



EXECUTIVE PROFILE

# “Fitness Pays” at Honeywell

Last spring, Ivo Gonzalez-Vucina, Manager of Health, Safety and Environment (HS&E) at Honeywell, was inspired by an article featuring a program initiated by IBM in the US, which paid employees to get active. IBM employees were eligible for a one-time cash bonus if they exercised at least three times a week for 10 weeks.

Last spring, Ivo Gonzalez-Vucina, Manager of Health, Safety and Environment (HS&E) at Honeywell, was inspired by an article featuring a program initiated by IBM in the US, which paid employees to get active. IBM employees were eligible for a one-time cash bonus if they exercised at least three times a week for 10 weeks.

After doing some research on how a program like this could work at Honeywell, Ivo presented the idea to the Leadership Team. This group of business leaders is made up of directors from each area of the organization. While they were supportive of the idea, they questioned where the money

would come from.

Since the fitness program pays for itself through user fees paid by employees, it was determined that the money would come from here; hence employees would be reimbursed part of their membership fees for being consistently active.

Employees who are active for 30 minutes, three times per week are eligible to collect a payout of \$5 per month, with a cap of \$50 per year. The Tri Fit consultant tracks participation through their card access system.

The program was officially launched in January to enthusiastic employee feedback.

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Ivo enjoying a workout in Honeywell's Fitness Centre

## Alberta Leads the Way in Incentivising Physical Activity

Alberta hopes to be the first province to try luring citizens off their duffs with a tax incentive. Iris Evans, Alberta's new Health Minister is also hoping to be the first government to hand out tax credits to individuals who are in good health according to indicators established by doctors. "Eight-eight percent of Albertans accessed the health system last year. My hope is that in the future, many of them will be doing it for preventative measures," said Ms. Evans, who is on a health kick of her own; she has lost 60 pounds in the last two years. "We need to create an atmosphere of wellness."

Responding to the government's plans Dot Laing, program manager of the Active Living and Wellness Unit for the City of Edmonton feels that such incentives should be directed to those who currently eschew physical activity. She feels that there are no 'easy solutions' when it comes to modifying behaviour, but that convenience is an essential factor on the road to getting people active. Corporate wellness programs are often successful, she says, because people can access workout facilities right where they work.

*Globe and Mail February 1, 2005*

## TWO HEALTH SYMPOSIUMS FOR EMPLOYERS What Path Will You Take to Ensure the Health of Your Business?

### LONDON

Tuesday, June 7, 8:30am - 12:30pm  
at the Highland Golf & Country Club, London

### BRAMPTON/MISSISSAUGA

Thursday, June 9, 8:30am - 12:30pm  
at Lionhead Golf & Country Club, Brampton

#### Program:

**Keynote:** Chris Bonnett, MHSc, President, H3 Consulting, past chair of the Canadian Council on Integrated Healthcare, and a founding member of the Canadian Healthy Workplace Council delivers meaningful insights into the Ticking Time Bomb of Workplace Health.

#### Featured presentations:

"The Biologic Era - New Paradigms for Patients and Plan Sponsors".

#### Executive Panel:

An interactive session with executives sharing approaches that their organizations have taken to link workplace health to their bottom lines.

#### Who Should Attend?

Your organization's management team (CEO, CFO, HR professionals) and others responsible for ensuring employee health, performance and productivity.

#### Registration:

Contact Crosslinks Health Consulting at 519-836-0184 for more information or to register.



## Doing Good Deeds Good For Your Health

Researchers call it the 'helper's high,' the same kind of endorphin rush that runners get loping along a trail. A growing number of studies suggest this high can give the immune system a boost, speed recovery from surgery and cut down on those restless nights.

This new science suggests that the old saying 'It's better to give than receive,' is literally true, says Jeffrey Schloss, an evolutionary biologist at Westmount College in California. In a recent British poll of volunteers, half

of those surveyed said their health had improved over the course of volunteering. One in five even claimed it helped them lose weight. Experiments have also suggested that helping others changes our physiology. A Florida study of AIDS patients found that those who reported higher levels of altruism, including helping people with more advanced stages of the disease, were more likely to live longer.

Another study even went so far

as suggesting that five acts of altruism a week is what it takes to substantially increase happiness and the ensuing benefits. So supporting corporate initiatives that encourage your team to 'give back' to the community, engage in fundraising initiatives and perform daily acts of kindness could have big payoffs for the individual, their fellow colleagues and the organization.

*Globe and Mail January 15, 2005*

TRI FIT PRODUCT UPDATE

# Get Fit @HOME

Get Fit @HOME is Tri Fit's newly updated 12-month circuit training program designed for use in the home.



Get Fit @HOME is a comprehensive step by step manual to get your employees started on a fitness program at their convenience. The manual contains 12 monthly circuit bulletins describing the 8-station circuit of weight bearing exercises. The circuit is designed to work the major muscle groups of the body. Participants are encouraged to exercise a minimum of three times a week, completing the circuit at least two of the days.

The manual also contains a wealth of other information to help you get started and stay motivated including detailed exercise descriptions complete with diagrams, a mini self-scoring fitness assessment, heart rate and Body Mass Index charts, nutrition and stretching guidelines, personal tracking sheets, and more.

The Get Fit@HOME manuals can be customized with your corporate logo. This is a great alternative to subsidizing memberships to a health club or supporting decentralized employees who may not have access to head office facilities. Pricing is available for orders of 25 manuals or more.

Equipment for the program starts around \$90.00. The recommended equipment includes two sets of dumbbells, a mat, tubing and a stability ball. A step is optional.

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## “Fitness Pays” at Honeywell *continued from page 1*

Each month, results will be posted and there will be monthly prize giveaways for everyone that achieves the goal. Once the program is up and running, Ivo hopes to have Honeywell's benefit provider get involved with some funding for the program.

Ivo has done a lot of research and knows that there are many benefits to an on-site fitness and wellness program including, increased productivity, decreased absenteeism and decreased employee stress. However, he notes that the biggest benefit from his perspective is having Tri Fit on board as the in-house experts on health and wellness. “The variety of creative programs and services that are offered really get employees engaged. Rhonda Sibley, our on-site consultant has created a very positive rapport with employees, and her energy is contagious.” “Tri Fit hires great people who are professional and well respected by our employees.”

Honeywell has also seen some pretty impressive results from their numerous health and wellness initiatives. Ivo points out that with an active LTD rate of 1.3% at our Unity Gate location we are below the industry average of 1.6%. As well, given some of the challenges we have experienced in 2004 it is positive that we have added less LTD claims (5) in 2004

than we did in 2003 (8).

As Manager of the HS&E team, Ivo leads by example. Ivo was very active in his youth but took a brief break in his activity levels devoting more time to his studies at the University of Toronto. By his second year he had gained weight and was just not feeling great. It was at this point that he made a decision to change his lifestyle and he has never looked back.

Recently married, Ivo and his wife enjoy running and hiking. To stay motivated, Ivo likes to change his routine from season to season, incorporating sports like soccer with his regular weight training routine. Living in the downtown core, he and his wife typically park the car for the weekend and make their way around town on foot, enjoying all that the city has to offer.

Ivo's advice to those struggling with sticking to their routine - “schedule some activity into your day just like you would a meeting or appointment. It's amazing what a great stress reliever it can be!”

For Ivo, the most rewarding part of his job is having the opportunity to make a difference in employee's lives by fostering a safe and healthy work environment. He is grateful for the strong support of his team and encouraged by the support of the Leadership Team on initiatives like 'Fitness Pays'.

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# INITIATIVES WORLD WIDE

## Target Costs Associated with Physical Inactivity

Physical inactivity has become a major public health problem throughout the world for several reasons. First, the prevalence of inactivity has markedly risen over the last half century as urbanization, motor transportation, computerization, communications technology and increasingly sedentary jobs and pastimes have more than counterbalanced an apparent increase in leisure time or recreational physical activity. Second, physical inactivity is an important risk factor for obesity, cardiovascular disease, colon and breast cancer, and diabetes - non-communicable diseases (NCD), which used to be a burden most commonly associated with high-income societies, but currently maintain a large share of total morbidity and mortality in almost every country in the world. It is estimated for example, that in the United States physical inactivity and poor diet account for at least 14% of all deaths and globally, inactivity accounts for more than 2 million deaths annually. Physical inactivity also has substantial economic costs. Analyses from Australia, Canada, the

United States, São Paulo State in Brazil, and Switzerland indicate that physical inactivity is responsible for 2% to 6% of total health care expenditures. In Ontario this represents as much as \$1.8 billion in potentially avoidable health care expenditures.

In Canada, Ministers responsible for sport and physical activity have recognized the importance of increasing physical activity in every province and territory. Health Canada along with the provinces/territories have set a national target to increase physical activity by 10 percentage points by the year 2010. A national Healthy Living Strategy is being developed and each province/territory



is developing a unique plan to contribute to the national target. In Ontario ACTIVE2010 is the provincial strategy targeting amateur sport development and physical activity promotion. This spring a major promotion will be announced encouraging all Ontarians to walk 30 minutes/day. For more information on ACTIVE2010 check out their website at [www.active2010.ca](http://www.active2010.ca) and for children [www.pausetoplay.ca](http://www.pausetoplay.ca).



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## Tri Fit Launches New Website

We've recently given our website a new look. Log on to [www.trifit.com](http://www.trifit.com) to get up to date information on our new programs and services!