

Meeting agenda for Jan. 24, 2011
Transportation Research Board TRB)
Truck & Bus Operator Health and Wellness Subcommittee (ANB70-3)

- Introductions all around: **Jerry Krueger**
- Quick summary-goals, from whence we came
- Synopsis of Int'l H&W Conf. Nov. 8-10th 2010 - **Krueger**
- Symposia on driver obesity Nov. 8th-9th, Baltimore
Jennifer Lincoln, NIOSH, Morgantown, WV
- NIOSH-FMCSA driver H&W survey update
Karl Sieber, NIOSH Cincinnati, OH
- MARTA (Atlanta) Employee H&W Program –
Tanya Weigel
- Future activities, ideas, preferences ?

International Conference on Commercial Driver Health and Wellness

**Transportation Research Board and
Federal Motor Carrier Safety Administration
Supported by
National Institute for Occupational Safety
and Health**

Baltimore, MD Nov. 8th-10th, 2010

**Gerald P. Krueger, Ph.D., CPE
JerryKrueg@aol.com**



U.S. Department of Transportation
Federal Motor Carrier Safety Administration

International Conference on Commercial Driver Health and Wellness

November 8-10, 2010 Baltimore • Maryland

The TRB-FMCSA sponsored Conference featured papers, presentations, and discussion panels on current knowledge concerning impacts of health factors on commercial driver job safety and performance. Goals included documenting what is known about benefits and costs of exciting driver health and wellness programs; and exploring relevant case studies. Topics included:

- **Research on Health and Wellness** effects on commercial driver safety and performance
- Identification of **most serious health risks** to CMV drivers and employers
- **Best practices**, positive elements of effective employee health and wellness programs
- **Cost benefits and return on investment (ROI) analyses** of effective health/wellness programs for small & large truck and bus carriers
- Studies demonstrating impact of **focused employee health and wellness initiatives**, e.g., physical exercise, diet and nutrition, weight control, smoking cessation, disease management, making healthy behavioral changes, and others.
- **Case studies** and lessons identified (positive and negative) for implementing health and wellness programs, particularly in truck and bus motor carrier companies
- **Best practice** pointers on how to implement effective health and wellness programs in large and small companies
- Instilling a **health and wellness philosophy** into culture of commercial driving community

Conference Planning & Scientific Committee

Eric Wood, Dir., Occupational Medicine, University of Utah, *Chair*

Rebecca Brewster, American Transportation Research Institute (ATRI)

LaMont Byrd, Dir. Safety and Health, Int. Brotherhood of Teamsters

Richard Hanowski, Dir., Center for Truck and Bus Safety, VTTI

Karen Heaton, Asst Prof. School of Nursing, Univ. Ala. Birmingham

Norman Littler, VP, Reg. & Industry Affairs; Ex. Dir., Bus Industry Safety Council, American Bus Association (ABA)

Thomas Moore, VP, Education, National Private Truck Council (NPTC)

Peter Orris, Prof., Chief Occup. & Environ. Med., U. of Illinois Med. Ctr.

Ken Presley, VP Industry Relations, United Motorcoach Association (UMA)

Michael Quinlan, Prof., Australian School of Business, Univ. New South Wales

Chris Wilhide Dir. Clinical Program Development, Nationwide Better Health

Richard Pain, TRB Staff Transportation Safety

Gerald Krueger, Coordinator, TRB consultant

Federal Liaisons, FMCSA: **Albert Alvarez** and **Elaine Papp**

NIOSH: **Toni Alterman**

Keynote Speakers, Special Moderators, Sessions, & Presentations

- **Anne Ferro – FMCSA Administrator**
- **Albert Alvarez – H&W Research, FMCSA**
- **Dee Edington, Ph.D. – Univ. of Michigan**
- **Christine Branche, Ph.D.– Assoc. Dir. NIOSH**

200+ active attendees, speakers, discussants including:

- From Malaysia, New Zealand, Australia, Canada
- 2 NIOSH symposia on obesity & CMV drivers
- 3 large carriers who described their special approaches
- Benisse Lester, MD, Chief Med. Officer, FMCSA
- Elaine Papp, RN, Chief, Med. Programs, FMCSA
- Industry, Insurance, H&W program reps, trainers

NAS-TRB International Conference on Commercial Driver Health and Wellness Zero Trends: Health as a Serious Business and Economic Strategy

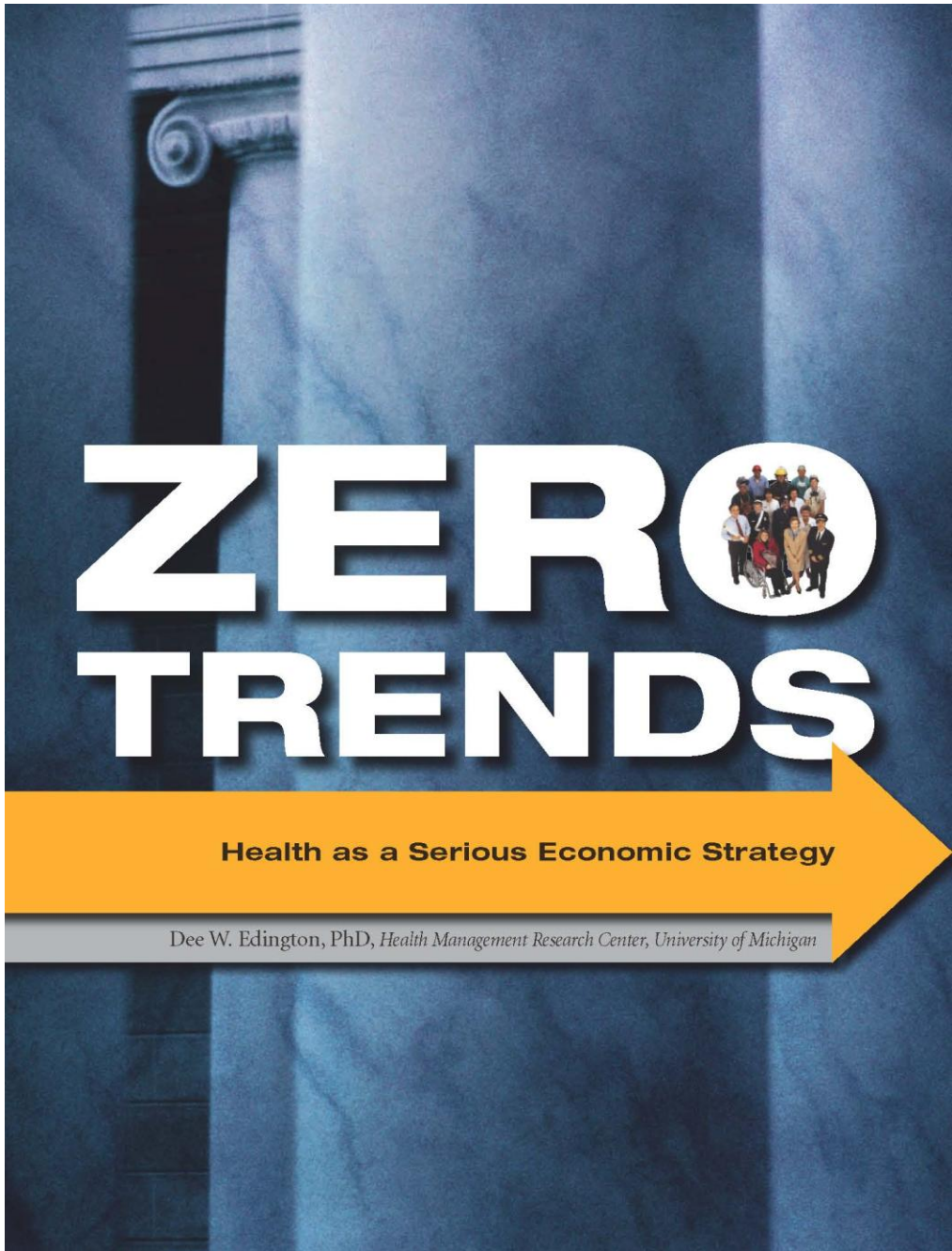
Health Management as a Serious Business and Economic Strategy

THE UNIVERSITY OF MICHIGAN

HEALTH MANAGEMENT RESEARCH
CENTER

Dee W. Edington, Ph.D.





Vision for Zero Trends

Zero Trends was written to be a **transformational approach** to the way organizations ensure a continuous healthy and high performing workplace and workforce

Based upon 175 Research Publications

**Dee W. Edington, Ph.D.
University of Michigan
Health Management Res. Center**

Making the Business Case

Zero Trends follows

“Don’t Get Worse”

and

“Help the Healthy People
Stay Healthy”

Integrate Health into Core Business



Consider That:

Preventable illness makes up approximately 80% of the burden of illness and 90% of all healthcare costs.

Preventable illnesses account for eight of the nine leading categories of death.

The United States spends more on health care than any other industrialized nation in the world and yet, in many respects, **its citizens are not the healthiest.**

– Source: Bob Petrancosta's Con-Way Freight briefing



Con-way[®]
FREIGHT

Con-way Freight

Bob Petrancosta

||| Presentation

Con-way Integration of Health/Wellness and Safety



Health/Wellness and safety are mutually dependent – to optimize outcomes from initiatives to improve either, health/wellness and safety efforts must be integrated.

- ❖ **Healthy, fit, well workers are safer workers – wellness, therefore, is a fundamental injury prevention strategy**
- ❖ **Safe workers who avoid injury are healthier people**

That's why at Con-way Freight we designed our unique process to focus on...health and wellness, safety and injury prevention



Brad Springer



Improving health in the workplace...face to face

Wellness Coaching at Con-way Freight

Our basic coaching interactions include:

- ❖ Education and Promotion
- ❖ Musculoskeletal Disorders (MSD) Coaching
- ❖ Health Coaching
- ❖ Return to Work Coaching

Multiple Health & Wellness Initiatives at J.B. Hunt -- Greer Woodruff

H&W Features:

- Electronic DOT physicals, customized tests, e.g. cardiovascular & functional musculoskeletal exams
- Job safety analysis
- Wellness programs
- Sleep apnea testing & treatment
- Drug testing
- Better Health for Life Program: BHLP

Results-Payoffs:

- Reduction workers comp claims & costs,
- Injury rates decreased
- H&W program outreach:
 - Obesity 33%; hypertension 28%, diabetes 11%



Post Offer, Pre-Placement Functional Capacity Testing

- Job specific functional capacity testing based on job requirements.
- Drivers placed in jobs he/she is physically qualified to safely perform.
- Ensures employees can perform job duties w/reduced risk of injury.
- Testing by physical therapists using Road Ready, Inc. protocols.
- Reports to medical examiner performing DOT medical exam.
- Data stored in electronic database for easy retrieval and analysis.



J.B. Hunt

Wellness...

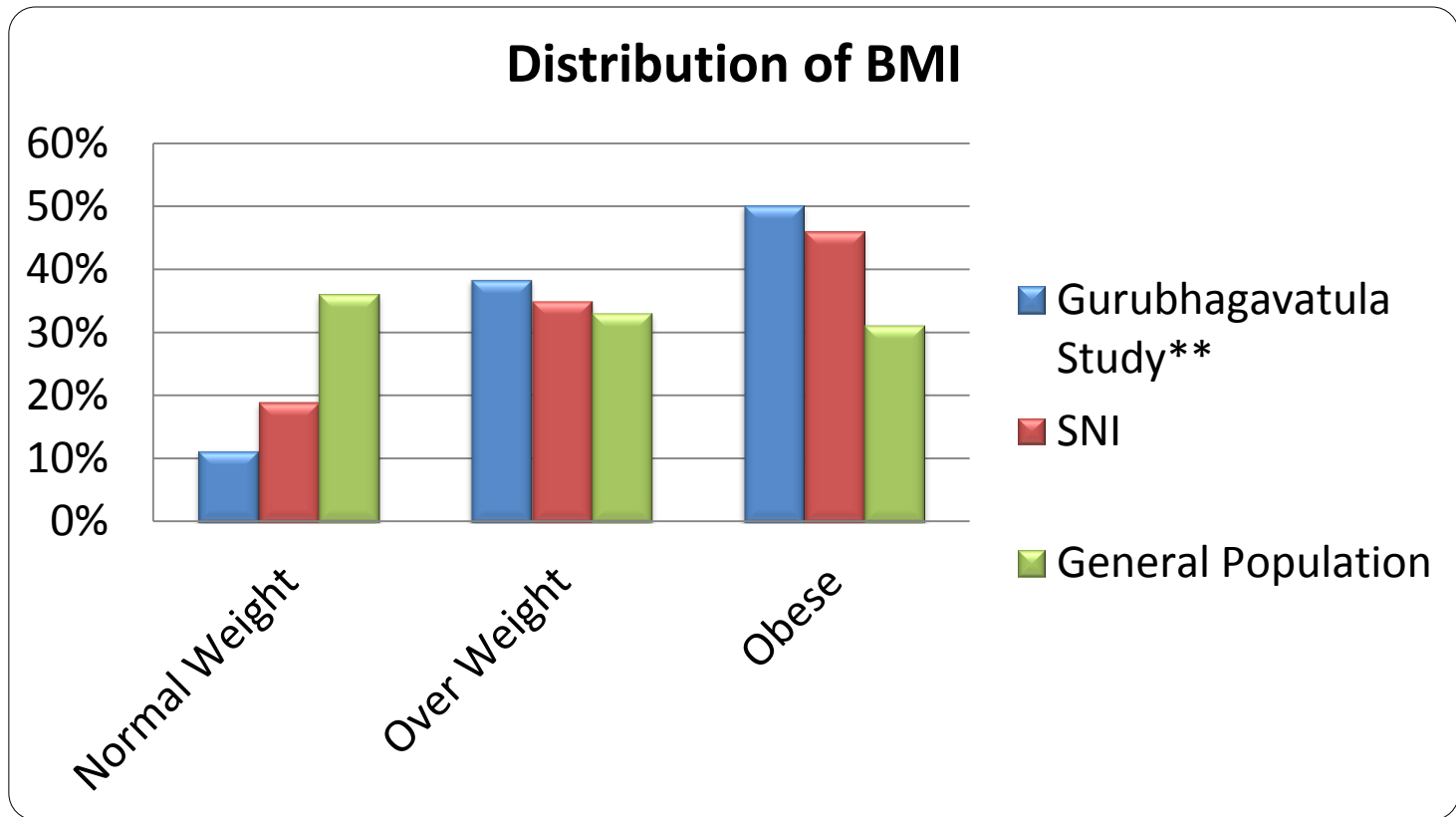
The Intersect of a Productive Worker

Christine Schneider
Occupational Health and Wellness Manager
Schneider National, Inc.
&
Drew Bossen, PT, MBA **Atlas Ergonomics, LLC**

- Business case for change
- Impact of doing nothing
- Program components & scoring
- What we learned



BMI Distribution in Commercial Drivers...



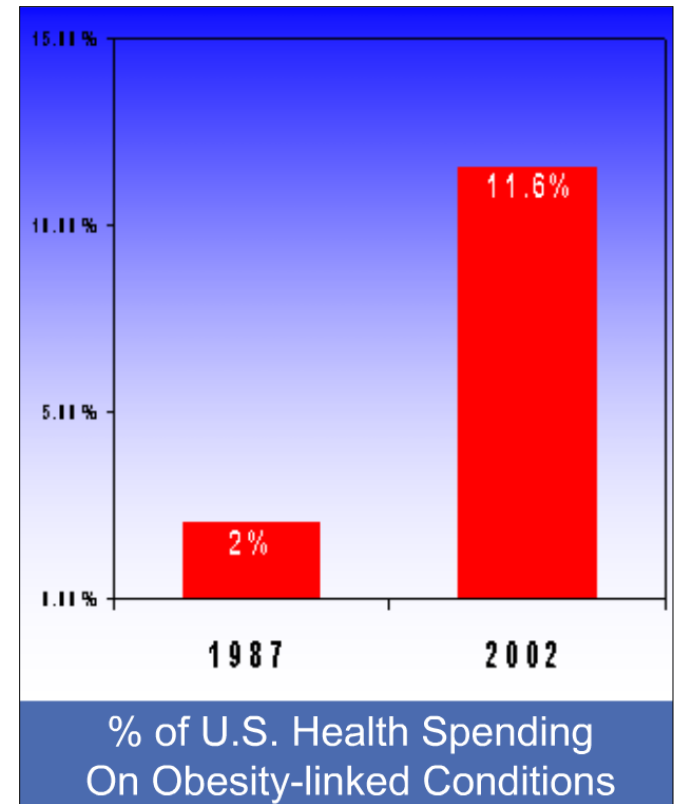
** Occupational Screening for Obstructive Sleep Apnea in Commercial Drivers

Indira Gurubhagavatula, Greg Maislin, Jonathan E. Nkwuo and Allan I. Pack

American Journal of Respiratory and Critical Care Medicine Vol 170. pp. 371-376, (2004)

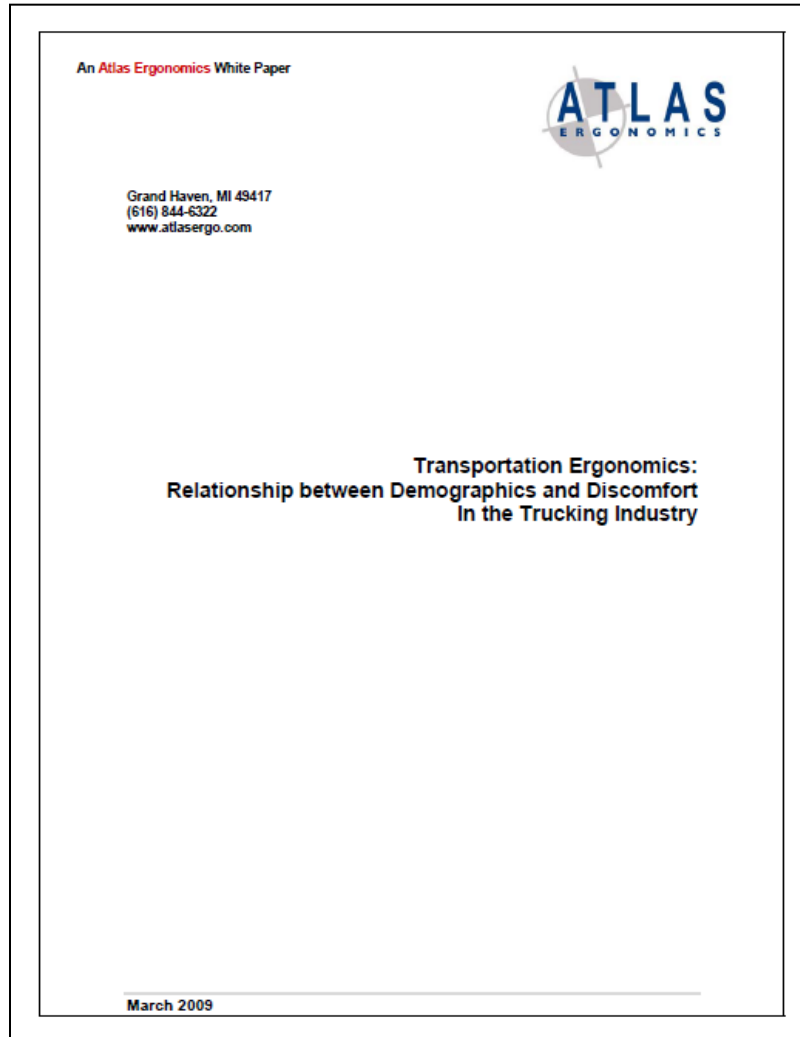
Medical Spending... (2004 publication*)

- 64% increase in diabetic patients
- 1000% increase in obesity-related healthcare costs
- \$1,244 increase in annual healthcare spend of normal weight vs. obese adult.



* Trends: The Impact Of Obesity On Rising Medical Spending
Kenneth E. Thorpe ^{1*}, Curtis S. Florence ², David H. Howard ³, Peter Joski ⁴
Health Affairs: October 20, 2004

Atlas White Paper



Atlas White Paper

Transportation Ergonomics: Relationship between Demographics and Discomfort in the Trucking Industry.

March 2009

28,000 participants

Schneider National, Inc.

Schneider National H&W Program

Foundational Beliefs...

- Programs are linked to medical care delivery to ensure follow-up and appropriate treatment.
- Skill development and lifestyle behavior change.
- Supportive social / physical environments and policies that promote health.
- Integration of the worksite program into the organization's culture.
- Programs built to assist employee success.



Schneider National Sleep Apnea Study, 2004-2006...

- **Tracked 339 driver associates with Sleep Apnea**
- Evaluated safety performance and health care costs
 - 12 months before & 12 months after treatment
- **Findings:**
 - Preventable crashes were reduced by 30%
 - Median cost of crashes reduced by 48%
 - Retention rate improved by 60% over fleet avg.
 - Health care costs reduced by over 50%
 - Health care savings of \$539.00 per driver/ month
- Expanded study in 2006 to 788 drivers – Similar results
 - Statistically analyzed by Definity Health

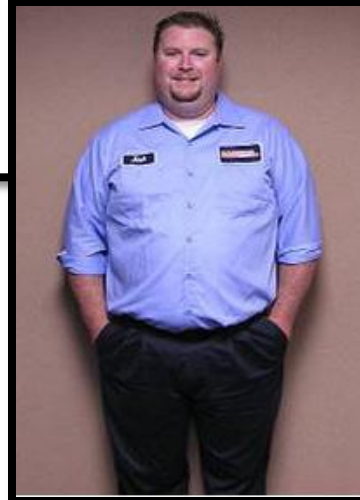


What we've Learned...at Schneider

- Recruiting, retention successful when relationship-based
- Office, Shop and Driver associates all demonstrated positive health outcomes with our Wellness Program
- There is a general lack of knowledge and application of health principles by all groups.
- We must provide the education and opportunity to facilitate lifestyle changes...it will not happen on its own.
- Annual physicals, DOT exams, do not address wellness.
- Health & Wellness are key to keeping fleet on the road.
- Helping parents along the road to wellness will help our future – children mimic what they see.
- Creating a culture of wellness in the transportation industry is tough... but worth doing!!



**This is why
wellness
matters!**



Mortality among Members of a Truck Driver Trade Association

Jan Birdsey, MPH

Toni Alterman, PhD

Jia Li, MS

Martin R. Petersen, PhD

John Sestito, JD, MS

Division of Surveillance,
Hazard Evaluations, and Field Studies,
National Institute for Occupational
Safety and Health
Cincinnati, OH



Conclusions from Study of Independent Drivers

- First characterization of mortality in a cohort primarily composed of owner-operator truck drivers (69%)
- Death due to transportation accidents significantly elevated - Standardized Mortality Ratio (SMR) = 1.52
- Most common specific causes of death were lung cancer & ischemic heart disease
- Death due to *alcoholism* and *cirrhosis* was very low SMR of 0.17 and 0.25)

Health Challenges Facing Owner Operators

Rick Ash, Chairman, **Trucking Solutions Group**

Hurdles drivers have to overcome:

1. Finding Time to Exercise

- a) Long hours and days
- b) Changes in driving hours (daytime driving then switching to night driving)
- c) Delays at loading/delivering destinations
- d) Being tired at the start and end of a day

2. Eating Properly

- a) Taking the time to eat on a healthy schedule
- b) Snacking in a healthy way throughout the day
- c) Overcoming the unhealthy food choices offered at truckstops



Hurdles to Overcome cont'd

3. Proper sleep

- a) Adjusting to changes in driving hours and diet
- b) Finding a place to park

4. Owner Operator Health Insurance and Costs

- a) High cost of insurance (high deductibles to keep rates down)
- b) Exclusion from insurance due to pre-existing health conditions
- c) Privacy concerns with your carrier regarding those health conditions
- d) New Health Care Reform Bill may cause dramatic increase in those rates

5. Finding Health Care & Treatment on the Road

- a) Finding a Hospital or Dentist or Clinic
(parking doesn't usually accommodate trucks)



Hurdles to Overcome cont'd

6. Hours of Service Changes

a) HOS used to allow splitting sleeper berth time (taking naps).

New (current) HOS rules do not allow this

Probably the biggest challenge is getting Carriers and Drivers to care more about their own health and that of their drivers.

Health and Wellness programs are available. Getting the information to companies and drivers and getting them to utilize it is vital.

According to Centers for Disease Control the life expectancy of a truck driver living an unhealthy life style is 61 years, 16 years less than national average.



Summary Points from H&W Conference

- Real H&W risks, and problems exist; and are being identified by all stakeholders involved
- Other industries, some carriers too, have shown positive ROI of H&W Programs
- Large carriers are taking a lead implementing H&W programs, exploring what works and what doesn't
- Some H&W research issues need attending to
- Much more education is needed throughout
- Participants support repeating Conference in 2 yrs

ANB70 Health & Wellness Subcommittee

Planning events in 2011

- **NORA TWU Sector Council meets at NIOSH, HQ, Wash, DC
Feb 15-16, 2011**
- **NORA Symposium and TWU Sector Council meet in Cincy,
July 12-14th, 2011**
- **Healthy Trucking Association of America (HTAA) holds
its 2011 Healthy Trucking Summit, in Atlanta, GA,
March 1-3rd, 2011**

**Come join us, there are plenty of H&W issues
to go around**

H&W Subcommittee Chair: JerryKrueg@aol.com