



*Taking Steps to a Healthier Worksite!*

**NEBRASKA**  
WORKSITE  
WELLNESS

**Survey**  
Results



**NEBRASKA**  
WORKSITE  
WELLNESS  
**Survey**  
Results

**Statement of Support:** The 2013 Nebraska Worksite Wellness Survey Report was supported by Cooperative Agreement Number 5U58DP001473-05 REVISED from the U.S. Centers for Disease Control and Prevention (CDC) as part of a grant from the National Center for Chronic Disease Prevention and Health Promotion. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of the CDC.

**Citation:** Casanave, L., Coyle, B., DeVries, D., Ma, J., Rettig, B. Nebraska Department of Health and Human Services, Division of Public Health, Health Promotion Unit. 2013 Nebraska Worksite Wellness Survey Report. December 2014.

# 2013 NEBRASKA WORKSITE WELLNESS SURVEY REPORT

---

## Nebraska Department of Health and Human Services

Joseph Acierno, MD, JD, Director, Division of Public Health

Judy Martin, MS, Deputy Director, Division of Public Health

Kay Wenzl, MPA, Administrator, Public Health Promotion Unit

## Financial and technical support provided by:

Nutrition and Activity for Health Program

Nebraska Heart Disease and Stroke Prevention Program

Tobacco Free Nebraska

Nebraska Comprehensive Cancer Control Program

Nebraska Diabetes Prevention and Control Program

Nebraska Injury Prevention and Control Program

## Report prepared by:

Leah Casanave, MPH, DrPH, Chronic Disease Epidemiologist

Brian Coyle, MPH, Physical Activity Coordinator

David DeVries, MS, Health Surveillance Specialist

Jihyun Ma, MS, Health Surveillance Specialist

Bryan Rettig, MS, Epidemiology Surveillance Coordinator



# TABLE OF CONTENTS

Executive Summary .....	1
Introduction .....	4
Methods .....	5
Results	
Characteristics of Worksites .....	7
Worksite Wellness .....	8
Health Issues that Negatively Impact Business .....	9
Employee Education, Motivation and Support .....	10
Health Insurance Coverage for Employees .....	11
Screenings and Health Assessments at the Worksite .....	12
Tobacco and the Worksite .....	14
Worksite Nutrition .....	16
Support for Lactating Mothers .....	18
Worksite Physical Activity .....	19
Employee Safety .....	21
<b>APPENDIX A: Nebraska Worksite Wellness Survey .....</b>	<b>22</b>
<b>APPENDIX B: Requesting Data .....</b>	<b>31</b>
<b>APPENDIX C: Differences among Small, Medium and Large Worksites .....</b>	<b>32</b>
<b>APPENDIX D: Additional Tables and Figures .....</b>	<b>33</b>



## EXECUTIVE SUMMARY

**A**n increase in chronic health conditions among employees can have a profound impact on the productivity and profitability of a business. However, measures that promote healthy employees can help reduce health care costs, increase productivity and decrease absenteeism, and ultimately contribute to the growth of their industry. The promotion of healthy lifestyles among employees can be achieved through implementation of policy and environmental interventions, such as improving access to healthy foods and physical activity opportunities, providing a tobacco-free environment, promoting employee safety, and providing programs such as health screenings/assessments, health insurance and educational opportunities for employees.

Although many businesses promote employee wellness, many businesses lack a comprehensive worksite wellness program. Worksites remain one of the major areas where health promotion and disease prevention interventions can achieve widespread impact.

The Nebraska Worksite Wellness Survey was conducted in 2010 to provide information on worksite wellness policies and practices being implemented in businesses across the state. A follow-up survey was sent out in 2013 to determine current worksite wellness policies and practices and also determine what changes have occurred since 2010. This information will help to identify areas of need related to developing a comprehensive worksite wellness program for Nebraska businesses. A total of 582 small businesses, 510 medium businesses and 260 large businesses participated in the 2013 survey, with a total response rate of 42.1%. Respondents represent a wide variety of sectors across the state.

*Measures that promote healthy employees can help reduce health care costs, increase productivity and decrease absenteeism, and ultimately contribute to the growth of their industry.*

## Highlights from the report include:

- ▶ Twenty percent (20%) of worksites had a health promotion or wellness committee and a coordinator that was responsible for employee health promotion or wellness.
- ▶ Among health issues which employers noted as having a negative impact on the worksite, stress was listed as the top issue, affecting more than half of the worksites. The next two commonly reported issues were obesity and lack of physical activity/exercise/fitness among employees.
- ▶ Almost seventy-five percent (75%) of worksites reported in 2013 that they provided health insurance for employees and of those, more than seventy-five percent had a plan that covered general health and physical screening every year at low or no cost to the employee.
- ▶ Blood pressure checks were the most common type of screening and health assessment offered to employees in 2013 and fourteen percent (14%) of worksites had permanent on-site access for an employee to check their blood pressure.
- ▶ In 2013, slightly more than a quarter of worksites (27%) had adopted a smoke-free policy for their entire worksite campus. Among worksites which do not have an entirely smoke-free campus, seventy-one percent (71%) had restricted smoking allowing it only in certain places and just over half prohibited it within a certain distance from the entrance of the building.
- ▶ Less than twenty percent of worksites had policies or guidelines that encourage healthful food options to be served at staff meetings or company-sponsored events (19% and 17%, respectively).
- ▶ Thirty-nine percent (39%) of worksites provided a private, secure lactation room on-site that is not a bathroom and eighteen percent (18%) of worksites had a written policy supporting breastfeeding.
- ▶ Almost fifteen percent (15%) of worksites have one or more designated walking routes, though only three percent (3%) utilized signage to promote the use of walking routes.
- ▶ Fifty percent (50%) of worksites had a policy that prohibited talking on cellular phones while driving a vehicle on duty, an increase from forty-two percent (42%) in 2010.



Although businesses are to be commended for taking steps to improve employee wellness, results from the Nebraska Worksite Wellness Survey demonstrate that there is room for improvement in terms of establishing policies and programs supportive of employee health in Nebraska. Together, worksites and public health professionals can strive to establish a culture of wellness that benefits all Nebraska employees.



## INTRODUCTION

**C**hronic health conditions, such as cardiovascular disease, cancer, diabetes, and disabilities due to injury can have a significant impact on the performance outcomes of a business, and ultimately, the whole economy. They account for an increasing share of healthcare costs and have an even greater negative impact on productivity due to absenteeism. The majority of adults spend more time during the day at work than anywhere else, thus, worksites can provide substantial opportunities for addressing health behaviors such as nutrition, physical activity, tobacco use, blood pressure control and health screenings.

This report presents the results of the Nebraska Worksite Wellness Survey, which was administered by mail to a random sample of businesses in Nebraska in 2013; an earlier version was conducted in late 2010 early 2011. The survey was conducted to provide information on current worksite wellness policies and practices being implemented in businesses across the state. The information from the first survey was also used to guide

the development of the Nebraska Worksite Wellness Toolkit for Nebraska businesses; results from the more recent version will be used to help to evaluate its effectiveness. The toolkit was designed to help businesses improve employee wellness by providing training and resources for implementing health-enhancing policies and environmental changes at their worksite.

For the purpose of this survey, a “worksite” is defined as the combination of an employer (including its wellness policies, programs, etc.) with its specific physical location. “Worksite wellness” (also referred to as “worksite health promotion”) refers to

efforts by employers to maximize the physical, emotional, spiritual, intellectual, occupational, and/or social health and well-being of their employees at their place of business. “Offered wellness programs” include all such efforts that are available through the worksite, whether they are provided free or for a fee.

*Worksites can provide substantial opportunities for addressing health behaviors such as nutrition, physical activity, tobacco use, blood pressure control and health screenings.*

**Nutrition and Health**

**Vitamins & Minerals**

**Soluble Vitamins**

**Source**

<sup>1</sup> The Nebraska Worksite Wellness Toolkit is a new online resource for Nebraska businesses wanting to implement employee wellness programs. It was developed by the Nebraska DHHS in partnership with three wellness councils (WorkWell, WELLCOM, and Panhandle Worksite Wellness Council), local health departments, employers and wellness champions. The toolkit is free and takes a step-by-step approach to help employers start or expand wellness programs for their employees. Included in the toolkit are how-to guides, case studies, wellness policies and surveys. The toolkit is on the Nebraska DHHS website at [www.worksitewellness.ne.gov](http://www.worksitewellness.ne.gov).

## METHODS

The 2013 Nebraska Worksite Wellness Survey is a follow-up to a previous survey that was conducted in 2010-2011.<sup>2</sup>

### Questionnaire Design

The questionnaire was designed by Nebraska Department of Health and Human Services (NDHHS) in consultation with the Bureau of Sociological Research (BOSR), using the survey questionnaires utilized by NDHHS for its 2010 worksite wellness surveys as templates. Small changes to the content of the survey were made to better serve current data needs; however, changes were kept to a minimum to allow for comparisons to data collected on the previous worksite wellness surveys.

### Data Collection

The sample frame for this survey was generated from a list provided by the Nebraska Department of Labor, which included all businesses in the state with 10 or more employees in the third quarter of 2013. The total number of businesses of all sizes included in the sample was 3,523.

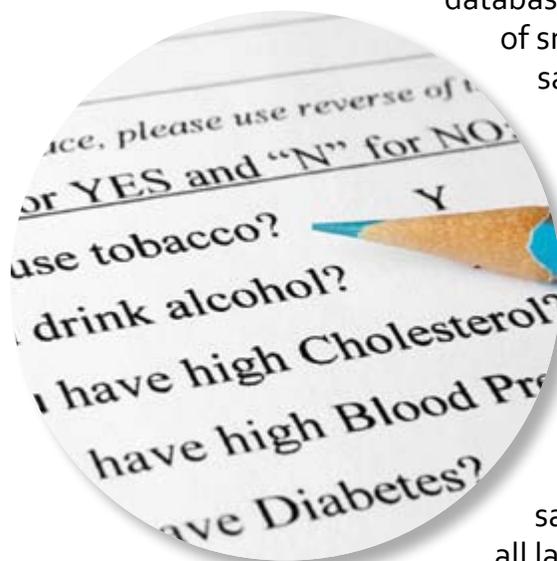
All businesses in the sample (3,523) were mailed a survey (Appendix A), along with a cover letter and postage-paid return envelope. In order to increase the response rate, non-responders were mailed a reminder postcard eight days later. Telephone interviewers called the remaining incompletes to determine the appropriate

person at each business (2,212 businesses) and sent out a second survey to those individuals.

A total of 1,352 businesses completed a survey. The overall response rate for the survey, after adjustment for known ineligible and undeliverable returns, was 42.1 percent.

### Data Weights

The survey data have been weighted to account for differences between the overall population (i.e., the sample frame provided by the Department of Labor) and the worksites that participated in the survey. As can be seen in Table 1, a higher proportion of surveys was completed by large businesses (19.2%) than the proportion contained in the sample frame database (3.3%). Similarly, the proportion of small businesses (81.2%) in the sampling frame is much larger than the proportion of small businesses that completed the survey (43.0%). While some of the differences in proportion between the population and the completed surveys may be attributed to a difference in response rates by business size, many of the differences can be attributed to a stratified sample design, which included all large business in the sampling frame and only a small, random selection of the small and medium size businesses (i.e., the sample was not stratified proportionally).



Weighting is a statistical procedure that compensates for these differences to make results of the survey more generalizable to the overall group being examined. It may be helpful to keep in mind that when using weighted data it is best to look at proportions (percentages) rather than the number of cases reported because the weights adjust the raw numbers. Weighting adjusts the number of responses to a survey question in order to create the representative proportion based on the population. In other words, the actual number of responses is adjusted in order to make the percentage more closely resemble the population.



### Data Analysis

SAS software (version 9.3) was used to manage the survey database and to generate the descriptive statistics (number and percentage of responses, weighted and unweighted) for each survey question.

*A total of 1,352 businesses completed a survey. The overall response rate for the survey, after adjustment for known ineligible and undeliverable returns, was 42.1 percent.*

**TABLE 1: COMPLETED SURVEYS BY BUSINESS SIZE COMPARED TO THE SAMPLE FRAME**

Business Size	Completed Surveys		Sample Frame (population)	
	Number	Percent	Number	Percent
Small (10 to 49 employees)	582	43.0%	12,988	81.2%
Medium (50 to 199 employees)	510	37.7%	2,485	15.5%
Large (more than 200 employees)	260	19.2%	525	3.3%
<b>Total Surveys Completed</b>	<b>1,352</b>	<b>100%</b>	<b>15,998</b>	<b>100%</b>

## CHARACTERISTICS OF WORKSITES

**S**urveys were completed by worksites from a variety of business sectors across the state. The largest sector represented was health care (20% of the sample), followed by manufacturing (11%), education (11%), and retail trade (10%).

### Among the 1,352 worksites that completed the survey:

- ▶ Forty-three percent (43%) were small businesses (10-49 employees).
- ▶ Thirty-eight percent (38%) were medium businesses (50-199 employees).
- ▶ Nineteen percent (19%) were large businesses (200 or more employees).

### The demographics of the worksites that participated in this survey were:

- ▶ Slightly more than one in three worksites (36%) were a subsidiary or branch of a large company.
- ▶ A little less than half of worksites (47%) were located in more than one building.
- ▶ Among all three sizes of businesses the most likely respondents were human resource representatives.

### Other characteristics of businesses interviewed:

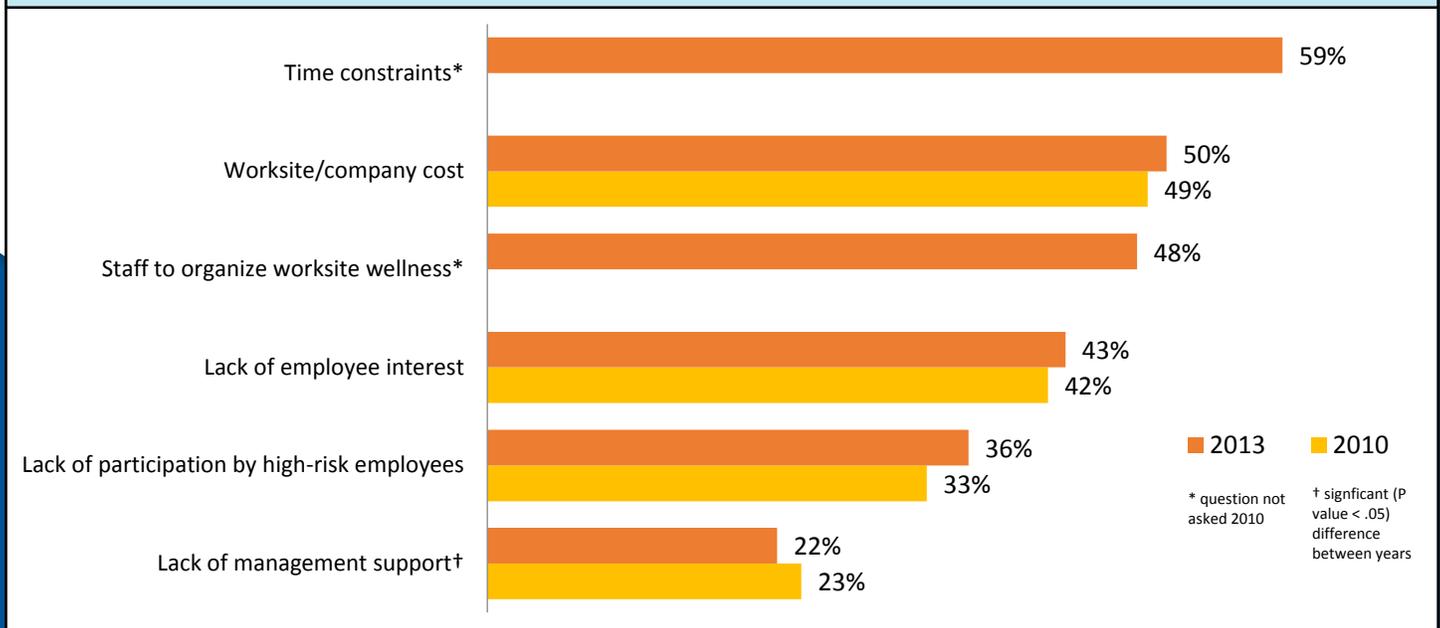
- ▶ Forty percent (40%) of small and medium businesses responded that they had at least 2/3 of their employee workforce made up of women.
- ▶ Small businesses had the highest percentage of part time employees and under the age of 40 years old (17% and 21%, respectively).



# WORKSITE WELLNESS

- ▶ Twenty percent (20%) of worksites had a health promotion or wellness committee and a coordinator that was responsible for employee health promotion or wellness.<sup>3</sup>
- ▶ Significant changes from 2010 to 2013:<sup>4</sup>
  - Having a health promotion or health wellness committee increased by four percent (4%).
  - Having a coordinator responsible for employee health promotion or wellness increased by four percent (4%).
  - Having a stated mission or goal for the company regarding the improvement of the health status of employees (increased by 2%).

**Figure 1:** Percentage of worksites that indicated the following as barriers to implementing worksite wellness programs



## Nebraska Worksite Wellness Toolkit

A new online resource for Nebraska businesses wanting to implement employee wellness programs. The toolkit is free and takes a step-by-step approach to help employers start or expand wellness programs for their employees. Included in the toolkit are how-to guides, case studies, wellness policies and surveys.

[www.worksitewellness.ne.gov](http://www.worksitewellness.ne.gov)

### Worksite Councils for Nebraska Businesses:

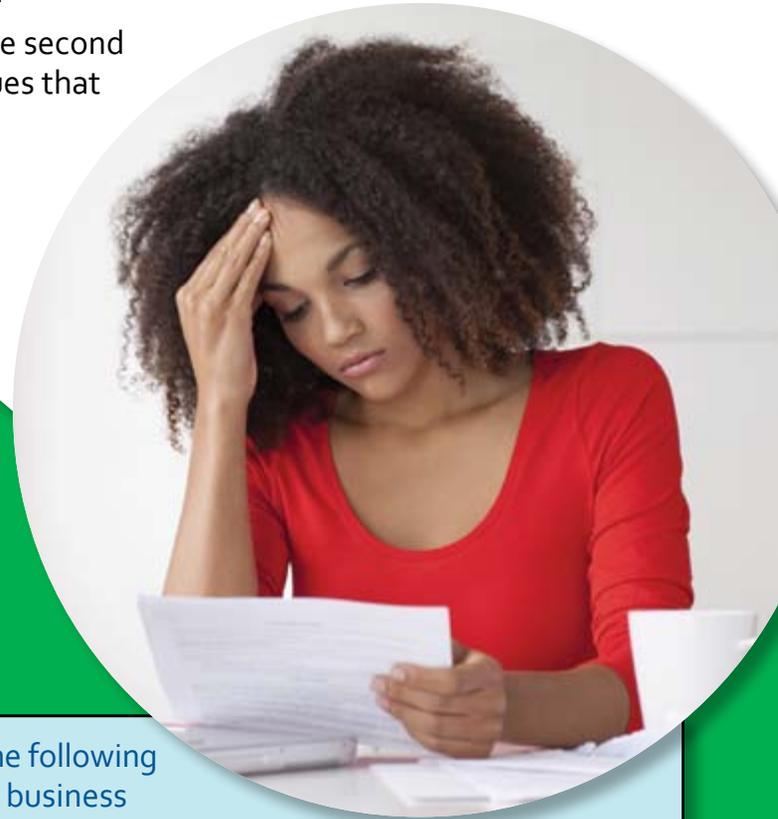
Wellness Council of the Midlands (WELLCOM): <http://elevatingwellness.org>

WorkWell: <https://workwellwellness.org>

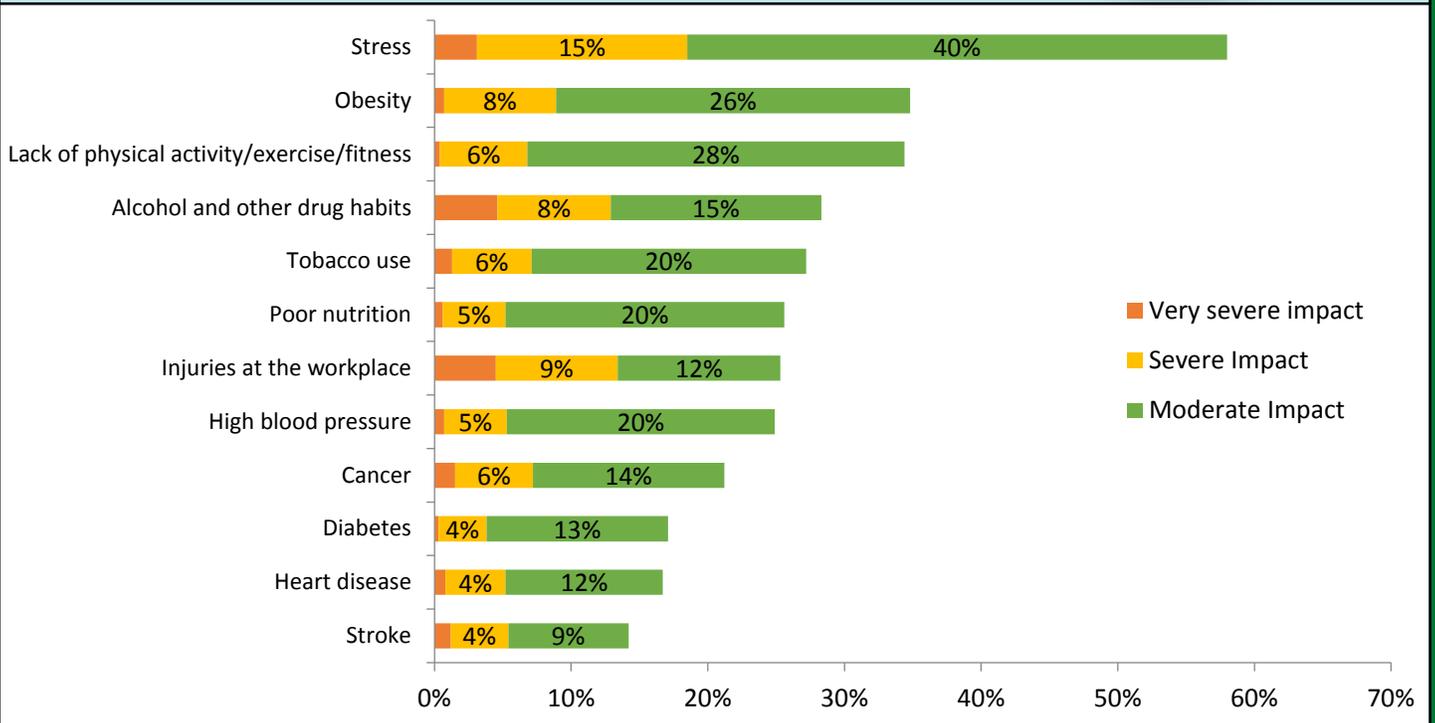
Panhandle Worksite Wellness Council: <https://panhandleworksitewellnesscouncil.wildapricot.org/>

# HEALTH ISSUES THAT NEGATIVELY IMPACT BUSINESS

- ▶ Stress was the health issue most often identified by employers as having a negative impact on their business (60% of employers).
  - Stress was the third most likely “issue” or “factor” to be identified as ‘very severely’ impacting the worksite.
- ▶ Obesity and lack of physical activity are the second and third most frequently cited health issues that impact the worksite (Figure 2).
- ▶ Alcohol and other drug habits and injuries at the workplace were most likely to be selected as ‘very severely’ impacting the employee’s worksite.



**Figure 2:** Percentage of worksites that indicated the following employee health issues had a negative impact their business



## EMPLOYEE EDUCATION, MOTIVATION AND SUPPORT

- ▶ Fifty-four percent (54%) of all worksites offered at least one employee health or wellness program, support group, counseling sessions or contests.
- ▶ Injury prevention and CPR/Basic Life Support training were the most common health or wellness programs, support groups, counseling sessions or contests offered by worksites in the past 12 months.
  - Injury prevention was offered by thirty-five percent (35%) of worksites.
  - CPR/Basic Life support Training was offered by thirty-three percent (33%) of worksites.
- ▶ Healthy Eating or Nutrition, Physical Activity or Exercise and stress management saw the largest increases from 2010 to 2013.
  - Healthy Eating/Nutrition went from twenty to twenty-seven percent (20% to 27%) of worksites offered.
  - Physical Activity/Exercise went from twenty-one to twenty-seven percent (21% to 27%) of worksites offered.
  - Stress Management went from fifteen to twenty percent (15% to 20%) of worksites offered.

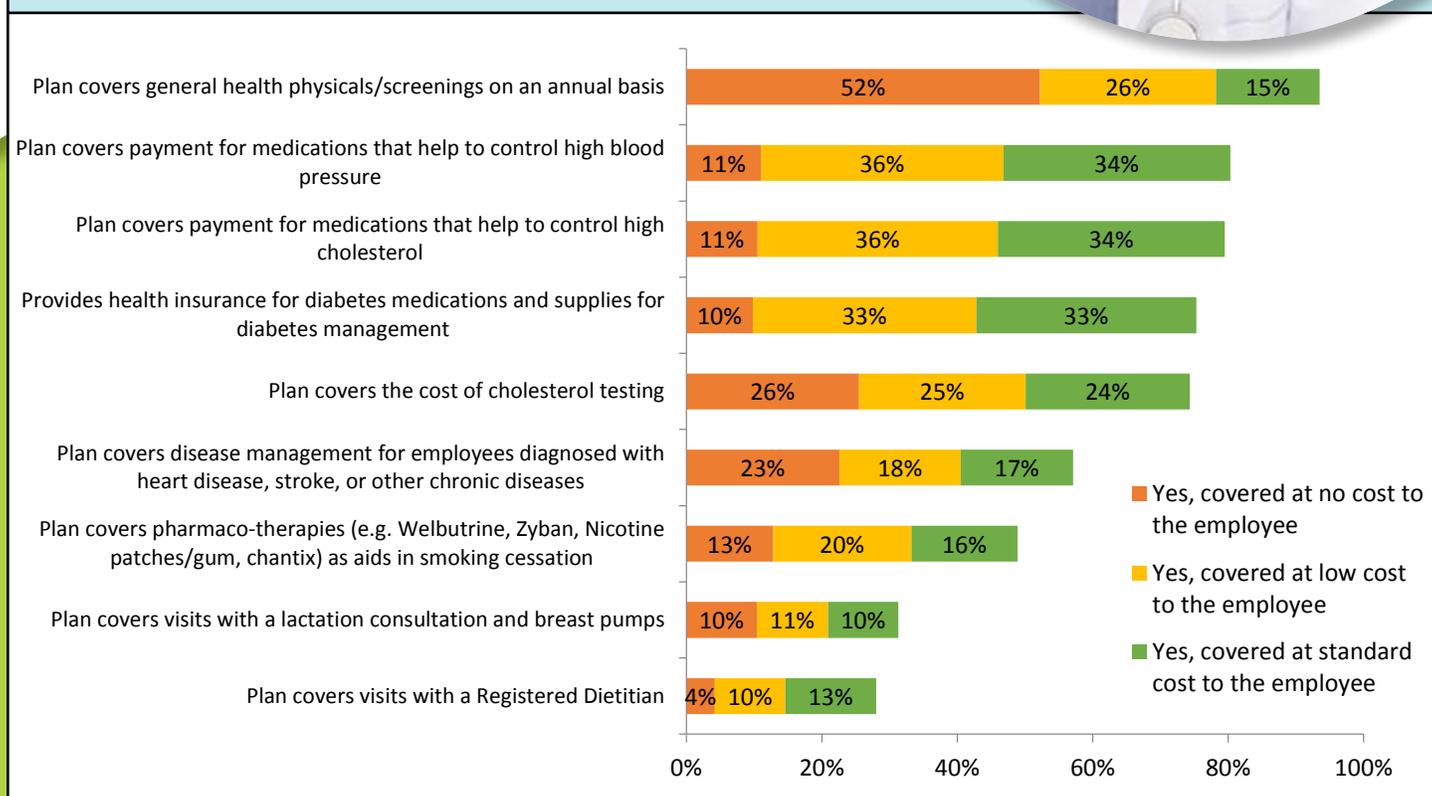


# HEALTH INSURANCE COVERAGE FOR EMPLOYEES<sup>5</sup>

- ▶ Almost seventy-five percent (75%) of worksites reported in 2013 that they provided health insurance for employees (similar to 2010 data).
- ▶ Of those worksites that provided insurance, more than three in four had a plan that covers a general health physical/screening every year at low or no cost to the employee.
- ▶ About half of worksites provided low- or no-cost coverage for cholesterol tests and medications for the control of high blood pressure and high blood cholesterol.



**Figure 3:** Percentage of worksites that offered the following health insurance options



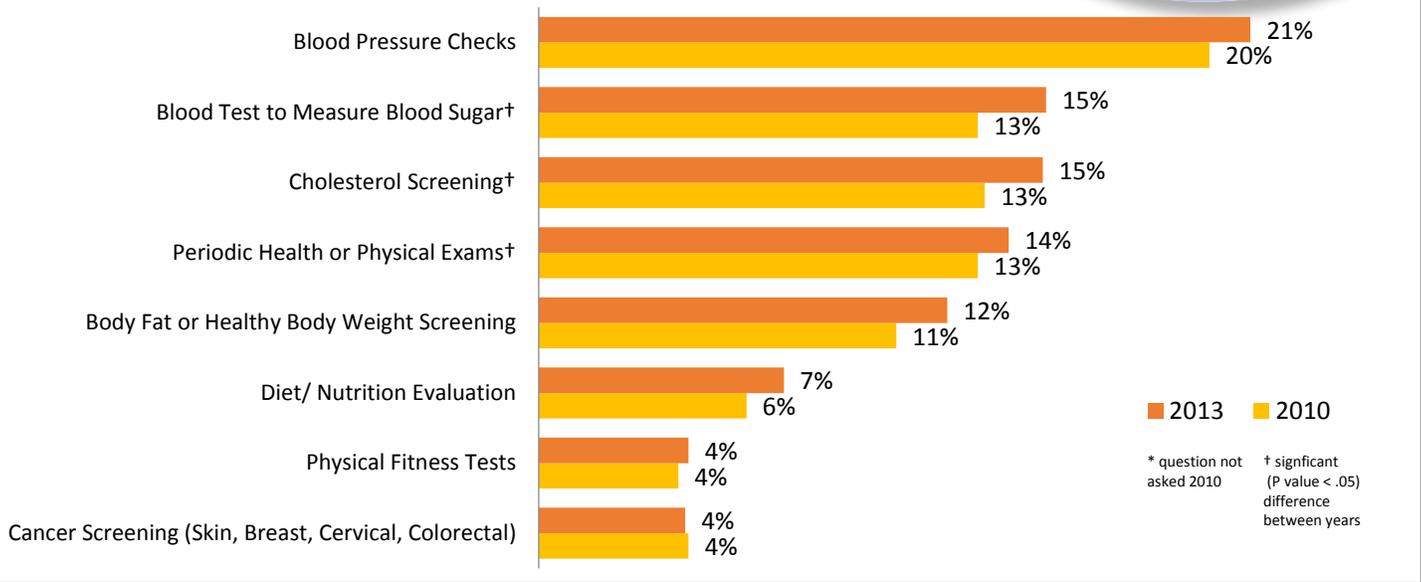
<sup>5</sup>The Patient Protection and Affordable Care Act (ACA) was signed into law March 2010. Due to the timing of delivering the survey and because many components of ACA were not developed, DHHS chose not to ask any questions regarding ACA

# SCREENINGS AND HEALTH ASSESSMENTS AT THE WORKSITE

- ▶ Blood pressure checks were the most common type of screening and health assessment offered to employees in 2013 (Figure 4).
- ▶ Between ten to fifteen percent (10 - 15%) of worksites reported that they had offered periodic health or physical exams, blood tests to measure blood sugar, cholesterol screening, or healthy body weight screening.



**Figure 4:** Percent of worksites that offered employees the following health services or screenings in the past year



## CANCER SCREENING

### Resources

CEO Cancer Gold Standard Website  
[www.CancerGoldStandard.org](http://www.CancerGoldStandard.org)

Woman to Woman – Increase breast and cervical cancer screening in the workplace:  
<http://rtips.cancer.gov/rtips/programDetails.do?programId=282969>

Project SUNWISE – Promoting sun safety:  
<http://rtips.cancer.gov/rtips/programDetails.do?programId=313055>

## Blood pressure control

- ▶ Fourteen percent (14%) of worksites had permanent on-site access for an employee to check their blood pressure.
- ▶ Only six percent (6%) of worksites provide one-on-one counseling with clinical referral and follow-up for those employees who have high blood pressure or pre-hypertension.

### Resources

The American Heart Association High Blood Pressure website:

[http://www.heart.org/HEARTORG/Conditions/HighBloodPressure/High-Blood-Pressure-or-Hypertension\\_UCM\\_002020\\_SubHomePage.jsp](http://www.heart.org/HEARTORG/Conditions/HighBloodPressure/High-Blood-Pressure-or-Hypertension_UCM_002020_SubHomePage.jsp)

website provides information on blood pressure risk, an online blood pressure health risk calculator, quizzes, and an opportunity to ask experts questions.

The Community Guide is also a valuable resource when designing and implementing certain employee wellness policies and interventions, and can be used as a resource to construct and select health benefit plans for clinical and preventive services.

The National Business Group for Health's A Purchaser's Guide to Clinical Preventive Services: Moving Science into Coverage provides benefits package language for clinical screening plus six counseling, treatment, and monitoring sessions per calendar year for employees with diagnosed high blood pressure.

## Diabetes

- ▶ Worksite programs designed to prevent and control diabetes are relatively rare – only five percent (5%) of worksites offered pre-diabetes and diabetes self-assessments and feedback, counseling and follow-up monitoring for employees who have abnormal blood sugar levels, or diabetes self-management programs.

### Resources

For more information on an ongoing series of classes designed to teach and counsel participants on how to make healthy choices to manage their diabetes, please visit the following websites:

Diabetes Self-Management Programs (DSME)  
American Diabetes Association Recognized Programs  
[http://professional.diabetes.org/ERP\\_List.aspx](http://professional.diabetes.org/ERP_List.aspx)

American Association of Diabetes Educators Accredited Programs  
<http://www.diabeteseducator.org/ProfessionalResources/accred/Programs.html>

Recognized Diabetes Prevention Programs (DPP)  
<http://www.cdc.gov/diabetes/prevention/recognition/states/Nebraska.htm>

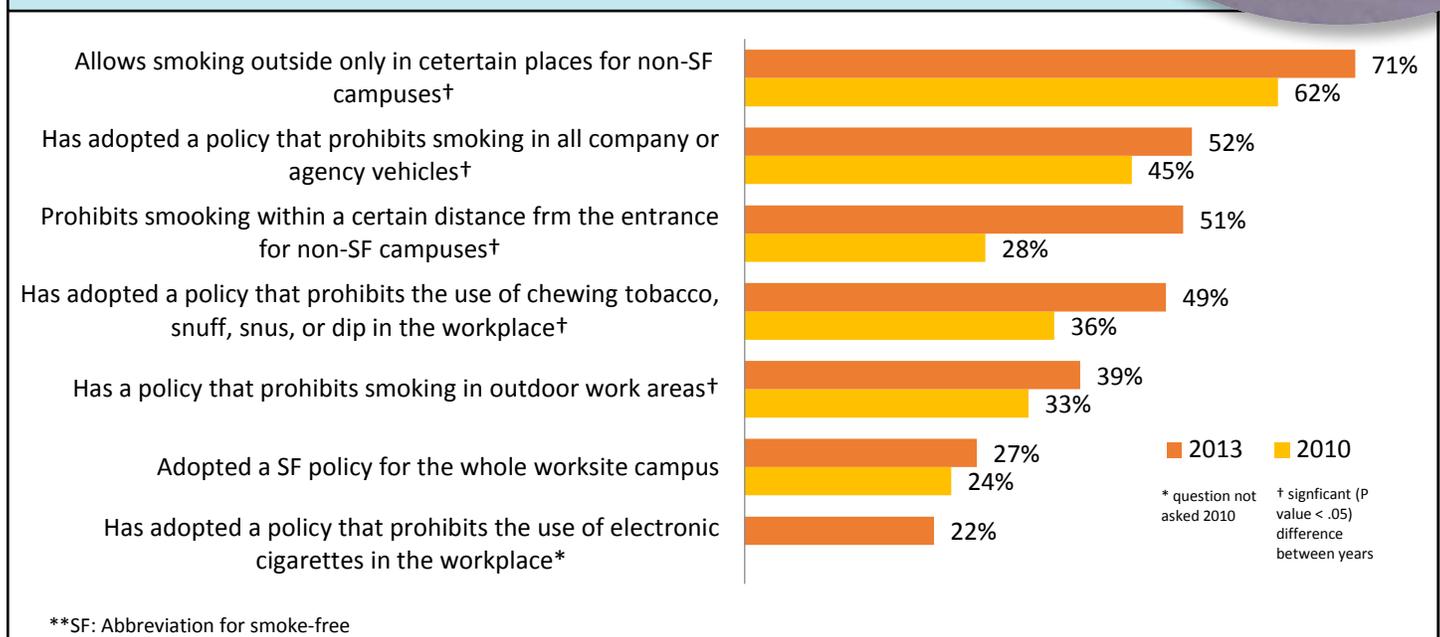
National Diabetes Education Program – Diabetes at Work  
<https://diabetesatwork.org>

## TOBACCO AND THE WORKSITE

- ▶ Implementation of policies restricting worksite smoking had significantly increased in 2013 compared to 2010.
- ▶ In 2013, slightly more than a quarter of worksites (27%) had adopted a smoke-free policy for their entire worksite campus.<sup>6</sup>
- ▶ Among worksites which do not have an entirely smoke-free campus, seventy-one percent (71%) had restricted smoking allowing it only in certain places and just over half prohibited it within a certain distance from the entrance of the building.<sup>7</sup>



**Figure 5:** Percent of Nebraska worksites with the following policies and practices in place related to employee tobacco use



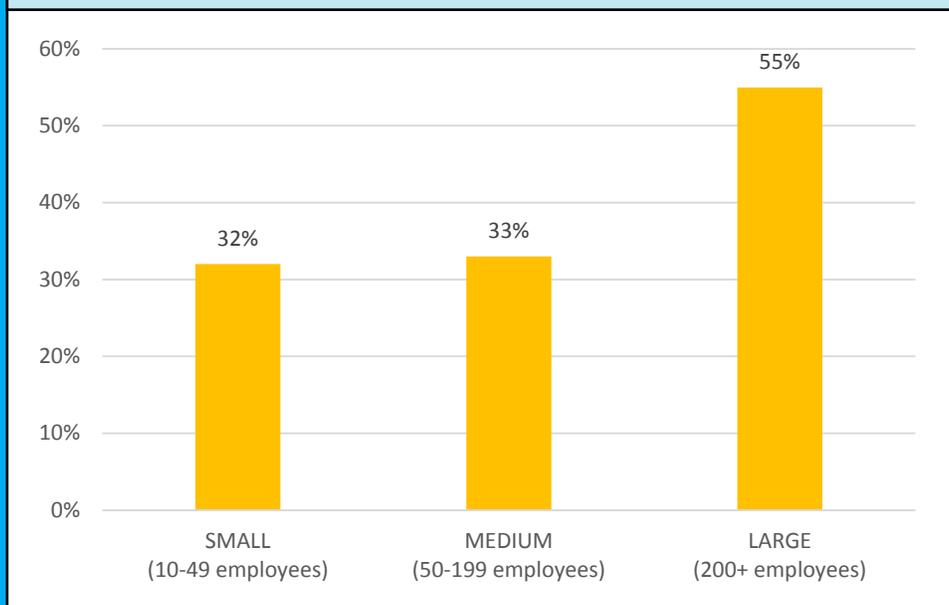
## Policy Restricting the Use of Other Tobacco Products in Worksites

- ▶ In 2013, almost half of worksites prohibited the use of smokeless tobacco products such as chewing tobacco, snuff, snus, or dip in the workplaces, up from thirty-six percent (36%) in 2010.<sup>8</sup>
- ▶ A new question was asked about restrictions on electronic cigarettes, and twenty-two percent (22%) of worksites reported they had a policy prohibiting electronic or e-cigarette use.<sup>9</sup>

## Tobacco Cessation Program

- ▶ Around fifteen percent (15%) of worksites offered incentives to employees to quit smoking or offer cessation programs to help employees to quit using tobacco.<sup>10</sup>
- ▶ Only seven percent (7%) of worksites offered free nicotine replacement therapy (NRT) to employees who used tobacco products to help quit.
- ▶ Among worksites offering employee health insurance, one in three (33%) had plans that cover NRT or pharmacotherapies such as Wellbutrin, Zyban, nicotine patches/gums, or Chantix.
  - Large businesses were more likely to have this option in their health insurance plans compared to small- and medium-sized businesses (Figure 9).<sup>11</sup>

**Figure 6:** Percent of Nebraska worksites with health insurance covering NRT or pharmacotherapies at low cost by business size, 2013



## Resources

Visit [TobaccoHurtsBusiness.ne.gov](http://TobaccoHurtsBusiness.ne.gov) for helpful information on establishing tobacco-free policies for your business.

Encourage employees who use tobacco to quit.

Promote the Nebraska Tobacco Quitline as a free and confidential resource: 1-800-QUIT-NOW or [QuitNow.ne.gov](http://QuitNow.ne.gov)

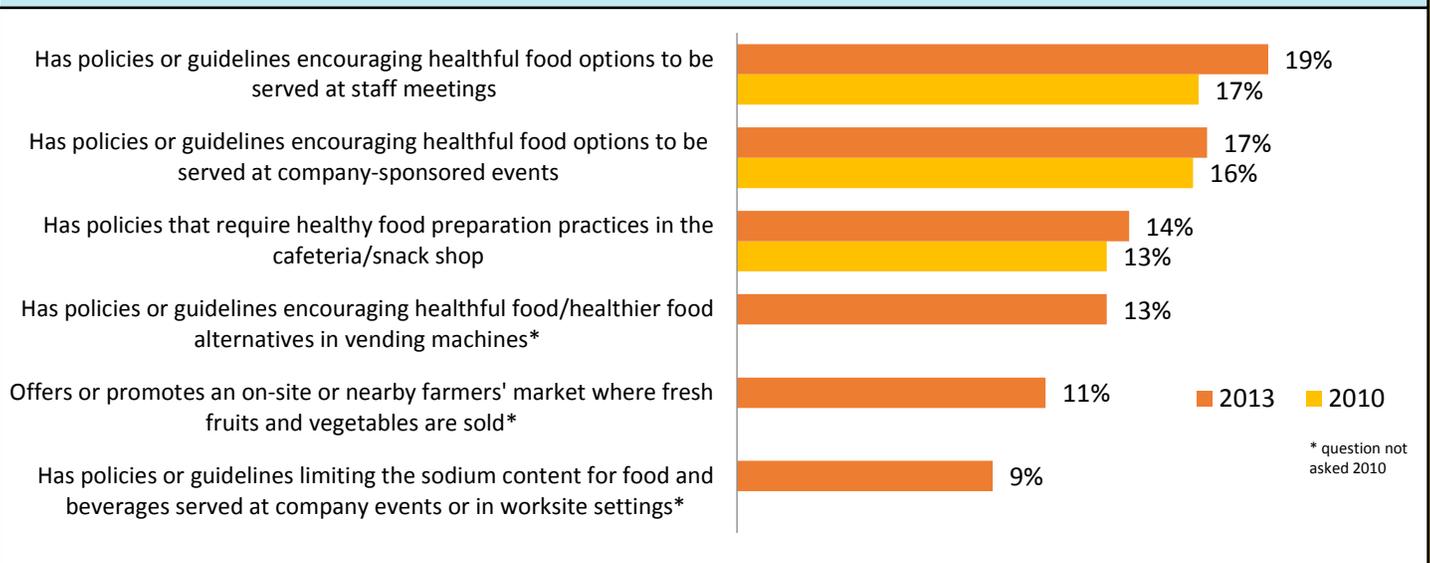
Increase health insurance premiums for those who smoke or use other tobacco products and/or offer nicotine replacement therapies (gum, patches, etc.) as a health insurance benefit.

## WORKSITE NUTRITION

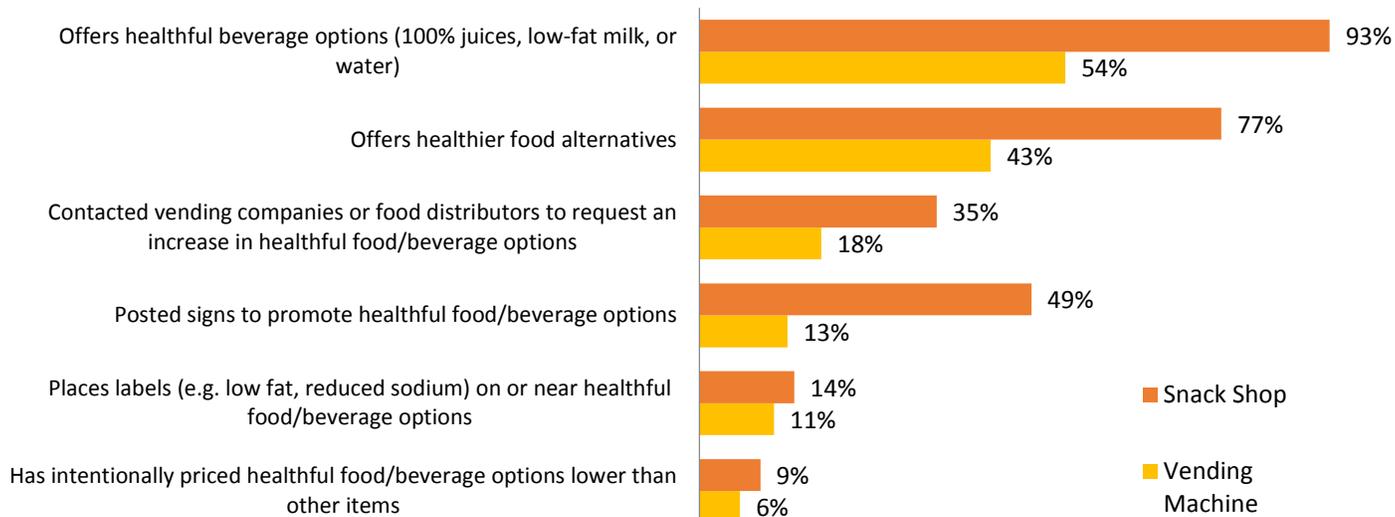
- ▶ Almost eighty percent (80%) of worksites make kitchen equipment available for employee food storage and cooking.<sup>12</sup>
- ▶ Only thirteen percent (13%) of worksites had policies encouraging healthful food/healthier alternatives in vending machines.<sup>13</sup>
- ▶ Larger worksites are more likely to offer healthful or healthier food alternatives or beverages than smaller worksites. They are also more likely to have vending machines or cafeterias or snack shops on-site.<sup>14</sup>
- ▶ Forty-one percent (41%) of participating worksites had vending machines.
- ▶ Majority (87%) of the participating worksites did not have a cafeteria or snack shop. Only thirteen percent (13%) were able to answer the cafeteria/snack shop questions.



**Figure 7: Percentage of worksites with the following food polices**



**Figure 8: Percentage of worksites with the following vending machine and cafeteria/snack shop food practices, 2013**



## Resources

National Alliance for Nutrition and Activity, Healthy Meeting Toolkit  
 Improving the Food Environment through Nutrition Standards:  
<http://cspinet.org/nutritionpolicy/Healthy-Meeting-Toolkit.pdf>

Healthy Beverage Initiative: <http://www.healthylincoln.org/initiatives/bevinit/rethinkyourdrink.html>

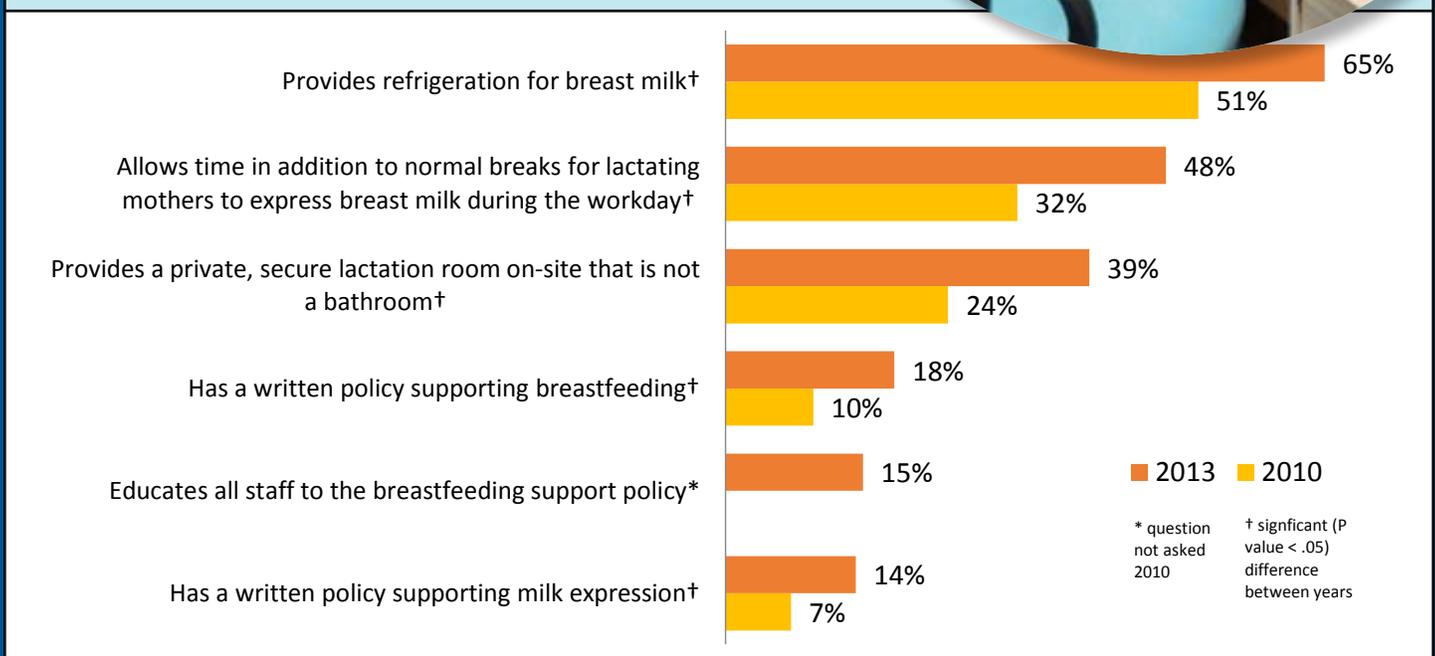
Building Blocks for Success, A Guide for Developing Healthy Beverage Programs:  
<http://publichealthlawcenter.org/sites/default/files/resources/phlc-guide-healthy-beverages-collection-2013.pdf>

## SUPPORT FOR LACTATING MOTHERS

- ▶ Thirty-nine percent (39%) of worksites provided a private, secure lactation room on-site that is not a bathroom.
  - An increase of fifteen percent (15%) since 2010.
- ▶ There has been considerable improvement in support for lactating mothers.
- ▶ A written policy supporting milk expression and/or written policy supporting breastfeeding has doubled since 2010.



**Figure 9:** Percent of Nebraska worksites with the following support for lactating mothers



## Resources

Nebraska Department of Labor, Breastfeeding Requirements in the Workplace:  
<http://dol.nebraska.gov/center.cfm?PRICAT=2&SUBCAT=5P>

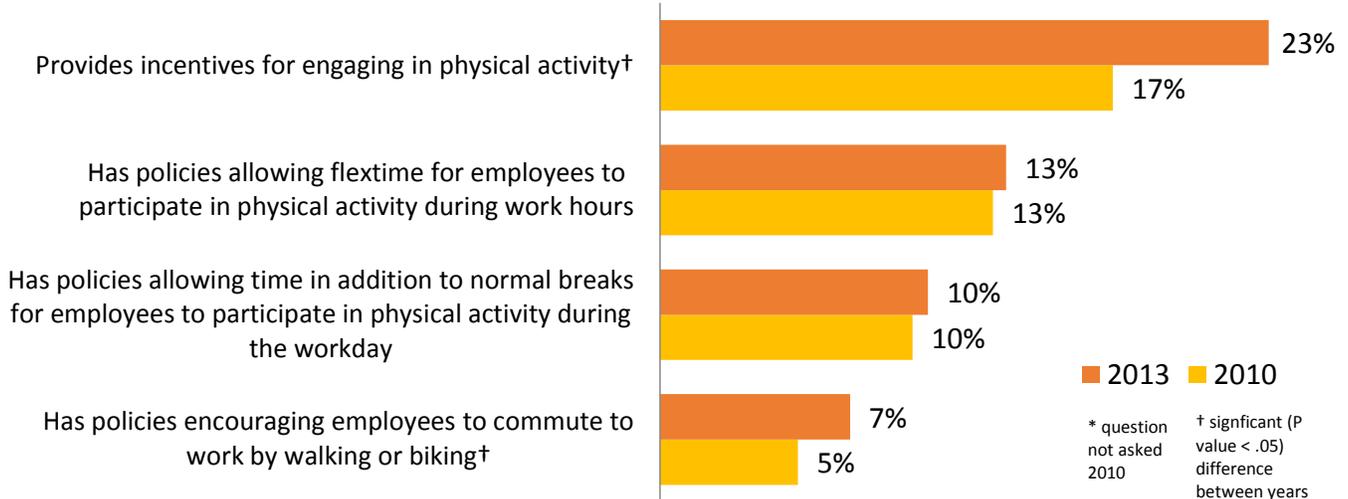
Workplace Support, United States Breastfeeding Committee:  
<http://www.usbreastfeeding.org/Employment/WorkplaceSupport/tabid/105/Default.aspx>

## WORKSITE PHYSICAL ACTIVITY

- ▶ Twenty-five percent (25%) of worksites provided incentives to employees for engaging in physical activity (PA) or had policies supporting employee PA, which is a five percent (5%) improvement since 2010 (Figure 5).
- ▶ Seven percent (7%) of worksites have policies encouraging employees to commute to work by walking or biking.
- ▶ Only thirty-one percent (31%) have a bicycle infrastructure available and less than one in four (21%) of those sites have shower and changing areas to support these commuter practices.



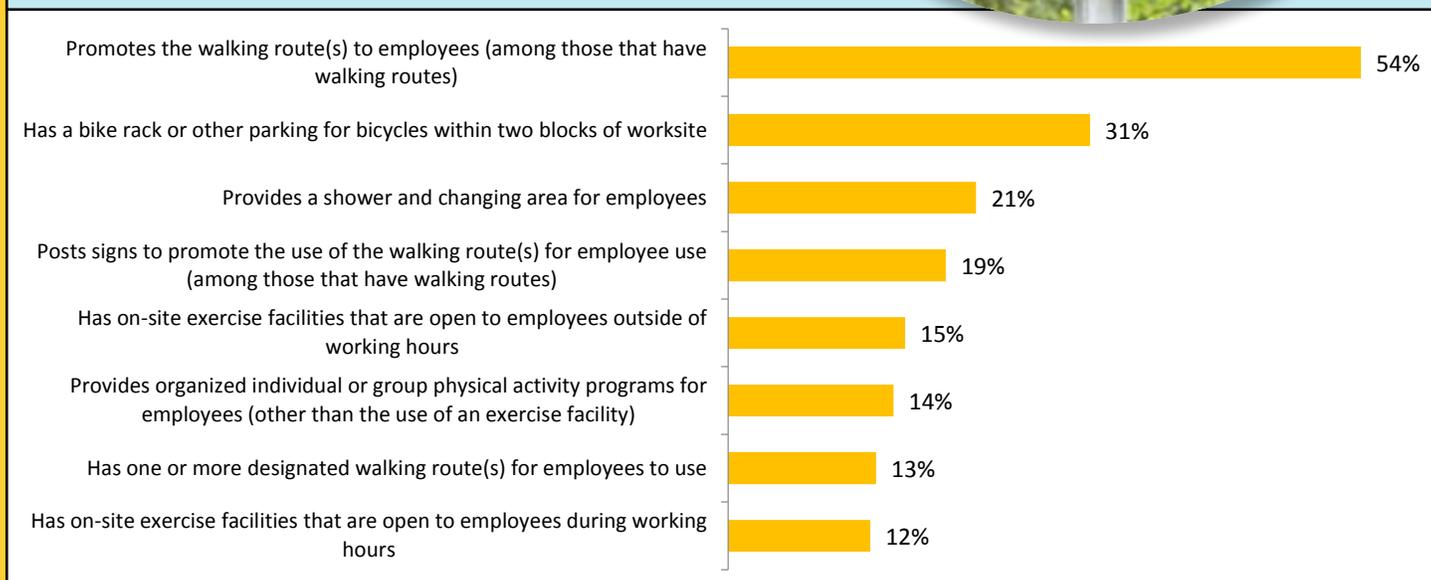
**Figure 10:** Percent of Nebraska worksites with the following incentives and policies supporting physical activity among employees



- ▶ Almost fifteen percent (15%) of worksites have one or more designated walking routes, though only three percent (3%) utilize signage to promote the use of walking routes.



**Figure 11:** Percent of Nebraska worksites with physical activity options to support physical activity among employees, 2013



## Resources

CDC Steps to Wellness Physical Activity Toolkit:  
<http://www.cdc.gov/nccdphp/dnpao/hwi/toolkits/pa-toolkit.htm>

CDC Walking Campaign Tools:  
<http://www.cdc.gov/nationalhealthyworksites/join/walkingtools.html>

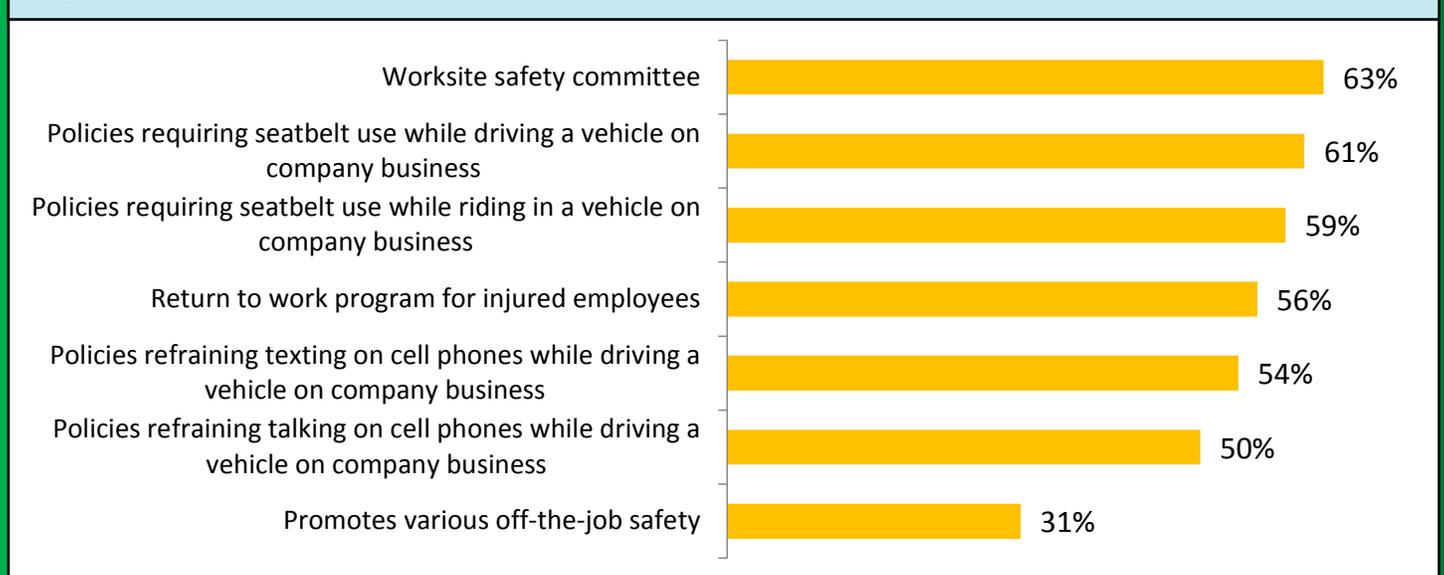
Blue Cross Blue Shield Walking Works Nebraska:  
<http://www.bluehealthadvantage.com/employers/workplace-programs/walkingworks/>

## EMPLOYEE SAFETY

- ▶ Sixty percent (60%) of worksites had a policy that requires employees to wear a seatbelt while driving or riding in a vehicle on company business.<sup>15</sup>
- ▶ Fifty percent (50%) of worksites had a policy that prohibited talking on cellular phones while driving a vehicle on duty, an increase from forty-two percent (42%) in 2010.<sup>16</sup>
- ▶ Fifty-four percent (54%) of worksites had a policy that prohibits texting on cellular phones while driving a vehicle on duty.<sup>17</sup>



**Figure 12:** Percent of Nebraska worksites with policies concerning driving safety and injury, 2013



## Resources

Safety at work:

<http://www.nsc.org/Pages/At-Work.aspx>

Safety on the road:

<http://www.nsc.org/Pages/nsc-on-the-road.aspx>

Safety at home:

<http://www.nsc.org/learn/safety-knowledge/Pages/safety-at-home.aspx>

## **APPENDIX A:**

### **Nebraska Worksite Wellness Survey**

The complete 2013 Nebraska Worksite Wellness Survey is included in this appendix. Worksites and public health professionals are welcome to use any or all survey questions for assessment of worksite policies and programs in their own communities.



# NEBRASKA WORKSITE WELLNESS SURVEY

We greatly appreciate your taking time to complete this survey! Your responses are important in helping the Nebraska Department of Health and Human Services (DHHS) Health Promotion, Chronic Disease Prevention and Management Unit design more effective public health prevention programs. Nebraska DHHS has contracted with the University of Nebraska's Bureau of Sociological Research (BOSR) to conduct this survey.

**1. Is your worksite a subsidiary or branch of a larger company?**

- Yes —————> Answer the survey questions thinking only about **your location**.
- No

**2. Is there more than one building that makes up your worksite?**

- Yes —————> Answer the survey questions thinking only about the **building** that you are in.
- No

**3. Are there other companies in the same building as your worksite?**

- Yes —————> Answer the appropriate questions (such as cafeteria, vending, stairways, etc.) thinking about the **entire building**.
- No

## Worksite Nutrition

**4. Policies regarding food served**

Our worksite:	Yes	No	Not Sure	N/A
a. Has policies or guidelines encouraging healthful food options (such as fruits and vegetables, whole grains, lean meats, and low-fat dairy products) to be served at staff meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has policies or guidelines encouraging healthful food options (such as fruits and vegetables, whole grains, lean meats, and low-fat dairy products) to be served at sponsored events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Has policies or guidelines encouraging healthful food/healthier food alternatives (such as dried fruits, whole grain snacks or foods that are relatively lower in fat, calorie, sugar, or sodium content) in vending machines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Has policies that require healthy food preparation practices in the cafeteria/snack shop (e.g. steaming, low fat/sodium substitutions, limited frying, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Has policies or guidelines limiting the sodium content for foods and beverages served at company events or in worksite settings (cafeteria, vending machines, snack shop).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Makes kitchen equipment (e.g. refrigerators, microwaves) available for employee food storage and cooking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Offers or promotes an on-site or nearby farmers' market where fresh fruits and vegetables are sold.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**5. Vending machine food options**

**a. Does your worksite have vending machines?**

- Yes
- No —————> **Go to Question 6**

Our worksite:	Yes	No	Not Sure	N/A
b. Offers <b>healthier food alternatives</b> (versions of foods that are relatively lower in fat, calorie, sugar or sodium content) in vending machines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Offers <b>healthful beverage options</b> , such as 100% juices, low-fat milk, or water in vending machines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Has contacted any of the vending companies to request an increase in healthful food/beverage options or healthier food alternatives in vending machines <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Has posted signs to promote healthful food/beverage options or healthier food alternatives in vending machines <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has intentionally priced healthful food/beverage options or healthier food alternatives lower than other items in the vending machines <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Places labels (e.g. "low fat", "reduced sodium") on or near healthful food/beverage options or healthier food alternatives in vending machines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6. Cafeteria/snack shop food options**

a. Does your worksite have cafeteria/snack shop?

- Yes  
 No → **Go to Question 7**

**Our worksite:**

	Yes	No	Not Sure	N/A
b. Sells <b>healthful food options</b> , such as fruits and vegetables, whole grains, lean meats, and low-fat dairy products, in the cafeteria/snack shop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Offers <b>healthful beverage options</b> , such as 100% juices, low-fat milk, or water in the cafeteria/snack shop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Offers <b>healthier food alternatives</b> (versions of foods that are relatively lower in fat, calorie, sugar or sodium content) in the cafeteria/snack shop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Has contacted any of the food distributors to request an increase in healthful food/beverage options or healthier food alternatives in the cafeteria/snack shop <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has posted signs to promote healthful food/beverage options or healthier food alternatives in the cafeteria/snack shop <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Has intentionally priced healthful food/beverage options or healthier food alternatives lower than other foods in the cafeteria/snack shop <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Places labels (e.g. "low fat", "reduced sodium") on or near healthful food/beverage options or healthier food alternatives in cafeteria/snack shop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Provides options for smaller portion sizes in cafeteria/snack shop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**7. In your current position, do you have the ability to be involved in making healthy food choices available at your worksite (i.e. vending machines, cafeteria, snack shop, etc.)?**

- Yes → **Go to Question 8**  
 No ↓

**7a. Why do you not have the ability to be involved in making healthy food choices available at your worksite?**

## Support for Lactating Mothers

**8. Lactation programs, policies, and spaces**

**Our worksite:**

	Yes	No	Not Sure	N/A
a. Has a written policy supporting breastfeeding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has a written policy supporting milk expression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Educates all staff to the breastfeeding support policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Provides a private, secure lactation room on-site <b>that is not a bathroom</b> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Allows time in addition to normal breaks for lactating mothers to express breast milk during the workday.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Provides refrigeration for breast milk.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Provides referral information on lactation or lactation supports in the community (e.g. written materials or phone numbers) to employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Worksite Physical Activity

### 9. Policies to support physical activity among employees

Our worksite:	Yes	No	Not Sure	N/A
a. Has policies allowing flextime for employees to participate in physical activity during work hours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has policies allowing time in addition to normal breaks for employees to participate in physical activity during the workday.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Has policies encouraging employees to commute to work by walking or biking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Has policies supporting employee physical fitness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Provides incentives for engaging in physical activity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 10. Physical activity options

Our worksite:	Yes	No	Not Sure	N/A
a. Has on-site exercise facilities, such as a workout room or basketball court, that are <b>open to employees during working hours</b> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has on-site exercise facilities, such as a workout room or basketball court, that are <b>open to employees outside of working hours</b> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Promotes the exercise facilities to employees (e.g. through signs, emails, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Provides organized individual or group physical activity programs for employees (other than the use of an exercise facility).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Provides employees with subsidized or reduced rate memberships to health clubs or community recreation centers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Provides a shower and changing area for employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Has a bike rack or other parking for bicycles within 2 blocks of our worksite.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Has one or more designated walking route(s) for employees to use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Promotes the walking route(s) to employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Posts signs to promote the use of walking route(s) for employee use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Has one or more stairways.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Posts signs to promote the use of stairs within our worksite.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Regularly maintains and keeps the stairwells well-lit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Employee Safety

### 11. Policies regarding driver safety

Our worksite:	Yes	No	Not Sure	N/A
a. Has policies that require employees to <b>wear seatbelts while driving</b> a car or operating a moving vehicle while on company business.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has policies that require employees to <b>wear seatbelts while riding</b> in a car or moving vehicle while on company business.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Has policies that require employees to <b>refrain from talking on cellular phones</b> while driving a car or operating a moving vehicle while on company business.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Has a policy/policies that require employees to <b>refrain from texting on cellular phones</b> while driving a car or operating a moving vehicle while on company business.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Promotes off-the-job safety for the employee and their family on topics such as fall prevention, car seat/seatbelt use and/or poisoning prevention.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has a return to work program for injured employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Has a worksite safety committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Tobacco and the Worksite

### 12. Tobacco Cessation Program

Our worksite:	Yes	No	Not Sure	N/A
a. Has <i>in the past 12 months</i> , offered incentives to employees to quit tobacco use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Has <i>in the past 12 months</i> , offered employees who use tobacco products, a quit tobacco program or any other help to quit tobacco.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Has <i>in the past 12 months</i> , offered free nicotine replacement therapy (NRT) to employees who use tobacco products to help quit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 13. Worksite Tobacco Policies

Our worksite:	Yes	No	Not Sure	N/A
a. Has adopted a policy that restricts smoking within a certain distance from the entrance of the building.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Allows smoking outside only in certain places.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Has a policy that prohibits smoking in outdoor work areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Has adopted a policy that prohibits smoking on the whole worksite campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Has adopted a policy that prohibits smoking in all company or agency vehicles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Has adopted a policy that prohibits the use of chewing tobacco, snuff, snus, or dip in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Has adopted a policy that prohibits the use of electronic tobacco products such as e-cigarette in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Worksite wellness (also known as health promotion) refers to efforts by a worksite or organization to embrace the responsibility of maximizing the physical, emotional, spiritual, intellectual, occupational, and/or social health and wellbeing of their employees. "Offered" wellness programs include all wellness efforts that are available through the worksite whether they are free or for a fee.**

## Employee Education, Motivation and Support

### 14. During the past 12 months, has your worksite offered employees health or wellness programs, support groups, counseling sessions, or contests on the following topics:

	Yes	No	Not Sure	N/A
a. Breastfeeding/Lactation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Cancer Prevention and Treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Chronic Disease Self-Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. CPR/ Basic Life Support Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Diabetes or Pre-Diabetes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Healthy Eating or Nutrition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Heart Disease	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. High Blood Pressure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Injury Prevention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Physical Activity or Exercise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Smoking Cessation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Stress Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Stroke	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Weight Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Chronic disease self-management programs teach people skills and strategies to optimally manage their own health conditions and improve their quality of life.

**15. Policies toward employee participation on chronic disease self-management classes**

Our worksite:		Yes	No	Not Sure	N/A
a.	Has policies allowing <i>flextime</i> for employees to participate in structured chronic disease self-management classes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	Has policies allowing <i>paid time</i> for employees to participate in structured chronic disease self-management classes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Screening and Health Assessments at the Worksite

**16. In the past 12 months, did your worksite offer the following health services or screenings to employees (but not as part of the employees' health insurance or job entrance exam):**

	Yes	No	Not Sure	N/A
a. Periodic Health or Physical Exams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Blood Pressure Checks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Blood Tests to Measure Blood Sugar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Cholesterol Screening	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Physical Fitness Tests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Diet/Nutrition Evaluation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Cancer Screening (Skin, Breast, Cervical, Colorectal)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Body Fat or Healthy Body Weight Screening	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**17. Blood pressure control**

Our worksite:		Yes	No	Not Sure	N/A
a.	Provides one-on-one lifestyle counseling with clinical referral and follow-up provided for employees who were determined to have high blood pressure or pre-hypertension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	Has permanent on-site access for an employee to check their blood pressure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**18. Diabetes assessment and management**

Our worksite:		Yes	No	Not Sure	N/A
a.	Provides a free or subsidized program that includes all of the following: pre-diabetes and diabetes risk factor self-assessments and feedback, followed by blood sugar screening and appropriate clinical referral.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	Provides one-on-one or group lifestyle counseling and follow-up monitoring for employees who have abnormal blood sugar levels (pre-diabetes or diabetes).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c.	Provides free or subsidized self-management programs for diabetes control.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Health Insurance Coverage for Employees

### 19. Health insurance plan

a. Does your worksite offer health insurance plans for employees?

- Yes  
 No → **Go to Question 20**

Our worksite:		Yes, covered at <b>no cost</b> to the employee	Yes, covered at <b>low cost</b> to the employee	Yes, covered at <b>standard cost</b> to the employee	Not covered	Not Sure	N/A
b.	Has a health insurance plan that covers general health physicals/screenings on an annual basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c.	Has a health insurance plan that covers disease management for employees who have been diagnosed with heart disease, stroke, or other chronic diseases (For example, the insurance company will send these members educational materials, cover routine follow-up care, inform their physician of the member's current health status, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d.	Has a health insurance plan that covers pharmaco-therapies (e.g. Welbutrine, Zyban, nicotine patches/gum, Chantix) as aids in smoking cessation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e.	Has a health insurance plan that covers lactation consultant visits and breast pumps.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f.	Has a health insurance plan that covers the cost of cholesterol testing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g.	Covers payment for medications that help to control <b>high blood pressure</b> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h.	Covers payment for medications that help to control <b>high cholesterol</b> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i.	Provides health insurance for diabetes medications and supplies for diabetes management (glucose test strips, needles, monitoring kits).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j.	Has a health insurance plan that covers visits with a Registered Dietitian.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Worksite Wellness

### 20. Policies supporting health promotion

Our worksite:		Yes	No	Not Sure	N/A
a.	Has a health promotion or wellness committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	Has a coordinator that is responsible for employee health promotion or wellness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c.	Has staff that are responsible for employee health promotion or wellness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d.	Has included funding for health promotion or wellness in the budget <i>in the past month</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e.	Has written objectives for employee wellness or health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f.	Has a stated mission or goal for our company regarding the improvement of the health status of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g.	Has senior management actively involved in wellness initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h.	Has provided a health risk assessment to employees <i>during the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i.	Has collected data or feedback on employee interest in wellness program <i>during the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j.	Has advertised the wellness program to employees <i>during the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k.	Has implemented worksite wellness initiatives <i>in the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l.	Has evaluated our wellness program <i>during the past 12 months</i> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m.	Has implemented changes to our wellness program based on employee feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20n. For approximately how many years has your worksite's wellness program been in operation?

 years

21. Are you a member of any of the following worksite councils:

	Yes	No	Not Sure	N/A
a. Well Workplace Nebraska	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Wellness Council of the Midlands (WELCOM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. WorkWell Inc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Panhandle Worksite Wellness Council	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Which of the following are barriers to successful worksite wellness at your worksite:

	Yes	No	Not Sure	N/A
a. Lack of employee interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Lack of participation by high-risk employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Worksite/company cost	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Lack of management support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Time constraints	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Staff to organize worksite wellness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Employees out of office/not in central location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Language barriers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Cultural barriers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. Please use this space to comment about any barriers to implementing wellness policies and/or activities at your work place.

24. To what extent does each of the following employee health issues negatively impact your business?

	No impact	Mild impact	Moderate impact	Severe impact	Very severe impact	Not Sure
a. Stress	<input type="radio"/>					
b. Tobacco use	<input type="radio"/>					
c. Obesity	<input type="radio"/>					
d. Lack of physical activity/exercise/fitness	<input type="radio"/>					
e. High blood pressure	<input type="radio"/>					
f. Diabetes	<input type="radio"/>					
g. Heart disease	<input type="radio"/>					
h. Stroke	<input type="radio"/>					
i. Cancer	<input type="radio"/>					
j. Alcohol and other drug habits	<input type="radio"/>					
k. Poor nutrition	<input type="radio"/>					
l. Injuries at the workplace	<input type="radio"/>					

24m. Please specify any other employee health issues negatively affecting your business in the space below.

25. As of today, including management, *approximately* how many employees, either full or part time, are employed at your worksite?

number of employees at your worksite

26. How many of your employees... (Please use your best estimate)

	Less than 1/3 of all employees	More than 1/3 but less than 2/3 of all employees	More than 2/3 of all employees
a. Are full-time (35 or more hours/week)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Are under the age of 40?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Are female?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Work at least half of their hours away from the worksite (in delivery, sales, contracted out, telecommuting, etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Speak English as their primary language?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Which of the following best describes your position?

- Owner
- Location/General Manager
- Human Resources Representative
- Wellness Coordinator
- Other, please specify:

28. Please use this space to write in any additional comments you may have about the survey or your worksite's wellness activities. Please include comments about activities your workplace may be adding in the near future.

**Thank you! That completes our questions. We greatly appreciate the time you have taken to complete this survey. For your convenience, please use the postage-paid return envelope included in your survey packet to return your questionnaire to the Bureau of Sociological Research.**

Questions or requests from this survey can be directed to:

Bureau of Sociological Research  
University of Nebraska-Lincoln  
P.O. Box 886102  
Lincoln, NE 68588-6102  
Phone: 800-480-4549 (toll free)  
Email: bosr@unl.edu

## **APPENDIX B:**

### **Requesting Data**

- ▶ For some questions a range of responses were used to gauge the effect of a chronic disease on the worksite or the level at which insurance would pay for certain procedures. The 'n' indicates the number of responses for a particular survey item. '%' is the weighted percent responding to a particular survey item. See the Methods section (p. 3) for more information on weighting.
- ▶ If you are interested in the data tables from the 2013 Nebraska Worksite Wellness Survey Report, they are available upon request to DHHS. Please contact Dr. Leah Casanave by phone: 402-471-0162 or by email at: [leah.casanave@nebraska.gov](mailto:leah.casanave@nebraska.gov).



## APPENDIX C:

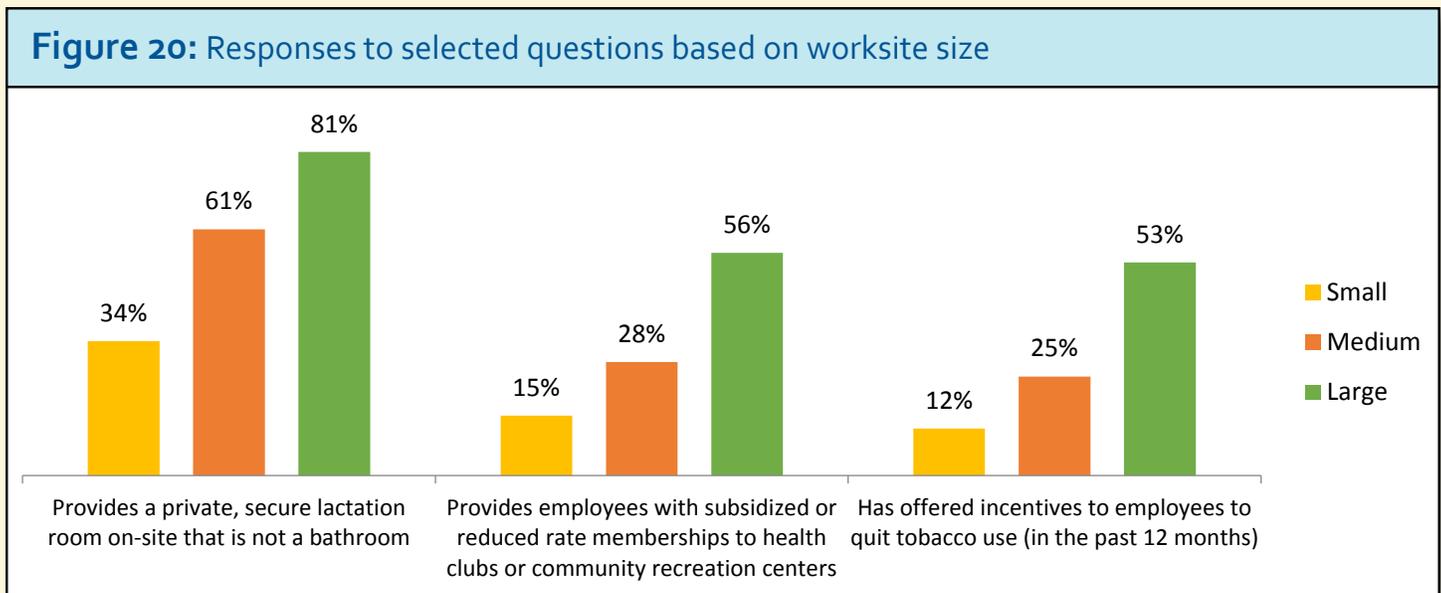
### Differences Among Small, Medium and Large Worksites

**W**orksites were sampled by number of employees and often this factor makes a considerable difference in responses to the survey questions. In most cases larger worksites are more likely to have policies or programs related to worksite wellness than smaller worksites.

One example of where results differ depending on the size of the worksite is their support for lactating mothers. In response to the question about providing a private, secure lactation room on-site that is not a bathroom, only one-third of small-sized worksites provided such a room, while 3 out of 5 medium-sized worksites and 4 out of 5 large worksites did so (Figure 20).

Support for worksite physical activity was also different by worksite size as well. In response to the question about providing employees with subsidized or reduced rate memberships to health clubs and community recreation centers, only 15 percent of small worksites offered this option while increasing considerably among medium and larger worksites (Figure 20).

Similarly, tobacco policies and programs were influenced by worksite size. When asked whether their worksite “has, in the past 12 months, offered incentives to employees to quit tobacco use,” only about 1 in 10 small worksites reported offering such incentives, compared to 1 in 4 medium-sized worksites and half of large-sized worksites (Figure 20).



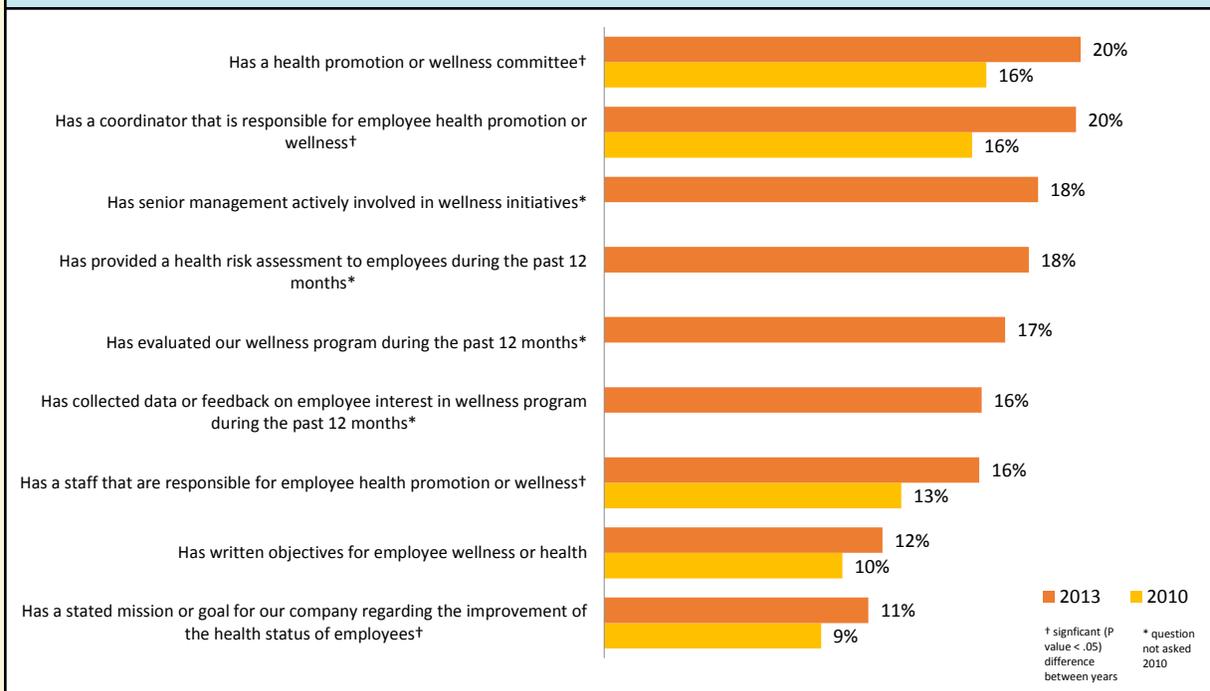
## APPENDIX D:

### Additional Tables and Figures

**TABLE 2: COMPLETED SURVEYS BY BUSINESS SIZE COMPARED TO THE SAMPLE FRAME**

	Small Businesses	Medium Businesses	Large Businesses	Total
Subsidiary/branch of a large company	170 (29%)	200 (39%)	122 (47%)	492 (36%)
More than one building makes up the worksite	171 (29%)	259 (51%)	200 (77%)	630 (47%)
Other companies in the same building as the worksite	147 (25%)	140 (27%)	73 (28%)	360 (27%)
Who Answered Survey:				
Owner	136 (23%)	24 (5%)	0 (0%)	160 (12%)
Site Manager	185 (32%)	97 (19%)	12 (5%)	294 (22%)
HR Representative	121 (21%)	249 (49%)	159 (61%)	529 (39%)
Wellness Coordinator	5 (1%)	13 (3%)	53 (20%)	71 (5%)
Other	101 (17%)	98 (19%)	18 (7%)	217 (16%)
Not Answered	34 (6%)	29 (6%)	18 (7%)	81 (6%)
More than 2/3 of employees not fulltime	112 (17%)	51 (9%)	19 (7%)	182 (12%)
More than 2/3 of employees under the age of 40	121 (21%)	80 (16%)	33 (13%)	234 (17%)
More than 2/3 of employees female	239 (41%)	206 (40%)	62 (24%)	507 (38%)
More than 2/3 of employees work away from the worksite*	61 (10%)	44 (9%)	14 (5%)	119 (9%)
More than 2/3 of employees not speaking English as a primary language	25 (4%)	14 (3%)	6 (2%)	45 (3%)

**Figure 21: Percentage of worksites with the following worksite wellness supports**



Department of Health & Human Services



301 Centennial Mall South • Lincoln, Nebraska 68509

[www.dhhs.ne.gov](http://www.dhhs.ne.gov)

402.471.3121