



A Total Wellness Approach: Integrated Well-being, Mental Health, and Injury Management Solutions

MA Coalition Taft Hartley Trustees, June 2025





**ROCKLAND
TRUST
BANK**
Where Each Relationship Matters®

Turner

new balance.

**Putnam
INVESTMENTS**

BROWN

**EMD
SERONO**

Kennebunk Savings

**Norway
Savings Bank**
COLORFUL SOLUTIONS™

**TITAN
AMERICA**

**MAINE
VETERANS' HOMES**
caring for those who served

WORTHEN

MaineDOT

SHAWMUT

SKANSKA

MCCARTHY



**Wellness
Workdays™**

Proven Solutions since 1996 (WBE, DBE)
Plus, Data Center experience

Greatest need for your members – related to wellbeing?*

- * Financial Wellbeing
- * Mental Health
- Physical Health

*Member input



Clients call us when....



- Rising healthcare costs
- Unhealthy population
 - Mental health, Musculoskeletal, Chronic Diseases, etc
- Poor workplace culture / morale
- Hybrid / Dispersed workforce feeling disconnected
- Low productivity / High levels of presenteeism
 - *workers at work but not 'productive'
- Fragmented benefits offerings
- Low utilization of other benefits
- Other?



Typical results Including a 3- 8x ROI

72% 

**HIGH BLOOD
PRESSURE**

85% 

**PROGRAM
PARTICIPATION**

67% 

**PHYSICAL
ACTIVITY**

69% 

**HIGH-RISK
POPULATION**



55% 

**TOBACCO
USE**



A Prevention Focus

A coordinated population clinical and occ health management approach that entails all aspects of Total Worker Health: mental health, nutrition, physical, substance use, ergonomics, MSK etc.

Prevent people

- from getting worse
- from ignoring their needs
- from being unaware of the resources
- from needing more clinical care
- from having to go offsite for care



Behavioral Health & Wellness Coach

One-on-One Behavioral Health and Wellness Coaching

- Conduct personalized, confidential coaching sessions to support employees in setting and achieving health goals.
- Focus areas may include behavioral health, stress management, nutrition, weight management, sleep hygiene, tobacco cessation, and chronic condition support.

Health Risk Assessments (HRAs) & Biometric Screenings

- Administer HRAs to assess individual and workforce-level health indicators.
- Provide on-site biometric screenings (fingerstick tests for total cholesterol, HDL, instant glucose, and A1c).
- Review results with participants and offer actionable recommendations.



Behavioral Health & Wellness Coach



- **Health Promotion Activities & Wellness Program Implementation**

- Lead **daily “Stretch, Flex, and Focus” sessions** aimed at injury prevention and mental readiness.
- Host **interactive tabling events** on topics such as hydration, stress, or nutrition.
- Design and facilitate **monthly wellness challenges** (e.g., step challenges, hydration goals).
- Create and distribute engaging, educational materials.

- **Safety Meeting and Orientation Participation**

- Participate in safety meetings to integrate health promotion with overall safety culture.
- Support or lead wellness-related segments during new employee orientations.



KPI's: Measuring Progress

Productivity

- Activities compared to a goal

Engagement

- Workers paying attention and getting involved

Outcomes

- Changing lives for the better



Mental Health and Outcomes-Based Design

- **Mental health support**, training and certification programs, resilience training, and substance use detection and prevention services, AI for real-time impairment detection.
- Our Teams are knowledgeable and trained in **Mental Health First Aid, Psychological Safety, building a culture of well-being, Reasonable Suspicion Training**, HIPAA compliance, and all undergo our Behavioral Health and Wellness Coach Certification (BHCW).
- **ROI**-based program design with measurable health and productivity outcomes.



WE ARE HERE TO HELP!



DID YOU KNOW THESE RESOURCES ARE AVAILABLE TO YOU?

With the help of your **Employee Assistance Program** and your **onsite Health Coach**, you can take the right steps to a healthier lifestyle.

<p>Modern Assistance EAP Email: info@modernassistance.com Phone: 617-774-0331</p>	<p>Wellness Workdays Health Coach Emily, EMT and Health Coach Email: michael.lomastro@wellnessworkdays.com Phone: 401.578.4994</p>
<p>KGA EAP Carpenters Assistance Program Only Email: info@kgreer.com Phone: 1-800-648-9557</p>	<p>Massachusetts Substance Abuse Help Line Phone: 1-800-327-5050</p>
<p>The Wellness Corp EAP Laborers Assistance Program Only Email: Recovery@mlbf.org Phone: 1-800-522-6763</p>	<p>Massachusetts 24/7 Mental Health/Suicide Support Line Phone: 988</p>



FOCUS ON MENTAL HEALTH

Improves Outcomes

This data represents over 1,400 employees spread over multiple locations in multiple states. Population is characterized by employees who work long hours and with limited access to email.

Improving Mental Health

- **54%** Life Dissatisfaction
- **53%** Distress
- **32%** Presenteeism
- **27%** Negative Health Perception
- **11%** Poor Sleep

Improves Lifestyle Choices

- **72%** Alcohol Binge Drinking
- **37%** Not Enough Fruits/Veggies
- **30%** Tobacco Smoke
- **23%** Excess Processed Foods
- **22%** Inactivity

Improved Biometrics

- **39%** Hypertension Stage 2
- **25%** Hypertension Stage 1
- **22%** High Total Cholesterol
- **22%** Metabolic Syndrome
- **12%** Low HDL

12



Lower Medical Spend \$

Per Participant Per Year:

Low (0-2 Risks) \$3,644

Medium (3-4 Risks) \$5,238

High (5 or more Risks) \$9,360



WELLNESS WORKDAYS & LOCAL 6: WELLNESS IN ACTION

Since January 2023, the Heat and Frost Insulators Health and Welfare Fund has partnered with Wellness Workdays to deliver onsite, full-time health coaching to all members. This proactive wellness approach supports the physical, mental, and emotional health of our workforce - directly impacting productivity and cost savings.



Program at a Glance

- ✓ Full-time health coach onsite
- ✓ Preventative Screenings to detect risks early
- ✓ Confidential, personalized coaching on physical and emotional health
- ✓ Toolbox talks on nutrition, stress, sleep, movement and more
- ✓ Immediate referrals to trusted medical and behavioral health resources

Why It Matters: Measurable Outcomes



Fewer Missed Days - Those engaged in wellness programs see up to 28% reduction in absenteeism.



Improved Presenteeism- Healthy members are more focused, alert, and productive. Wellness programs have been shown to improve on-the-job performance by up to 11%.



Lower Healthcare & Workers' Comp Costs- Preventive coaching can lead to fewer injuries, lower stress, and reduced healthcare utilization - leading to 2x ROI or more.



67% Engagement

200 High RISK
Members identified,
referred, and
receiving ongoing
support.



WELLNESS WORKDAYS & LOCAL 6: REPORT

Below is a report highlighting the positive impact of the Behavioral Health Coaching program on the Heat & Frost Insulators and Allied Workers Union for the 2025 program.



PARTICIPATION METRICS

Total Participation Jan '23 - May '25

67% of population engaged in coaching

354 Coaching Participants

1379 Coaching Encounters

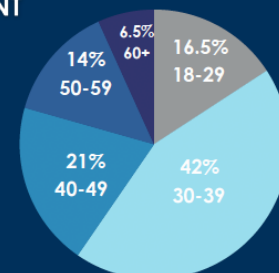
Participation Jan '25 - May '25

566 Coaching Encounters

103 Biometric Screenings

ENGAGEMENT BY AGE

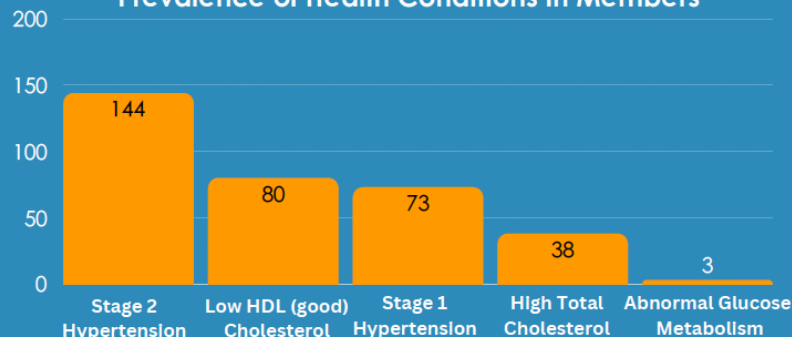
37% of participants are 40 or older



IDENTIFYING RISK & MAKING REFERRALS

More than **200** members have been identified and educated about their elevated risk for chronic diseases, including diabetes, heart disease, and stroke. **Each participant received education and was referred to their primary care provider for follow-up**

Prevalence of Health Conditions in Members



TOP RISKS

Top Behavior Risks

Stage 2 Hypertension: 41%

Low HDL Cholesterol: 24%

At Risk Nutrition- Processed Foods: 23%

Stage 1 Hypertension: 23%

Seriously Overweight: 18%

Top Existing Medical Conditions

Allergies: 14%

Chronic Back Pain: 6%

Anxiety: 6%

Arthritis: 5%

Depression: 3%



Improved Outcomes

CHANGES IN HEALTH RISK

Biometric	Number of Members with Improved Outcomes
Blood Pressure	49
A1C	29
Total Cholesterol	21
HDL Cholesterol	23

Identifying risks and helping members improve their biometrics has a significant impact on cost and productivity. Preventing just one case of diabetes can save \$9,600 annually, and avoiding a heart event can save \$5,000–\$20,000. Additionally, chronic conditions often lead to 6–15 extra missed workdays per year and 20–40% drops in productivity due to fatigue, pain, and stress.

MEMBER SUCCESS STORY

After a biometric screening in January, one member discovered they had several significant health risks, including **Stage 2 hypertension, obesity, and metabolic syndrome**. With the guidance of their health coach, the member took action by establishing care with a **new primary care provider**. They also began medication and made important lifestyle changes to manage their blood pressure. Healthier eating and regular exercise became part of their routine. **As a result, the member lost 23 pounds, lowered their A1C and total cholesterol, and increased their HDL ("good") cholesterol.**



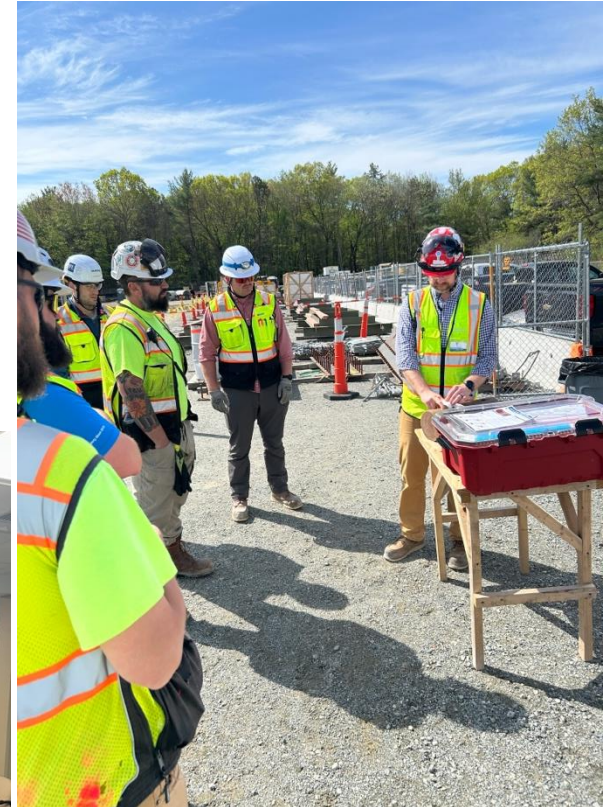
Fidelity Investments HQ Turner/ Janey Commonwealth Pier



Massachusetts General Hospital Ragon Up/Down Turner/Walsh



AMC Proctor & Gamble Project Principio



April: Physical Activity and Stress Management

EXERCISE FOR THE EXTRA BUSY

HIIT

High-Intensity Interval Training is a mix of high-intensity exercise split up with lower intensity recovery periods.



HIIT can be applied to any type of exercise: running, biking, lunges, squats, swimming, jumping rope, etc. so can be easy to do at home or outside.

WARM-UP
5-7 minutes

HIGH-INTENSITY
20 seconds



LOW-INTENSITY
40 seconds

COOL-DOWN
5-7 minutes

IF YOU ARE SHORT ON TIME, TRY TO DO HIIT 75 MINUTES/WEEK

HEALTH BENEFITS

Combine with a balanced diet for even more benefits!



Boosts metabolism



Weight management



Improved lab values



FUEL TO BE FIT

Fuel your body like you fuel your work. Just like you need the right tools for the job, you need the right food to power your training and recovery. Make sure every meal—not just pre- and post-workout—gives you the energy and strength to perform your best on and off the job site.

HOW TO SET UP YOUR PLATE

<45 MIN WORKOUT



45-60 MIN WORKOUT



60+ MIN WORKOUT



CARBS

Bread, pasta, graham crackers, cereal, rice, pretzels, crackers, goldfish, fruit snacks, juice, sports drinks, soda, apple sauce, dried fruit, sweets, pastries, honey, agave, syrups, table sugar, fruits, quinoa, beans, potatoes

PROTEIN

Beef, pork, poultry, milk, yogurt, eggs, fish, shellfish, tofu, tempeh, edamame, soy milk, protein drinks, beans, legumes, nuts, seeds

COLOR

Tomatoes, strawberries, peppers, carrots, sweet potatoes, cantaloupe, watermelon, cherries, peaches, mango, squash, bananas, onions, garlic, cauliflower, parsnips, potatoes, corn, mushrooms, pears, pineapple, kale, spinach, broccoli, zucchini, celery, avocado, cucumbers, brussels sprouts, green beans, peas, kiwi, melon, berries, eggplant, beets, grapes



April 2025

THE LOCAL WELLNESS

The Official Newsletter of Local 6 Heat and Frost Insulators' Employee Wellness Program



What is the Wellness Program?

- 1-on-1 Health Coaching
- Health Risk Assessments
- Biometric Screenings
- Wellness Toolbox Talks
- Gift Card Raffle

Participation is completely voluntary. Your health information is confidential and will not be shared with your employer.

Email maria.kelly@wellnessworkdays.com or text/call 617-991-6411 to make an appointment with your on-site health coach!

Updated 2025 Gift Card Raffle

- **Weekly Raffle:** \$25 gift card awarded for participation in any wellness activity
- **Monthly Raffle:** \$50 gift card awarded for participation in health coaching or biometric screening
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The total amount awarded will be limited to a maximum of \$300 per person, per year.

Fuel to be Fit: Before Exercise

EXAMPLE SCENARIO

45-MIN WORKOUT AT 5 PM

If you ate a meal between 1-2 pm and are not hungry, you can skip

If you are hungry, eat a larger snack between 3-4 pm, or a simple-carb-based snack between 4-5 pm

EXAMPLES:

- Apple with peanut butter
- Fruit smoothie
- Cereal with milk
- Crackers and cheese



March Raffle Winners!

- **Weekly Raffle (\$25):**
- **Monthly Raffle (\$50):**
- **Milestone Raffle (\$100):**



Questions? Contact: maria.kelly@wellnessworkdays.com

Questions?

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May Recap: Injury Prevention

INJURY PREVENTION & EXERCISE



While regular exercise has many health benefits, there is also some risk of injury to the body's joints, muscles, and ligaments. Injuries are often caused by lack of preparation, poor technique, or overuse. Avoid strains, sprains, and joint pain by learning techniques to improve your exercise routine and prevent injuries in the future!

COMMON INJURIES

- Ankle sprains
- Shin splints
- Muscle pulls/strains
- Back pain
- Joint issues (shoulder, knee, and hip)
- Stress fractures



COMMON CAUSES

- Lack of focus
- Weak muscles
- Repetitive movements
- Overexertion/overuse
- Lack of mobility
- Not using proper form
- Inadequate rest breaks

INJURY PREVENTION TIPS

1. Warm up before work
2. Build strength outside of work to support your job
3. Focus on the task at hand, try not to let your mind wander at work
4. Take frequent stretching breaks
5. Eat enough to support your work-load

START TODAY!

ROTATE TASKS

TAKE BREAKS

STRETCH & FLEX

BEND AT THE KNEES

USE MECHANICAL AIDS

REHAB CURRENT INJURIES

OVER-HEAD SQUAT ASSESSMENT CHECK LIST



ANTERIOR (FRONT) VIEW

Feet & Ankles

Do the heels lift off the ground?

Yes

No

☐
☐

Knees

Do the knees knock/fall inward?

Yes

No

☐
☐

LATERAL (SIDE) VIEW

LPHC (Core/trunk)

Does the trunk lean excessively forward?

Yes

No

☐
☐

Does the low back excessively arch?

☐
☐

Shoulders

Do the arms fall forward?

Yes

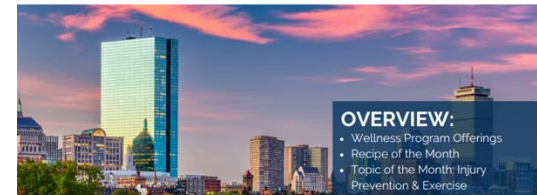
No

☐
☐


May 2025

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OVERVIEW:

- Wellness Program Offerings
- Recipe of the Month
- Topic of the Month: Injury Prevention & Exercise

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Recipe of the Month: Raspberry Overnight Oats

Ingredients:

- 1/2 cup oats
- 1/2 cup frozen raspberries
- 1 tablespoon chia seeds
- 1 tablespoon flax seeds
- 1/4 greek yogurt
- 1 cup milk of choice

Directions:

1. Layer raspberries, oats, chia seeds, flax seeds, and yogurt in a mason jar.
2. Add milk and leave in fridge overnight.
3. Enjoy in the morning with additional toppings like more raspberries or almond butter!

April Raffle Winners!

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Upcoming: June: Sun Safety & Hydration

Hydration

Beat the Heat!
Know the signs and symptoms of heat stress to look out for.

HEAT EXHAUSTION

- Dizziness or light headedness
- Weakness and fatigue
- Heavy sweating
- Excessive thirst
- Muscle cramps
- Headache
- Nausea and vomiting
- Rapid breathing and heart rate
- Dark urine and decreased urination

HEAT STROKE

- Increased body temp. >104 F
- Hot and dry, flushed red skin
- Inability to sweat
- Changes in mental state such as: confusion, agitation, slurred speech
- Dizziness or fainting
- Convulsions or seizures

Seek immediate medical advice if at these levels.

Urine Color

Good, Pale, Light Dehydrated, Dehydrated, Very Dehydrated, Severe Dehydrated, Over Hydrated.

Heat stroke is a medical emergency! Call 911 or your local emergency number immediately. While waiting for help, cool the person right away by:

- Moving them to a cool place, if possible
- Applying cold water to large areas of the skin
- Fanning the person as much as possible

Wellness Workdays 2025

Sun Safety

THE SUNSCREEN 411

SKIN CANCER

LET'S START WITH THE FACTS
(according to the CDC):

- 1** Cancer has been one of the top two leading causes of death for more than 75 years
- 2** An estimated 97,610 people will be diagnosed with skin cancer this year. 7,990 will die due to their diagnosis
- 3** Skin cancer is the most common form of cancer in the U.S.

HOW TO PREVENT SKIN CANCER: WHAT CAN WE DO?

(according to [skincancer.org](https://www.skincancer.org)):

- ☀️ Wear sunscreen with **SPF 15 or higher**
- ☀️ Seek the **shade**
- ☀️ Wear a brimmed **hat**
- ☀️ Avoid **sunburn**
- ☀️ Wear **sunglasses** that block UVA and UVB rays
- ☀️ Wear sun protective **clothing**
- ☀️ See a **dermatologist** once a year for a full body check
- ☀️ Examine your skin frequently for changes in beauty marks

SUNSCREEN MARINE EFFECTS

(according to [oceanservice.noaa.gov](https://www.oceanservice.noaa.gov)):

DID YOU KNOW?

Chemicals found in sunscreen enter our water supply through swimming in the water and also by showering off these chemicals.

WHAT DOES IT EFFECT?

-Impairs algae growth
-Damages coral reef
-Induces defects in fish

WHAT CAN WE DO?

The best way to help stop these effects is to seek shade when the sun's rays are strongest from 10am-2pm, and wear protective clothing when in the sun.

DID YOU KNOW?

Hawaii has banned all sunscreens that are not "reef-safe". Go to <https://www.hawaii.com/blog/reef-safe-sunscreen/> to see what's been deemed as safe!

June Newsletter

June 2025

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Recipe of the Month: DIY Sports Drink

INGREDIENTS

- 2 cups water
- 1 cup orange juice (or any fruit juice you like)
- 1-2 tablespoons honey or maple syrup (adjust to taste)
- 1/4 teaspoon salt
- Optional: lemon or lime squeeze

INSTRUCTIONS

- Mix all ingredients in a large bottle
- Stir or shake until combined
- Chill and enjoy before, during, or after a sweaty day at work

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June toolbox activity: electrolyte packets (2 \$50 gift card; 45 extra \$50 gift cards remaining)

Integrating health, safety & wellbeing

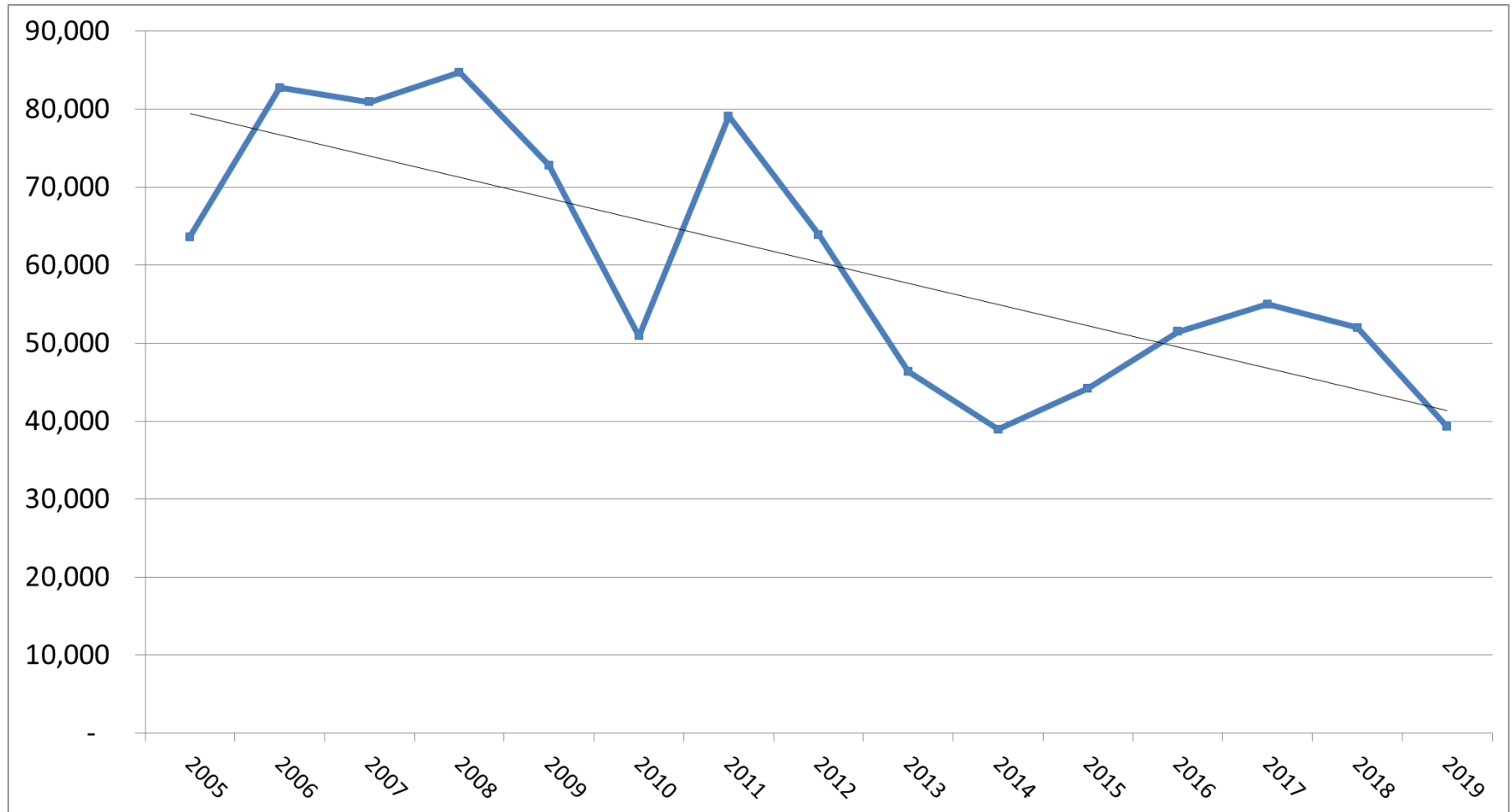
Link between wellness and work-related injuries

Smokers:	40% more likely to have a work-related injury	
Diabetics:	5X higher workers' comp medical costs when injured	
Obese Workers (BMI>40):	42% higher medical expenses 2X more work injury claims 7X higher workers' comp medical costs 11X more indemnity costs	
8 Risk Factors drive productivity loss	Back Pain 13% Loss Depression 7.4% Loss Stress 4.8% Loss Inactivity 2.2% Loss	No Seatbelt 2.2% Loss Tobacco 1.8% Loss BMI > 25 1% Loss Alcohol Abuse .7% Loss



Sources: American Lung association 2010 press release; JOEM, Dec 2003; JOEM April and July 2004; Archives of Internal Medicine 2007;167:766-773; JOEM. Use of Normal Impairment Factors in Quantifying Avoidable Productivity Loss Because of Poor Health. Volume 51, Number 5, March 2009

True Data: Worker's Compensation Premiums Trend Down after Our Health Coaching instituted in 2011



WELLNESS PROGRAM TESTIMONIALS

“

I came into the medic trailer to have an injury taken care of. While I was being treated, my health coach and I started talking about the wellness program. Turns out that I have high blood pressure, and don't eat as well as I should. We are working on different ways to eat better and reduce my stress. I'm so glad that I came in and spoke up...

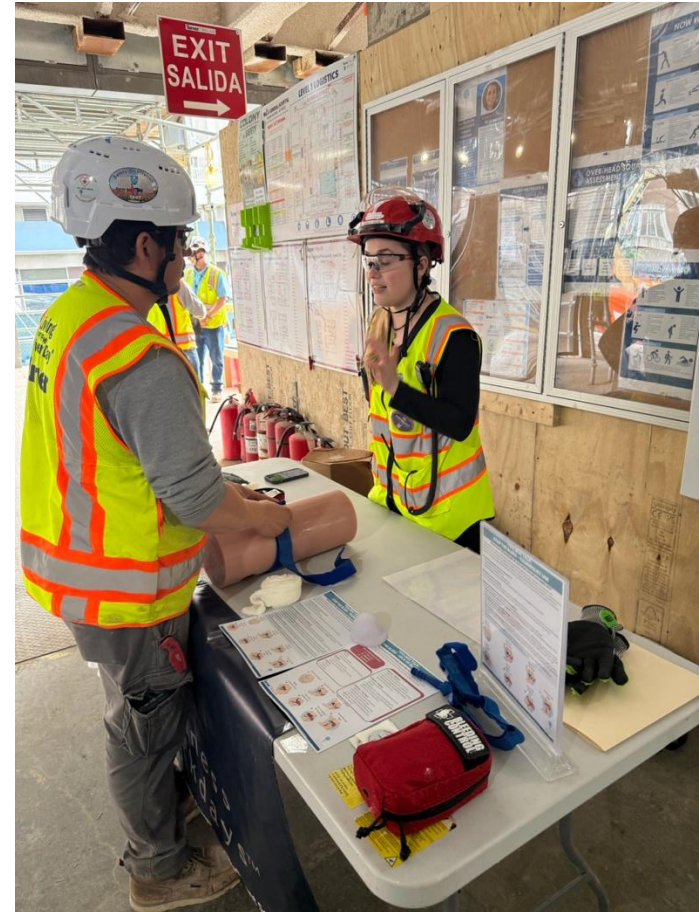
”



Turner

It works!

“I came to the medical trailer thinking:” it was on site and better than not having someone look at my knee.” **By the time I walked out, I felt so much better**, and I was able to walk up and down the stairs without any pain. Not only did I get exercises for my knee, but I learned about what I could do to strengthen and protect myself from getting hurt again.





WELLNESS PROGRAM TESTIMONIALS

“ I was having a tough day and I just needed someone to listen-- to get things off my chest and I knew I could just walk in and talk to my coach. Having a program like this is important; it could really help a lot of guys. ”

“ Since participating in the wellness program, I've lost nearly 40 pounds. I feel so much lighter, more energized at work, and more focused. I want to keep going. ”

A person is shown in profile, wearing a VR headset and a motion capture suit. They are in a living room setting, with a couch and kitchen visible in the background. A blue skeletal overlay is visible on their body, indicating motion capture technology. The person's right arm is extended forward, holding a cluster of yellow dots.

Meta and CareSpace deliver the next generation of mobility capture

Meta and CareSpace unite to deliver Body Capture, The next generation of mobility capture technology delivered via virtual and mixed reality on Quest 3.

CareSpace

Meta 31

CareSpace AI is the Smart Diagnostic Platform for Movement Health



A diagnostic tool to assess the whole population and identify and reduce workplace injuries.

-Calibrated to OSHA and AMA Standards

WHY WELLNESS WORKDAYS?



Focus On Outcomes

Your organization. Your goals. Our award-winning strategy, nutrition focus and dynamic account team ensure success.



Strategic Direction

Using Harvard University research principles, we develop a unique and innovative program for your organization.



Hands-On Approach

Our team handles all of the details, big and small, so you don't have to.

Discussion



Injury Prevention Is No Longer a Shot In The Dark

More than 38,000 workplace injuries occur around the world each hour – CareSpace shines the light on how to prevent injuries from happening.¹

What Causes Injuries?

Overuse

Repetitive and strenuous movement

High-Intensity

Rapid movement with excessive strain

Lack of Rest and Recovery

Weaken body's ability to repair

Poor Technique

Leads to unnecessary strains

Pre-Existing Conditions

Increases likelihood for reinjury

Fatigue

Adequate rest is crucial for preventing injuries

Source: [1] International Labour Organization

CareSpace AI Reduces Workplace Injury

Mobility capture AI

Predictive data analysis

Real-time feedback

Personalization

Machine learning intelligence

CareSpace

We intend to assess mobility based on specific job roles across the project and develop the Industrial Athlete program to strengthen and reduce injuries.

Free headsets for the project from our partner!