

Business

# After Hours



Hosted by:



33003 Aurora Rd,  
Solon, OH 44139



[www.solonchamber.com](http://www.solonchamber.com)



# Love Yourself

WITH  
SOLON WOMEN  
IN BUSINESS

Wednesday, February 22nd

4:30-6:30pm

TownePlace Suites

(6040 Enterprise Pkwy, Solon)

Featured organizations:



[www.solonchamber.com](http://www.solonchamber.com)



**Seeking Women's Health,  
Wellness & Self Care Vendors  
& Sponsors! Register at  
[www.solonchamber.com](http://www.solonchamber.com)**

**A COLLABORATION BETWEEN SOLON, AURORA,  
AND TWINSBURG CHAMBERS OF COMMERCE**

# **COCKTAILS AND CONVERSATION**

*in celebration of international women's day!*



## **Wednesday, March 8th**

**4:30-7:00 PM**

**SOLON COMMUNITY CENTER**

**DRINKS, APPS &  
NETWORKING!  
INDIVIDUALS: \$10**

**FEATURED VENDOR:**



**FOR MORE INFO AND TO REGISTER,  
VISIT [WWW.SOLONCHAMBER.COM](http://WWW.SOLONCHAMBER.COM)**



Solon Chamber of Commerce presents...

# Iceland's Magical Northern Lights

Departing October 30 – November 5, 2023



Book Now  
& Save  
**\$200**  
Per Person

## *Highlights...*

Reykjavik • Northern Lights Cruise • Search for the Northern Lights • Golden Circle • Thingvellir National Park • Gullfoss • Lava Exhibition Center • Vik • Seljalandsfoss • Skógar Museum • Skógafoss • Jökulsárlón Glacial Lagoon • Skaftafell National Park & Vatnajökull Glacier • Blue Lagoon

7 Days • 11 Meals: 6 Breakfasts • 5 Dinners

**BOOK NOW:** Double \$3,599; Single \$4,099; Triple \$3,569

Regular rates: Double \$3,799 ; Single \$4,299; Triple \$3,769

*\* All Rates are Per Person and are subject to change*

**AAA Members receive an additional \$50 off per person!**





Bureau of Workers'  
Compensation



# Founding Sponsors





# Program Sponsor



GLAVIN INDUSTRIES, INC.

*Experts in Industrial Identification*

# Program Sponsor





**SLIDES, EXTERNAL RESOURCES &  
REGISTRATION CAN BE FOUND AT  
[WWW.SOLONCHAMBER.COM/SLIDES](http://WWW.SOLONCHAMBER.COM/SLIDES)**

**MATERIALS WILL ALSO BE  
DISTRIBUTED BY EMAIL  
AFTER THE PROGRAM!**

**March 15th**

**Proactive and Reactive Physical  
Therapy with Scott Bailey, Work  
Injury Solutions**

**March 28<sup>th</sup>**

**Sedgwick Managed Care Ohio  
Lunch N Learn**





*We've Got You Covered*

Ohio Bureau of Workers' Compensation

**OSC23<sup>®</sup>**

**OHIO SAFETY CONGRESS & EXPO**

**March 8-10, 2023**



Sponsored by

**Ohio**

Bureau of Workers'  
Compensation

Ohio Bureau of Workers' Compensation

**OSC23<sup>®</sup>**

**OHIO SAFETY CONGRESS & EXPO**

## **2023 Ohio Safety Congress & Expo<sup>®</sup>**

Hybrid Event Offering Both:

In-person experience at the Greater Columbus Convention Center

A select number of sessions being streamed live to an online audience

Note: While the in-person event will offer BWC program credits and CEU's unfortunately, the live streamed sessions will not be eligible for credits of any kind.



## **OSC23<sup>®</sup> has the leading education you need!**

### **Education Tracks**

Business Strategy

Construction Safety

Governance and Regulatory

Government Employee Safety

Leadership and Professional Development

Manufacturing Safety

Safety Management Systems

Technology and Innovations

Total Worker Health

Workers' Compensation

\*Note: live streamed sessions will be announced February 1

View the session schedule [Educational Sessions \(ohiosafetycongress.com\)](https://ohiosafetycongress.com)

### **Expo Marketplace**

The Expo Marketplace is the place to be as we celebrate coming back together for the first time. Our exhibiting partners are excited and can't wait to see you onsite!

### **Knowledge Hubs 1 & 2**

Located in the hall of the Expo Marketplace – your safety education experience will come alive as you observe, participate and learn through hands on demonstrations, presentations and workshops.

**2023 Ohio Safety Congress & Expo<sup>®</sup>**  
**March 8-10 in Columbus**

**Registration is Now Open!**

**More Information:**  
**[www.ohiosafetycongress.com](http://www.ohiosafetycongress.com)**



# Private Employers Important Dates

## Feb. 28

- Self-insured assessment due – first half & SI-40 due
- Policy Activity Rebate (PAR) enrollment period ends for 7/1/2022 policy year

# Public Employers Important Dates

## **Feb. 1**

PERRP 300AP submission deadline for previous calendar year statistics

## **Feb. 15**

Policy year 2022 payroll true-up report and payment deadline

## **Feb. 28**

Self-insured assessment due – first half & SI-40 due

# Grants Program

**Funding opportunities are once again available for four of our special safety grant programs.**

- [Trench Safety Grant](#). Available only to Ohio employers that perform trenching and excavating.
- [Firefighter Exposure to Environmental Elements Grant](#) combats firefighter cancer risk.
- [Employers Working with Persons with Developmental Disabilities Grant](#) assists Ohio employers with ensuring the safety of their staff when carrying out the services they provide to developmentally disabled children and adults.
- [School Safety and Security Grant](#) provides assistance to Ohio employers with ensuring the safety of their staff who instruct children throughout the state.



# Grants Programs cont'd.

## Safety Intervention Grants Program

- Purchase equipment to eliminate or significantly reduce hazards in the workplace.
  - ~ 3:1 match up to \$40,000
  - ~ Renewable every 3 years
  - ~ One year case study/annual report
  - ~ In business for one year

# Safety Intervention Grants Program

## Items Not Eligible

- Equipment primarily necessary for the business (e.g., forklift).
- Items that are not engineering controls (e.g., PPE).
- Items that don't directly reduce workplace risk factors (e.g., lighting).
- Other items outside the scope of the program (e.g., insurance).
- Equipment intended to meet minimum OSHA compliance, including basic machine guarding devices and equipment, standard guardrailing systems, etc.



# BWC Monthly Employer Webinars

The February webinar will include:

- Considerations for when injuries occur
- Better You, Better Ohio! Updates
- Important dates
- Monthly safety topic

Next webinar: 11:30 a.m. Thursday, February 23

# In-Person Safety Training

In-person Class	Date	Time	Location
OSHA 30: Construction Safety Principles	Feb. 6-10	8:30 a.m. - 4:30 p.m.	Cincinnati
First Aid in the Workplace	Feb. 15	9:00 a.m. - 3:00 p.m.	Canton
First Aid in the Workplace	Feb. 16	9:00 a.m. - 3:00 p.m.	Cleveland
OSHA 10: Construction Safety Basics	Feb. 21-22	8:30 a.m. - 4:15 p.m.	Youngstown
OSHA 30: Construction Safety Principles	Feb. 27 - Mar. 3	8:30 a.m. - 4:30 p.m.	Cleveland
OSHA 10: Construction Safety Basics	Feb. 28 - Mar. 1	8:30 a.m. - 4:15 p.m.	Columbus Metro
OSHA 10: Industry Safety Basics	Feb. 28 - Mar. 1	8:30 a.m. - 4:15 p.m.	Mansfield
Confined Space: Identification and Safe Practices	Feb. 28	8:30 a.m. - 4:15 p.m.	Canton

March 13-17 OSHA 30 Construction- Indiana Wesleyan in Cleveland- Rockside Road

# BWC DSH Virtual Training

Virtual Training Class	Date	Time
OSHA Recordkeeping Half-day Workshop	Feb. 2	9:30 a.m. - 1:00 p.m.
Safety Series Workshop Module 3: Hazard Communication and Personal Protective Equipment Basic	Feb. 8	9:30 a.m. - 1:00 p.m.
Bloodborne Pathogens	Feb. 9	9:30 a.m. - 1:00 p.m.
Hazardous Waste Operations and Emergency Response Series Module 5: Decontamination, Spill Control	Feb. 13	9:30 a.m. - 2:00 p.m.
Controlling Workers Compensation Costs	Feb. 15-16	9:30 a.m. - 12:45 p.m.
Hazardous Waste Operations and Emergency Response Refresher	Feb. 22-23	9:30 a.m. - 1:30 p.m.
Hazardous Waste Operations and Emergency Response Series Module 6: Incident Command System and Termination	Feb. 27	9:30 a.m. - 2:00 p.m.
High Hazard Focus Four Inspections: Be Prepared When PERRP Shows Up At Your Door Step	Feb. 28	9:00 a.m. - 12:30 p.m.

March 1-2- Improving Hazard Recognition through Visual Literacy

March 13- Hazardous Waste Module 7: Physical Hazards



# BWC Safety Webinars

Webinar	Date	Time
Recordkeeping 201: Pitfalls in OSHA Recordkeeping	Feb. 16	9:30 a.m. - 10:30 a.m.
Future of OEHS Profession	Feb. 28	1:00 p.m. - 2:30 p.m.

# Division of Safety & Hygiene Consulting Services

- Review of safety programs/policies
- Assistance with training content or programs
- Assessment of specific operations or tasks

Safety Consultants

Ergonomists

Industrial Hygienists



Get to know a little about us.....

Presented by Tony Razzante

Territory Sales Manager

# What we'll review today

- Brief History of Glavin Industries, Inc.
  - Our In-House Capabilities
  - Key Products & Services
  - Distributor Products

# Brief History of Glavin Industries, Inc.

- Founded in 1986
- Located in 72,000 sq.' Solon, Ohio facility
- Focus is Visual Industrial Identification products
- **Mission**  
Our mission is to be an innovative leader satisfying our customers, providing quality products and services, delivered on time to provide for our long-term growth and stability.



# Our In-House Capabilities

## PROCESSES

- Screen Printing • Digital Printing • Thermal Transfer Printing
- Laser Engraving/Marking/Cutting • MetalPhoto® • Laminating • Die Cutting • Fabricating
- Stud Mounting • Shearing • Punching • Painting
- Roll labels • Custom Solutions

## MATERIAL EXPERIENCES

- Acrylic • Polycarbonate (Lexan) • Polyester (Mylar) • Autotex • Vinyl • PVC
- ABS • Polystyrene • Adhesive • Foam • Rubber • 2-Ply Engraving Plastic
- Aluminum • Copper • Brass • Stainless Steel • Special Materials Upon Request

# Key Products & Services

## MAINTENANCE, REPAIR & OPERATIONS

### *Plant, Facility & Safety Identification*

- Custom Signs
- Custom Labels
- Valve Tags
- Pipe Markers
- Banners
- Vehicle & Fleet Graphics
- Wall & Floor Graphics
- Warehouse & DC Facility Signage
- Lockout/Tagout Products
- OSHA Signs/Labels/Decals
- Parking lot directional signs
- Mighty Line Industrial Safety Floor Marking Products
- Brady Printers – Create in-house safety labels

# Products & Services

## MAINTENANCE, REPAIR & OPERATIONS

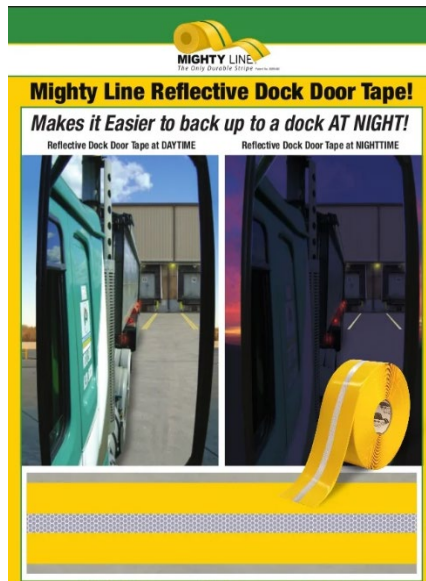
### Plant, Facility & Safety Identification





## MIGHTY LINE SAFETY FLOOR TAPE THE BEST FLOOR MARKING TAPE, LEAN 5S MARKINGS AND FLOOR SIGNS

Mighty Line offers the strongest floor tape, floor signs, 5S floor markings and other 5S floor tape products for your facility. At Mighty Line, we wanted to provide customers the strongest floor tape on the market because we know how important safety is to every organization. We offer the one industrial floor tape line that can help your 5S environments, comprised of patented Mighty Line floor tape and Mighty Line floor marking products.

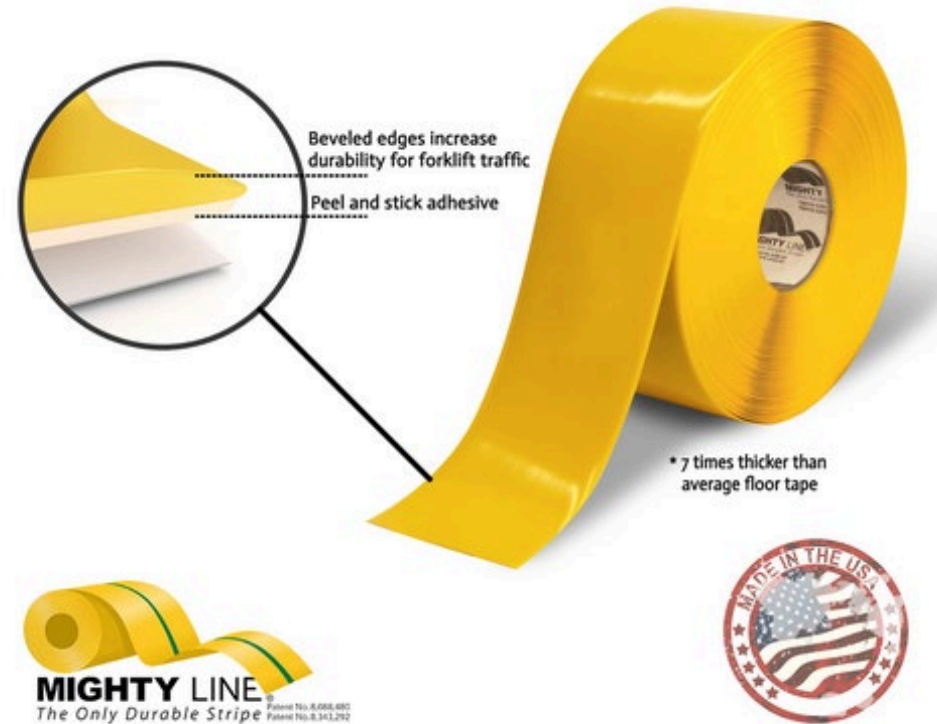




# WHY BUY MIGHTY LINE?

1. Toughest Floor Tape Available
2. Removes cleanly after years of use
3. Longest warranty on the market. Mighty Line has a 3 year limited warranty
4. Made in the USA
5. Mighty Line floor tape is patented

## What Makes Mighty Line Floor Tape Different?






# BRADY®

WHEN PERFORMANCE MATTERS MOST™

**BRADY**  
WHEN PERFORMANCE MATTERS MOST™

## Identification Solutions



Printers, Labels and Software for all your identification needs

**BRADY**  
**SPC**



## Absorbent Spill Kits

Accidents happen.  
Be prepared.

[BradyID.com/SPC](http://BradyID.com/SPC)

**BRADY**  
WHEN PERFORMANCE MATTERS MOST™



## Lockout / Tagout



## Solutions for Hazardous Energy Control

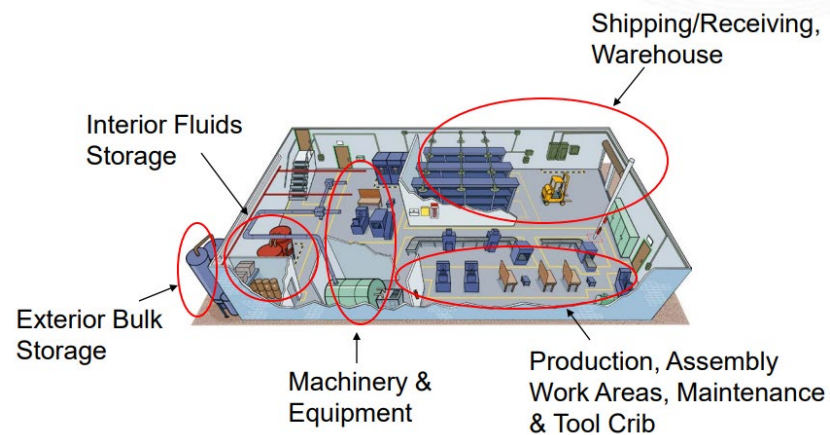
Helping you to Reach Advanced Work Safety & Higher Efficiency



WHEN PERFORMANCE MATTERS MOST™



## Sorbent Opportunity Areas – Typical Industrial Plant



## SPC Facility Guide



**Spill Kits**  
Emergency response for where spills frequently occur – i.e. receiving dept.

**Sorbent Center**  
Centrally located, holds back-up supply of pads & rolls.



**Specialty**  
Spill pallets, drum covers, drain plugs, drip pans and pillows manage all types of leaks for specific applications



**Oil-Only**  
Ideal for outdoor leaks and spills of petroleum based fluids. Absorbs oil, repels water



**Socs**  
Flexible sorbents in different lengths to surround machine areas and contain routine leaks & drips.



**Rolls**  
2 and 3-ply extra tough material to keep work areas and aisles clean & dry



**Industrial Rugs**  
Durable for under fork lifts and other mobile equipment



**Pads**  
Abrasion resistant pads to wipe equipment, tools as well as clean up of small water, chemical and oil based spills



WHEN PERFORMANCE MATTERS MOST™



**ELECTRICAL  
EQUIPMENT  
LOCKOUTS**



**CABLE  
LOCKOUTS**



**VALVE & HOSE  
LOCKOUTS**



**LOCKOUT HASPS**



**LOCKOUT  
TAGOUT  
STATIONS**



**PADLOCKS &  
PADLOCK  
LABELS**



**GROUP  
LOCKOUT  
BOXES**



**LOCKOUT  
TAGOUT KITS**



**LOCKOUT  
TAGOUT TAGS,  
LABELS & SIGNS**



**LOCKOUT  
TRAINING**



Our team of professionals have a great wealth of experience and pride themselves with an ongoing commitment to servicing the customer and developing long term relationships.

We look forward to working with you to make your life a bit easier.

Thank you for your time today and please do not hesitate to reach out to me with any questions you may have ~

Tony

Razzante

[Tony.Razzante@glavinID.com](mailto:Tony.Razzante@glavinID.com) – (M) 216-402-9867 (O) 440-349-0049



Official Suppliers of Game Day  
Apparel to the Cleveland  
Guardians!

[www.ussafetygear.com](http://www.ussafetygear.com)



# US SafetyGear<sup>INC.</sup>



**[www.ussafetygear.com](http://www.ussafetygear.com)**

**"The Official Game Day Apparel Provider to the Cleveland Guardians"**



**Announcing US SafetyGear,  
We Are Open  
555 Frost Road Rt. Right Off  
of 480**

**Minutes from Twinsburg, Macedonia, Solon,  
Kent, Ravenna**

**480 Exit to Frost Road**

**St. Rt 43 To Frost Road**

**91/82 to 480 to Frost Road**



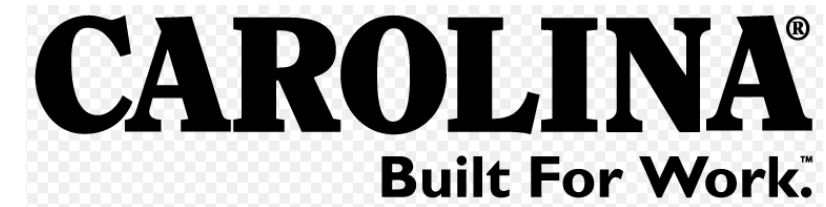
# **What Does a New US SafetyGear Location Mean to you ??**

- #1. Existing Accounts will automatically have an account there.**
- #2. Payroll Deduction Programs available on Safety Footwear**
- #3. Full Access to USSG Extensive Safety Inventories.**
- #4. Stocking Programs Available on your specific PPE Requirements**
- #5. New Accounts accepted/Credit Applications will be emailed.**





# The Shoe Brands You Know ! We Carry Mens and Ladies Safety Footwear Safety Toes & Mets



# Corporate Products We Provide

National Distributor of PPE

Head Protection

Arc Flash Safety

Hearing Protection

Ergonomics and Matting

High Viz Gear

Eye Protection

Onsite Optical

Fall Protection

Respiratory Protection

Footwear Protection

Training Programs

Hand & Amr Protection

Welding Safety

























# **Company Services We Provide**

---

IN PLANT STORES OPERATED BY USSG  
EMPLOYEES

---

PROMOTIONAL ITEMS AND APPAREL

---

MARKETING AND GRAPHICS SERVICES

---

CUSTOMER SPECIFIC PORTALS

---

PROMOTIONAL EVENT MANAGEMENT

Ok...Tarry  
always gives  
away free  
stuff!!!!!!

Drop your  
Card in the  
box to Win  
a 2022 CD  
Champions  
Jacket





# *Building an Employee Health Culture*

Presented by:  
Shanna Dunbar BSN RN COHN-S



# You are in the right place

.....

You are...



You have...



You want...









# ***Total Worker Health<sup>®</sup>*** **Strategist**



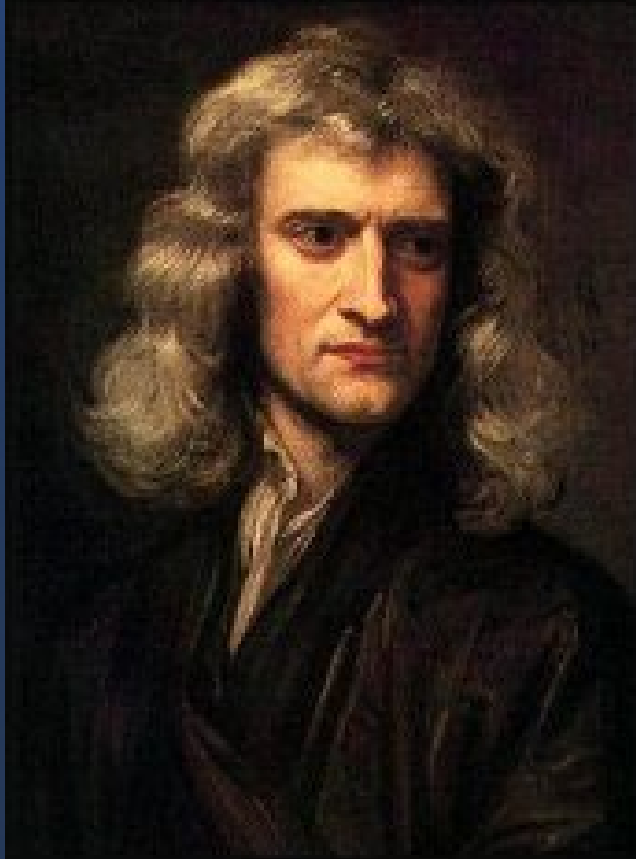
**Shanna S. Dunbar**  
[BSN RN COHN-S]

Certified Occupational  
Health Nurse

*Total Worker Health<sup>®</sup> Strategist*



**Occupational  
Health Nurse**



If I have seen further than others, it is by standing  
upon the shoulders of giants.

(Isaac Newton)



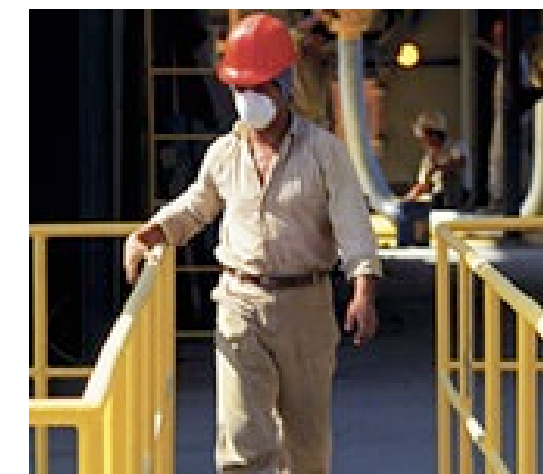
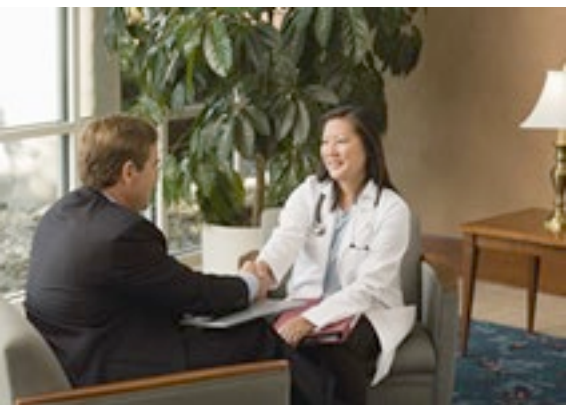
# DEFINITION

***Total Worker Health<sup>®</sup>* is a strategy integrating occupational safety and health protection with health promotion to prevent worker injury and illness and to advance health and well-being.**



<http://www.cdc.gov/NIOSH/twh/>

<http://www.cdc.gov/niosh/twh/letsgetstarted.html>

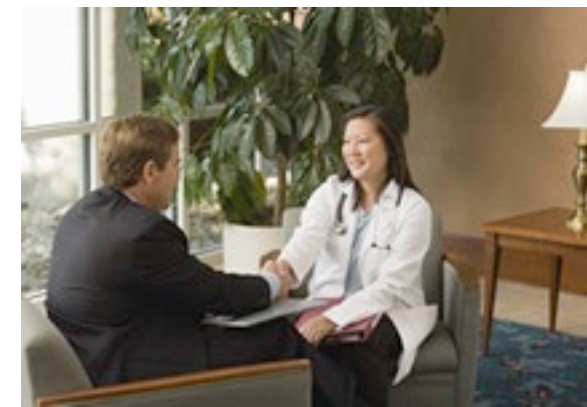
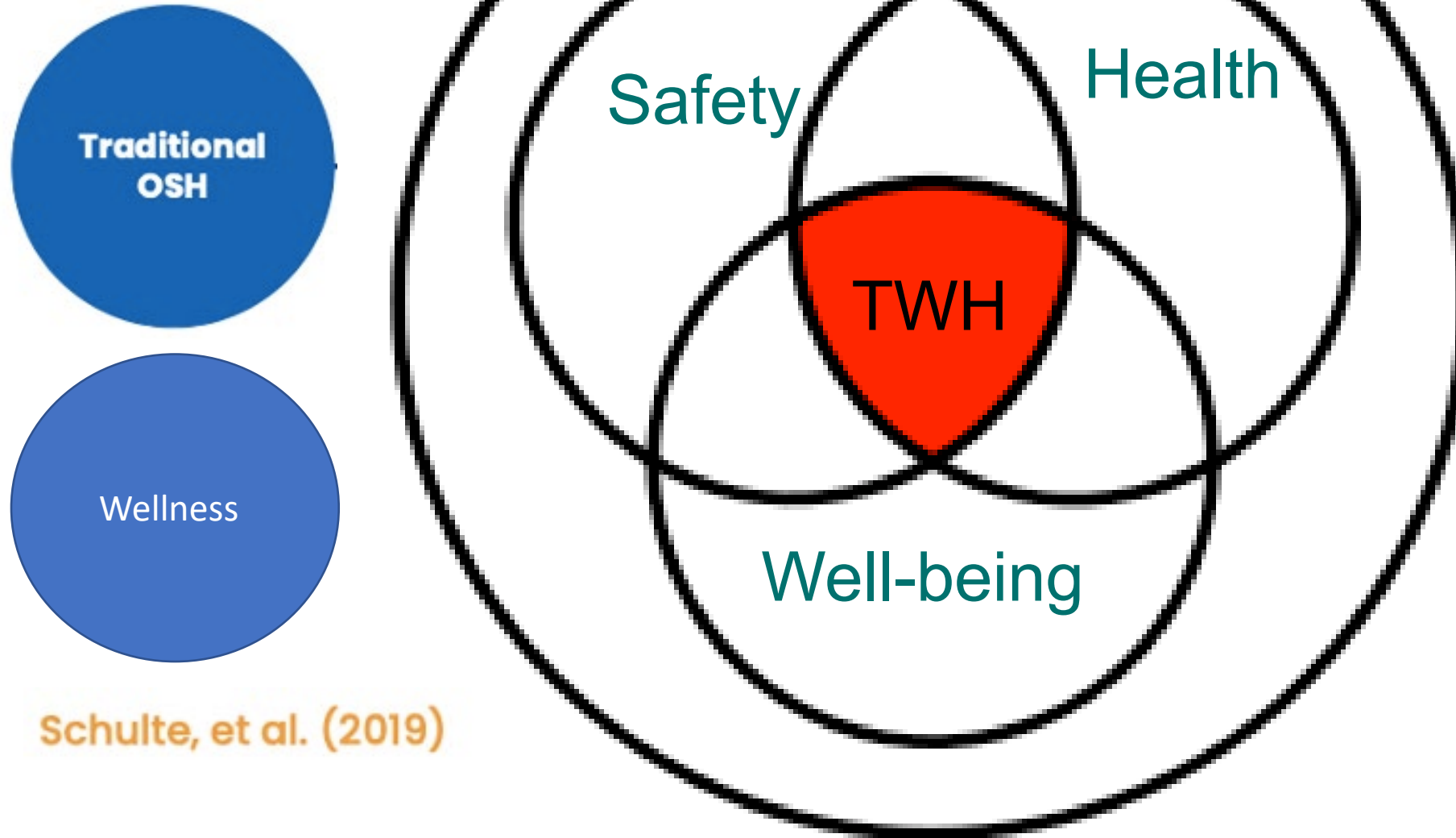


Great



Good

# *Total Worker Health<sup>®</sup>* Paradigm



# Just for you!



- Email me at [Shanna@workplacehealthinc.com](mailto:Shanna@workplacehealthinc.com)
- Put **TWH TOOLKIT** in the subject line
- Includes:
  - The most important parts of Total Workplace Health you need to know
  - List of topics that represent **Total Worker Health**® focus
  - Detailed notes from this presentation
  - 1 – 1 mentoring call with me to gain insights about your TWH issues



phone: 866-377-8144 | email: [shanna@workplacehealthinc.com](mailto:shanna@workplacehealthinc.com) | website: [workplacehealthinc.com](http://workplacehealthinc.com)



# The Case for Worker Safety

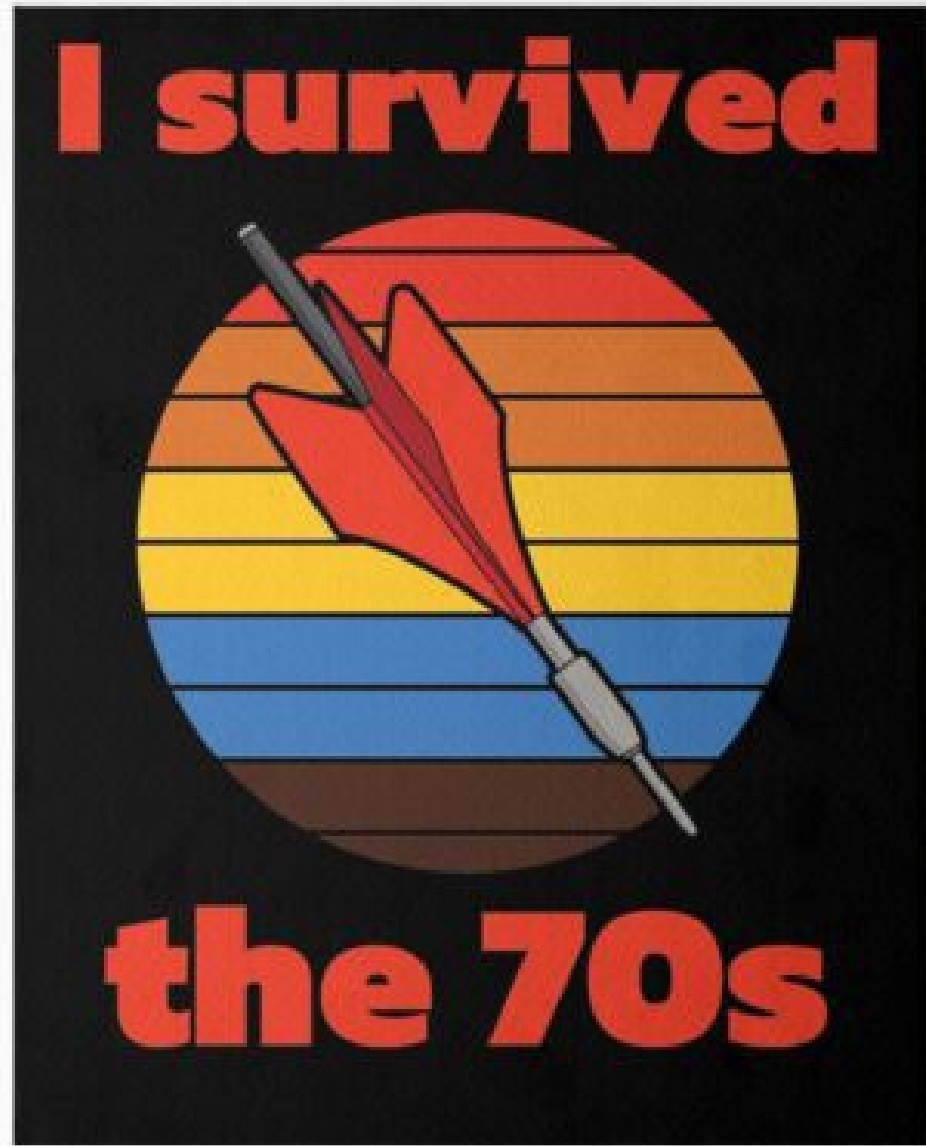
**WHI**  
Improving Employee Health







LAWN D.

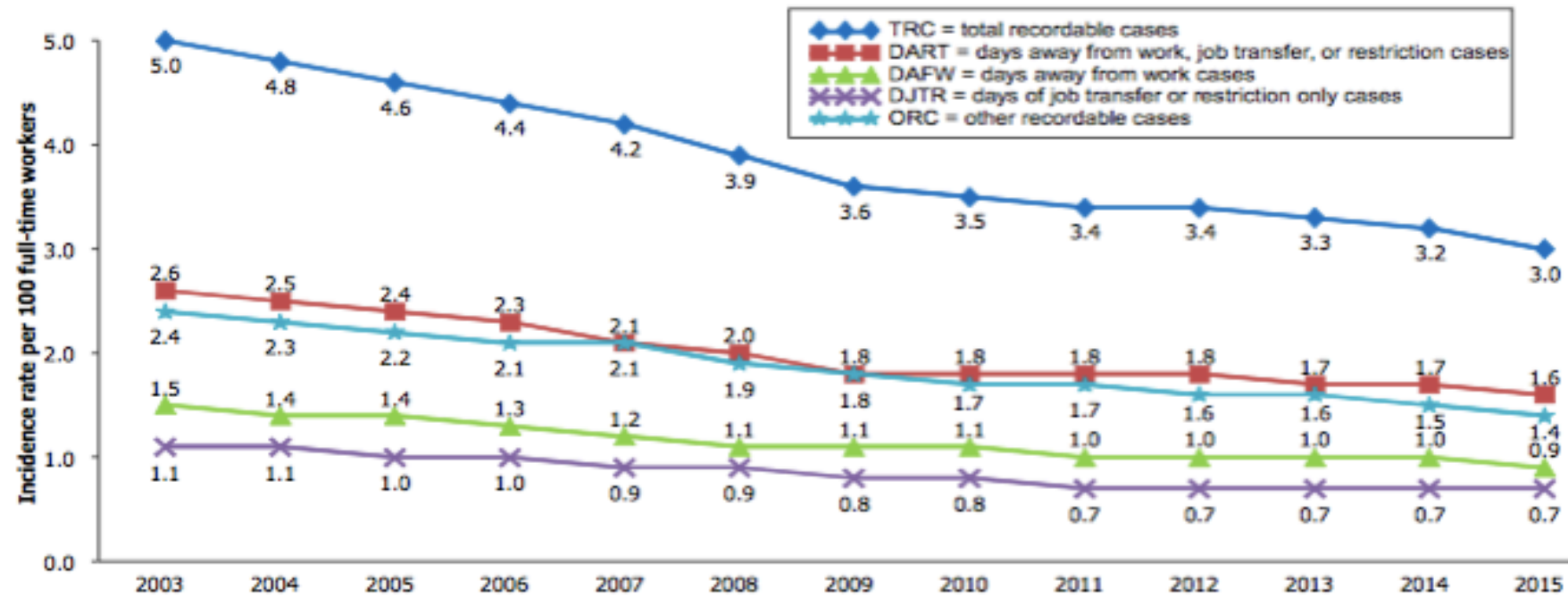






# Occupational Safety Stats

Chart 1. Nonfatal occupational injury and illness incidence rates by case type, private industry, 2003-2015





**MAKE the  
Safe  
Choice the  
Easy  
Choice**

# The Case for Worker Health

**WHI**  
Improving Employee Health





# Poor Worker Well-being Is **Costly**

## Direct Costs

- Medical claims
- Workers comp claims
- Lost wages claims

## Indirect Costs

- Lost productivity
- Hiring/training replacements
- Presenteeism
- Absenteeism





Indirect Costs  
Can Be  $\geq 5x$   
Direct Costs

## Extended recovery with Co-morbidities

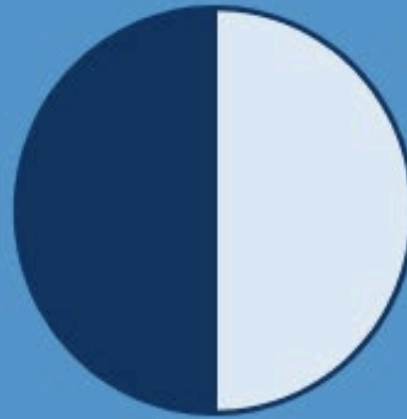
- Ankle Sprain = 4 to 6 weeks
- Ankle Sprain + Obesity = up to 26 weeks
- Laceration = 1 day to 2 weeks
- Laceration + Diabetes = 4 to 12 weeks



# Work and Well-Being are **Intertwined**

**3,000,000**

U.S. workers who reported  
nonfatal workplace **injuries**  
**and illnesses** in 2019 (BLS)



**50%**

Over half of Americans  
had **at least 1 chronic**  
**disease condition** in  
2020 (BLS)

# What is Health?

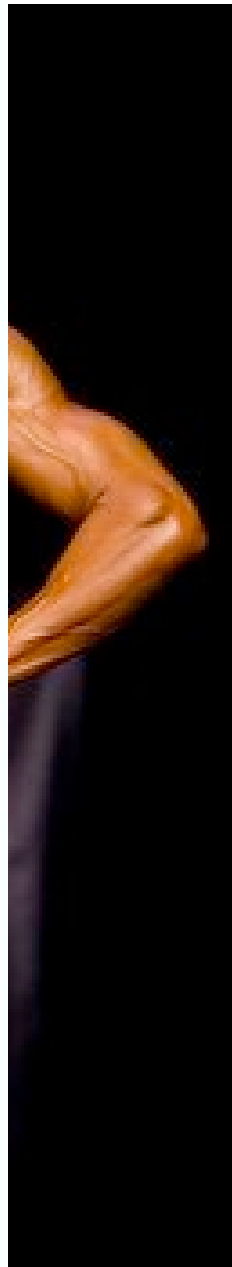
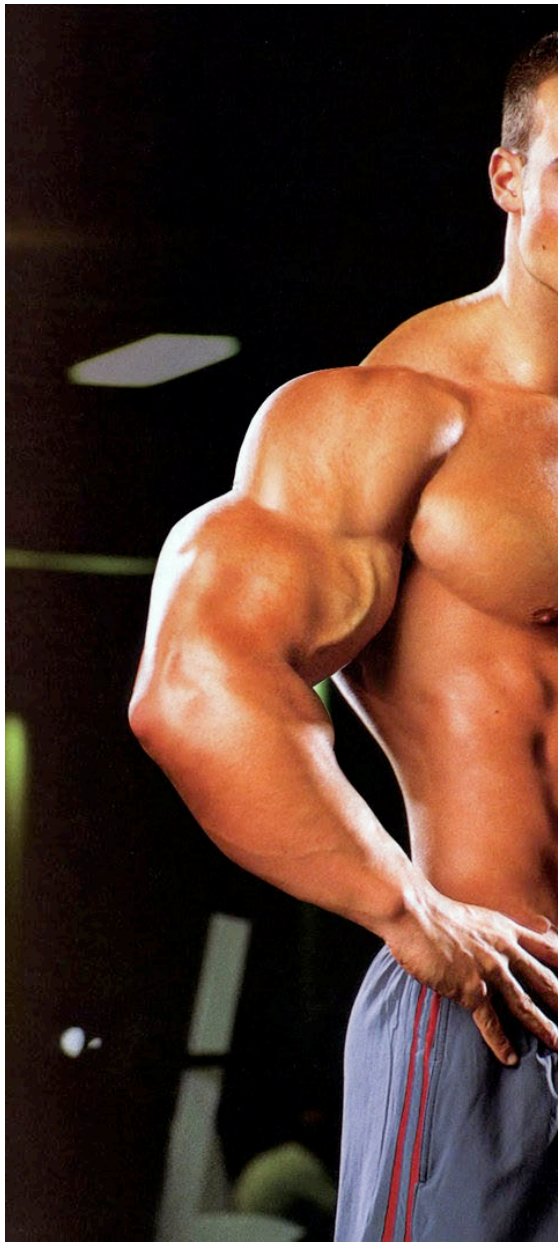
Health = The state of being free from illness or injury

**“Health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity.”** (WHO, 1948)

# Physical health

A person who has good physical health is likely to have bodily functions working at their peak.





# Functionally Fit

Functional fitness training is **physical training that's structured to match the requirements of your everyday tasks.**



**WHI**  
Improving Employee Health



Be kind to your  
FUTURE self



1 Jumping jacks

H.I.I.T.



4 Wall sit

**FOR IMMEDIATE RELEASE**

**October 20, 2022**

**Contact: ASH Media**

**202-205-0143**

**[ashmedia@hhs.gov](mailto:ashmedia@hhs.gov)**

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# **U.S. Surgeon General Releases New Framework for Mental Health & Well-Being in the Workplace**

*Reports of “Quiet Quitting” and the Great Resignation Highlight How the COVID-19 Pandemic Shifted  
the Way Americans Live and Work*

*Framework Highlights Five Essentials for Workers in Organizations, and Businesses of Every Size to  
Help Leaders Develop Policies and Practices that Support the Mental Health and Well-Being of  
Workers*



# Mental health

A person's emotional well-being

Good mental health = absence of depression, anxiety, or another disorder?

MORE than that.....

- enjoy life
- bounce back after challenges
- balance family, work and finances
- feel safe and secure
- **achieve their full potential**

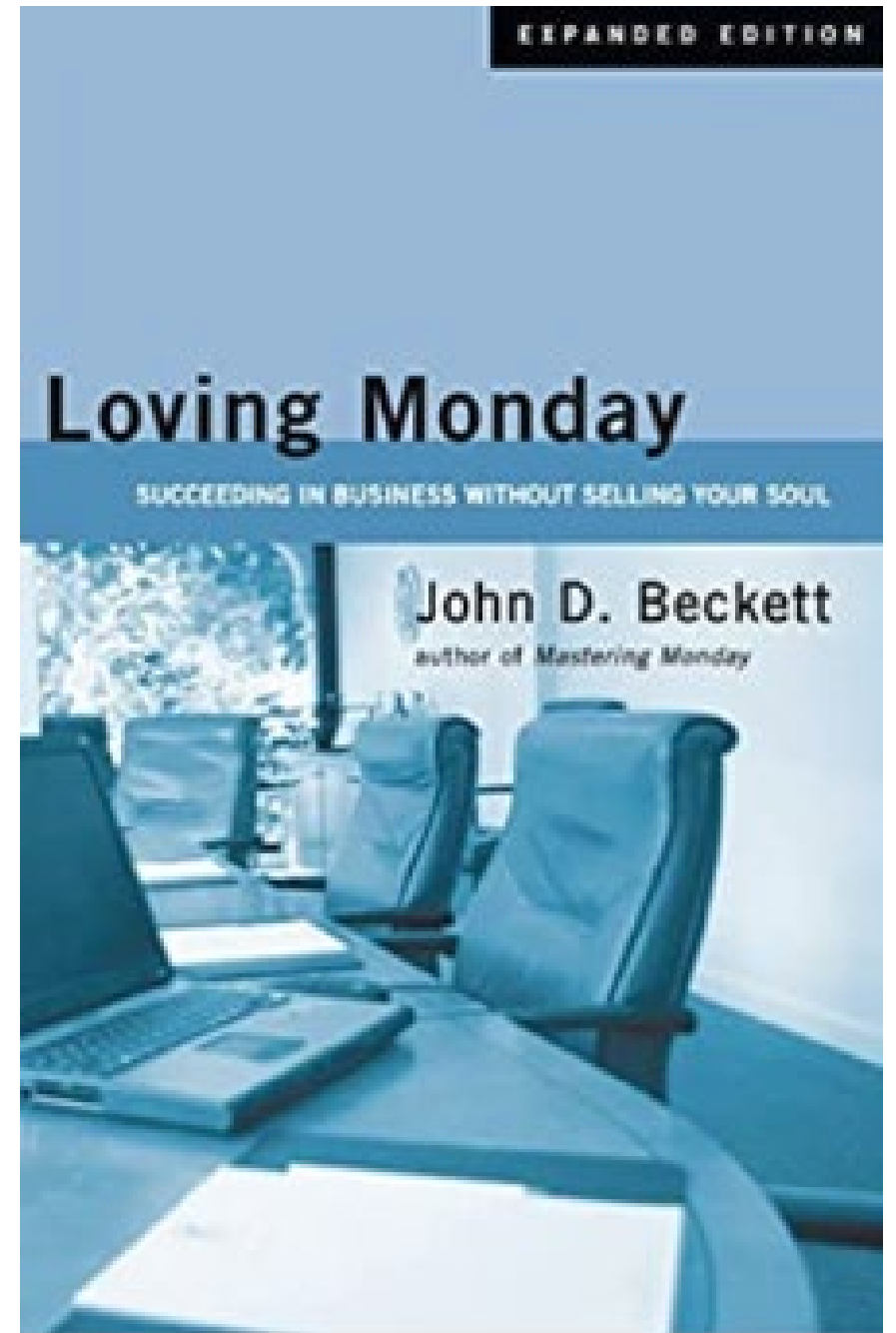
# Spiritual health

A person who feels a sense of calm and purpose



“Integrating faith and business”

Beckett's company actually  
"walks the talk"



# Benefits of a Healthy Workforce

- Increased morale 71%
- Reduced absenteeism 52%
- Reduced on-the-job injuries 48%
- Reduced workers' comp costs 44%
- Reduced disability management costs 27%
- Increased production 28%

\*Human Resource Executives Magazine



How is your  
company doing with  
this?



# WHAT DOES A HEALTHY WORKPLACE CULTURE LOOK LIKE?





***EAT THIS***



***NOT THAT***





***THIS***



***NOT THAT***



***THIS***



***NOT THAT***





***THIS***



***NOT THAT***



***THIS***



***NOT THAT***

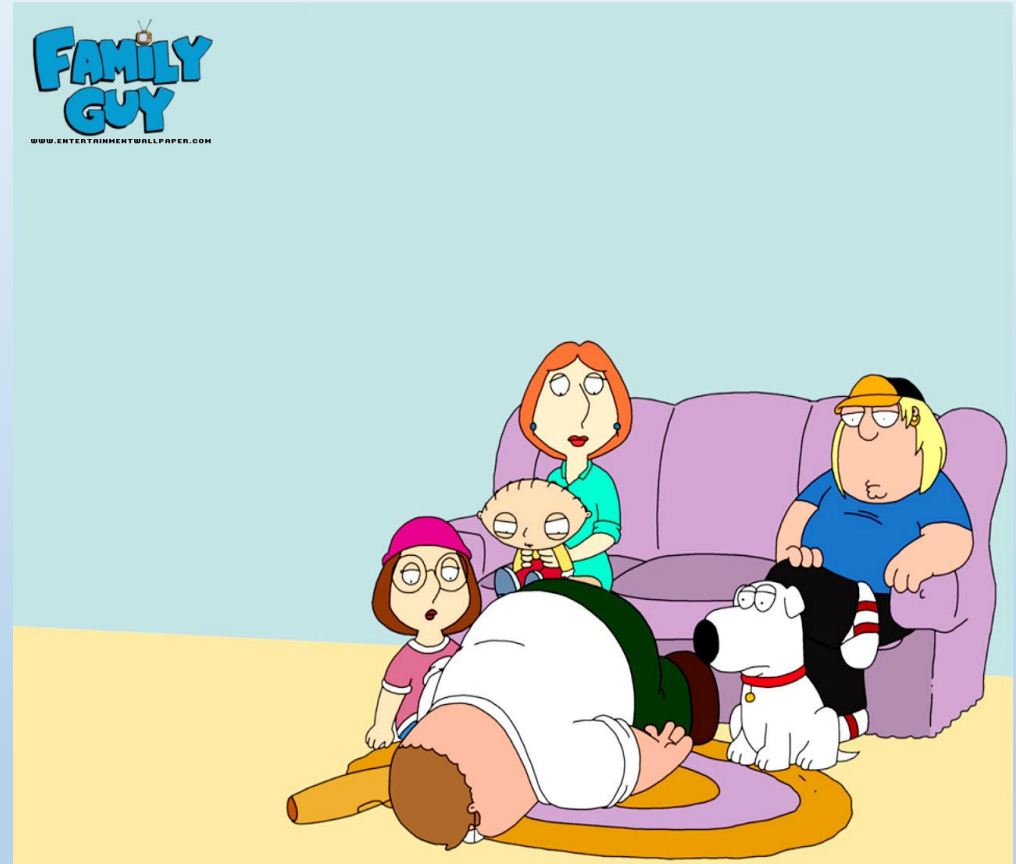




***THIS***



***NOT THAT***



***THIS***



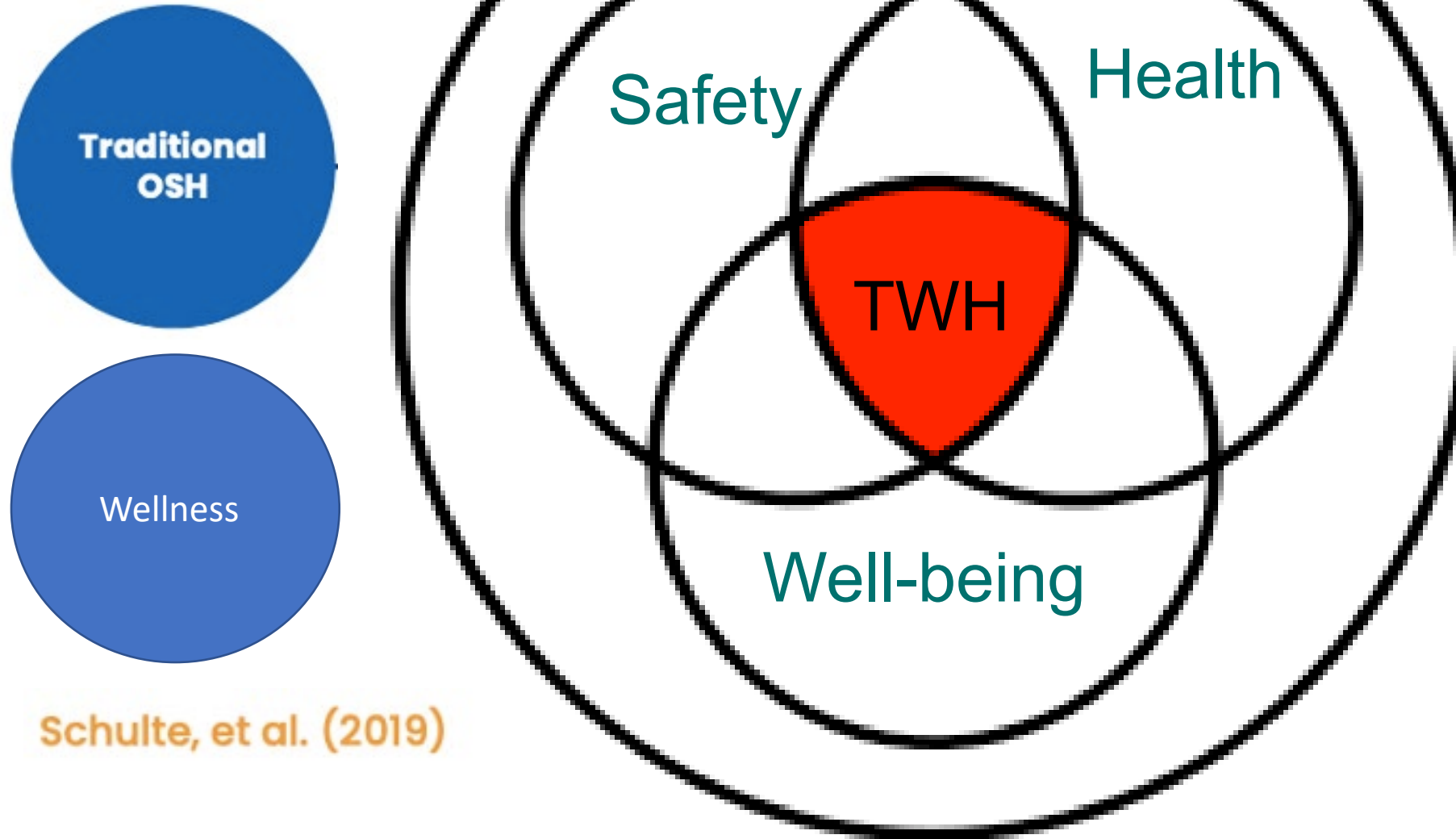
***NOT THAT***



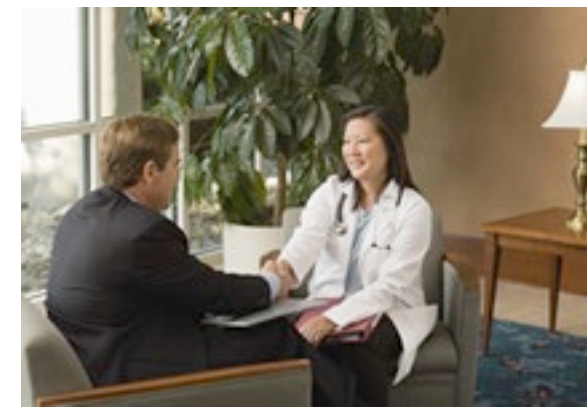


Where do we  
begin?

# *Total Worker Health<sup>®</sup>* Paradigm



Schulte, et al. (2019)







### 3 Step process

1) *TWH*® Assessment

2) Identify Gaps

3) Provide a roadmap

- Get better results
- Involve others
- Conversation started



# Integrated Solutions

- Monitor musculoskeletal risks using an Active Movement Scale\*
- In addition to or instead of blood biometrics.
- Movement relates to worker safety/productivity.
- Exams may be accessed in person or virtually.
- Group aggregate data reporting.

Proven Reliable,  
Valid testing



vs.



Pre-placement

Wellness

Pre-injury

\* Developed by WorkAbility Systems

<b>I have more energy</b>	<b>33%</b>
<b>I sleep better</b>	<b>67%</b>
<b>My mood is improved</b>	<b>50%</b>
<b>I am more effective in dealing with stress</b>	<b>33%</b>
<b>I lost weight</b>	<b>33%</b>
<b>My blood pressure is lower</b>	<b>17%</b>
<b>I am more productive on the job</b>	<b>17%</b>
<b>I exercise more regularly</b>	<b>17%</b>
<b>I live a healthier lifestyle</b>	<b>33%</b>

# Measuring Value

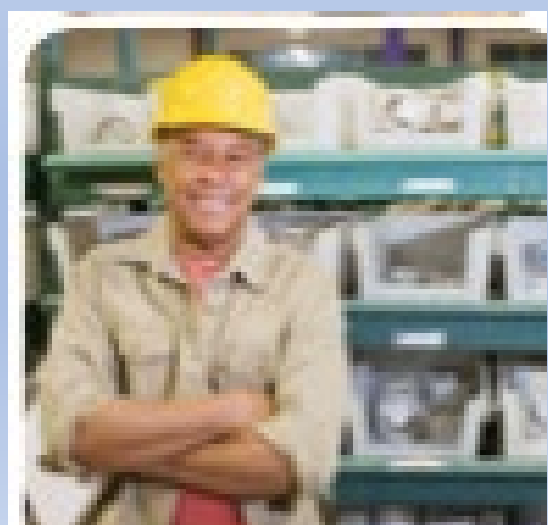
- Participation rates
- Employee turnover
- Employee satisfaction and engagement
- Occ Health & Safety measures
- Individual clinical measures





# Results

- Decreased Turnover from 11-13% to 1-4% (**retainment**)
- 93% employees agreed: “I give my best effort every day” (**engagement**)
- 91% agreed: “I put in extra time and effort as needed to do my work effectively” (**morale**)



Recruitment

Retention

PROFITS



# Where would you rather work?

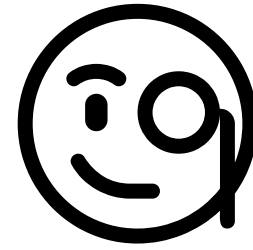


# Providing Solutions

- **What story does your company tell??**



Assess your program.....



What's Missing?.....ADD IT

What's Messy? .....FIX IT

What's Misaligned? .... PIVOT IT

**See What *Total Worker Health*® can do for  
your company!**

**WHI**  
Improving Employee Health





# Just for you!



- Email me at [Shanna@workplacehealthinc.com](mailto:Shanna@workplacehealthinc.com)
- Put **TWH TOOLKIT** in the subject line
- Includes:
  - The most important parts of Total Workplace Health you need to know
  - List of topics that represent ***Total Worker Health***<sup>®</sup> focus
  - Detailed notes from this presentation
  - 1 – 1 mentoring call with me to gain insights about your TWH issues



phone: 866-377-8144 | email: [shanna@workplacehealthinc.com](mailto:shanna@workplacehealthinc.com) | website: [workplacehealthinc.com](http://workplacehealthinc.com)



## QUESTIONS?



**Shanna S. Dunbar**  
[BSN RN COHN-S]

Certified Occupational  
Health Nurse

*Total Worker Health®* Facilitator

Email: [Shanna@WorkplaceHealthInc.com](mailto:Shanna@WorkplaceHealthInc.com)

Cell: (216) 329-9920 – accepting text and calls

<https://calendly.com/shanna-whi/10min>

# Who is in charge of your culture?



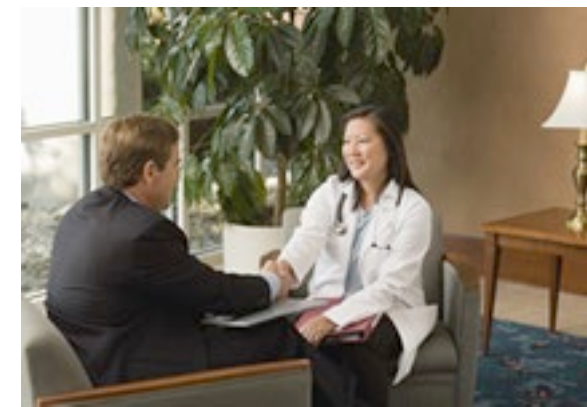
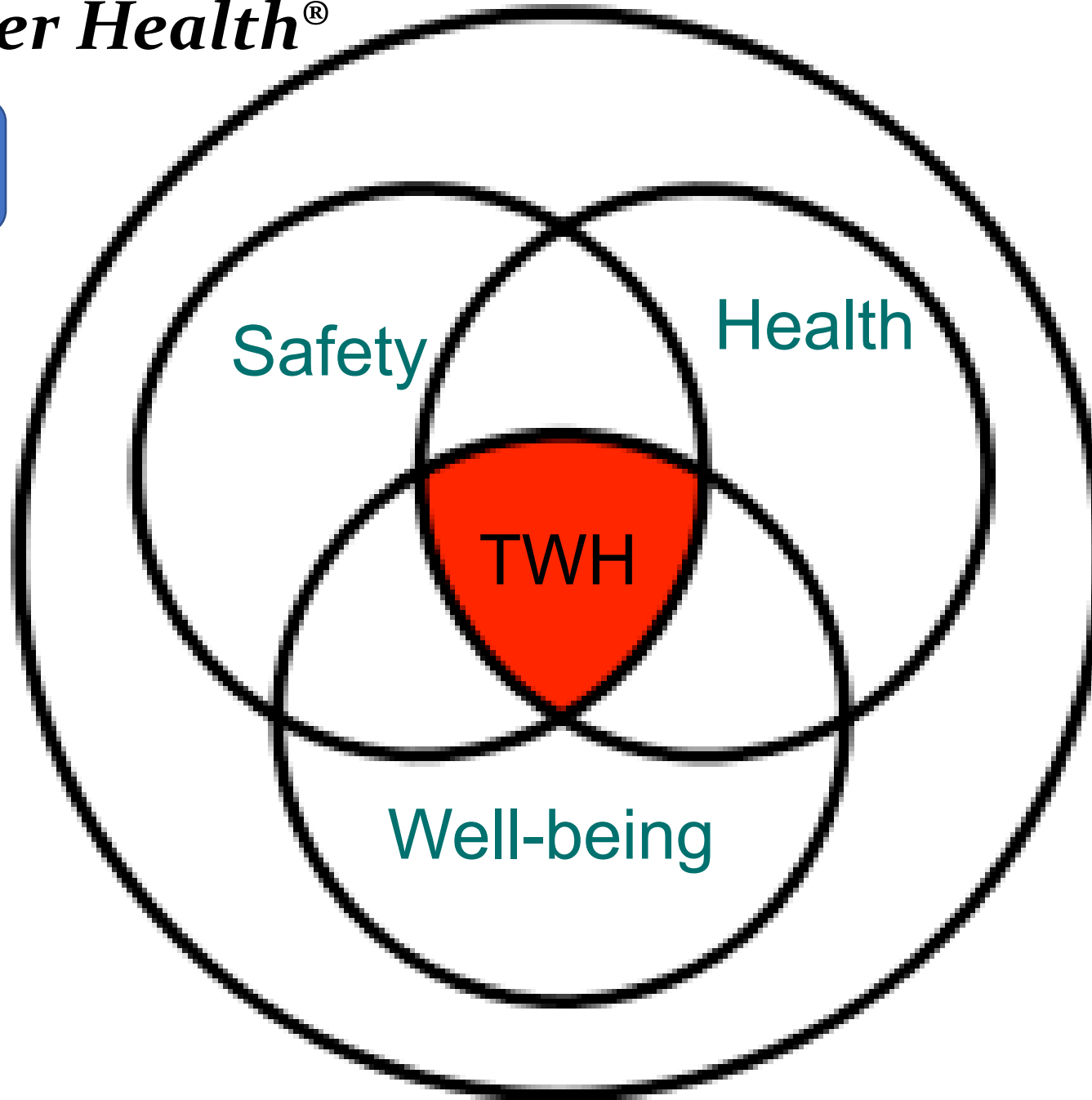
# *Total Worker Health<sup>®</sup>*

ENGAGEMENT

RECRUITMENT

RETENTION

PROFIT







Great



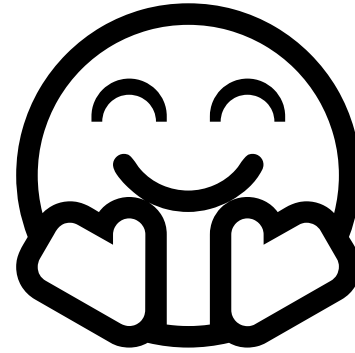
Good



**Shanna S. Dunbar**  
[BSN RN COHN-S]

Certified Occupational  
Health Nurse

*Total Worker Health® Strategist*



Thank you!



Email: [Shanna@WorkplaceHealthInc.com](mailto:Shanna@WorkplaceHealthInc.com)

Cell: (216) 329-9920 call or TEXT!

<https://calendly.com/shanna-whi/10min>

BOOK a call with me!



# Defining Elements of TWH®

## Leadership

1

Demonstrate leadership commitment to worker safety and health at all levels of the organization.

**Health & Safety in your mission statement?**

## Work Design

2

Design work to eliminate or reduce safety and health hazards and promote worker well-being.

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## Engagement

3

Promote and support worker engagement throughout program design and implementation.

**How are workers a part of Health & Safety?**

## Confidentiality

4

Ensure confidentiality and privacy of workers. Data sources that require confidentiality considerations and/or protections

**How do you ensure employee confidentiality?**

## Systems

5

Integrate relevant systems to advance worker well-being.

**What are your policies and procedures around Health & Safety?**



DATA



SORTED



ARRANGED



PRESENTED  
VISUALLY



EXPLAINED  
WITH A STORY



# DATA tells a story



# Issues Relevant to Advancing Worker Well-being Through Total Worker Health®

## Control of Hazards and Exposures

- Chemicals
- Physical Agents
- Biological Agents
- Psychosocial Factors
- Human Factors
- Risk Assessment and Risk Management

## Organization of Work

- Fatigue and Stress Prevention
- Work Intensification Prevention
- Safe Staffing
- Overtime Management
- Healthier Shift Work
- Reduction of Risks from Long Work Hours
- Flexible Work Arrangements
- Adequate Meal and Rest Breaks

## Built Environment Supports

- Healthy Air Quality
- Access to Healthy, Affordable Food Options
- Safe and Clean Restroom Facilities
- Safe, Clean and Equipped Eating Facilities
- Safe Access to the Workplace
- Environments Designed to Accommodate Worker Diversity

## Leadership

- Shared Commitment to Safety, Health, and Well-Being
- Supportive Managers, Supervisors, and Executives
- Responsible Business Decision-Making
- Meaningful Work and Engagement
- Worker Recognition and Respect

## Compensation and Benefits

- Adequate Wages and Prevention of Wage Theft
- Equitable Performance Appraisals and Promotion
- Work-Life Programs
- Paid Time Off (Sick, Vacation, Caregiving)
- Disability Insurance (Short- & Long-Term)
- Workers' Compensation Benefits
- Affordable, Comprehensive Healthcare and Life Insurance
- Prevention of Cost Shifting between Payers (Workers' Compensation, Health Insurance)
- Retirement Planning and Benefits
- Chronic Disease Prevention and Disease Management
- Access to Confidential, Quality Healthcare Services
- Career and Skills Development

## Community Supports

- Healthy Community Design
- Safe, Healthy and Affordable Housing Options
- Safe and Clean Environment (Air and Water Quality, Noise Levels, Tobacco-Free Policies)
- Access to Safe Green Spaces and Non-Motorized Pathways
- Access to Affordable, Quality Healthcare and Well-Being Resources

## Changing Workforce Demographics

- Multigenerational and Diverse Workforce
- Aging Workforce and Older Workers
- Vulnerable Worker Populations
- Workers with Disabilities
- Occupational Health Disparities
- Increasing Number of Small Employers
- Global and Multinational Workforce

## Policy Issues

- Health Information Privacy
- Reasonable Accommodations
- Return-to-Work
- Equal Employment Opportunity
- Family and Medical Leave
- Elimination of Bullying, Violence, Harassment, and Discrimination
- Prevention of Stressful Job Monitoring Practices
- Worker-Centered Organizational Policies
- Promoting Productive Aging

## New Employment Patterns

- Contracting and Subcontracting
- Precarious and Contingent Employment
- Multi-Employer Worksites
- Organizational Restructuring, Downsizing and Mergers
- Financial and Job Security

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# Case Studies

**WHI**  
Improving Employee Health



# Well-being Linked with Health and Productivity

Employees who are in good physical, mental, and emotional health are more likely to deliver optimal performance in the workplace than employees who are not.<sup>i,ii</sup>

Healthy and happy employees have a better quality of life, a lower risk of disease and injury, increased work productivity, and a greater likelihood of contributing to their communities than employees with poorer well-being.<sup>iii</sup>

i Harvard Business Review Analytic Services. The impact of employee engagement on performance. 2013.

ii Institute for Health and Productivity Studies, Johns Hopkins Bloomberg School of Public Health. From evidence to practice: workplace wellness that works. 2015..

iii Hamar B, Coberley C, Pope JE, Rula EY. Well-being improvement in a midsize employer: changes in well-being, productivity, health risk, and perceived employer support after implementation of a well-being improvement strategy. J Occup Environ Med. 2015;57(4):367-373. doi:10.1097/JOM. 0433





# What is Health?

Health = The state of being free from illness or injury

Well-being = the state of being comfortable, healthy, or happy

Wellness = the state of being in good health, especially as an actively pursued goal.

**“Health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity.”** (WHO, 1948)

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