage in healthy activities; and
- WHEREAS,** the Center for Disease Control (CDC) defines health risk behaviors as unhealthy behaviors that a person has the ability to change. Four major health risk behaviors that cause obesity and chronic diseases are lack of exercise or physical activity, poor nutrition, tobacco use, and excessive alcohol use; and
- WHEREAS,** more than thirty four percent (34.9%), or more than seventy eight (78.6) million adults in the United States are obese (JAMA, 2014); and
- WHEREAS,** fifty two percent (52%) of adults aged eighteen (18) years or older do not meet recommendations for aerobic exercise or physical activity. Additionally, seventy six percent (76%) do not meet recommendations for muscle strengthening physical activity (CDC, 2016); and
- WHEREAS,** in 2008, the estimated annual medical costs attributable to obesity in the United States was one hundred and forty seven billion dollars (\$147 billion), resulting in the medical costs for people who suffer from obesity being one thousand four hundred and twenty nine dollars (\$1,429) higher than those of people who were at a weight considered normal (CDC, 2016); and
- WHEREAS,** according to the Oneida Nation 2015 Health Risk Assessment (HRA), just over fifty seven percent (57.6%) of Oneida Nation employees are in the high to extreme high risk category for body fat, which is over seventeen percent (17.6%) greater than all Healtics employers; and
- WHEREAS,** employees who suffer from obesity are nearly seventy five percent (75%) more likely to experience high rates of absenteeism, which is considered seven (7) or more absences during a six (6) month period, than employees who are at a weight considered normal; and

**WHEREAS,** musculoskeletal and mental health are some of the Oneida Nation's top health care claims; and

**WHEREAS,** the United States Surgeon General reports that regular physical activity that is performed on most days of the week reduces the risk of developing or dying from some of the leading causes of illness and death in the United States. Regular physical activity reduces the risk of dying from heart disease and diabetes, developing high blood pressure, reduces feelings of depression and anxiety, and helps weight control; and

**WHEREAS,** increased daily physical activity and exercise not only helps prevent and reduce injuries at work, but it can help reduce mental health and musculoskeletal health issues, body fat, weight, blood sugar, and cholesterol; and

**WHEREAS,** over eighty percent (80%) of Fortune 500 companies with over two hundred and fifty (250) employees implement some type of wellness program and/or activities (Divine Savior Health Care); and

**WHEREAS,** a Wellness Exercise at Work pilot study in Oneida showed that:

- Fifty four percent (54%) of participants lowered their health risk by 7.1 points on average;
- Every participant in the pilot improved in at least one of the nine (9) fitness areas;
- Seventy nine percent (79%) of participants reported an improvement in quality of life;
- Seventy five percent (75%) reported an improvement in productivity;
- The cost avoidance may nearly double the cost to implement the Wellness Exercise at Work strategy; and

**WHEREAS,** sixty nine percent (69%) of the Exercise at Work pilot study participant respondents thought that coworker interaction improved; eighty one percent (81 %) of participant respondents thought employee morale improved; and employee wellbeing received the highest rating of improvement by eighty seven percent (87%) of participant respondents; and

**NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee does hereby adopt an Exercise at Work Resolution directing the Oneida Nation to provide that managers, directors, and supervisors may allow flexibility during the workday for employees to engage in physical activity.

**BE IT FUTHER RESOLVED,** that in accordance with this resolution; managers, directors, and supervisors may permit full-time status employees to use up to maximum of thirty (30) minutes of paid time off per day, either in a single thirty (30) minute period or incrementally throughout an employee's shift, to engage in physical activity either on or off the work site.

**BE IT FUTHER RESOLVED,** that employees who are not full-time status are not eligible to participate in this benefit.

**BE IT FUTHER RESOLVED,** that this paid physical activity time shall not accrue or be carried over from one day to another, and must be approved in advance by an employee's supervisor.

**BE IT FUTHER RESOLVED,** that supervisors shall have full discretion to determine whether to authorize paid physical activity time for an employee; however, supervisors shall not authorize any employee to use paid physical activity time during any week in which that employee may be earning overtime; and supervisors shall not authorize paid physical activity time when doing so would interfere with the business of the Tribe.

**BE IT FUTHER RESOLVED,** that employees who choose to partake in paid physical activity time do so at their own risk; and shall not be eligible for Workers Compensation for any injury that occurs during, or as a

result of, paid physical activity time; regardless of whether the injury occurs at the worksite or away from the worksite.

**BE IT FUTHER RESOLVED**, that the Wellness Council shall develop an implementation plan, and shall be responsible for overseeing the implementation of these requirements.

**BE IT FINALLY RESOLVED**, that the requirements identified herein shall become effective December 1, 2017.

#### **CERTIFICATION**

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 6 members were present at a meeting duly called, noticed and held on the 8<sup>th</sup> day of March, 2017; that the forgoing resolution was duly adopted at such meeting by a vote of 5 members for, 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.



Lisa Summers, Tribal Secretary  
Oneida Business Committee

\*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."