



The Road to Developing a Successful Flexibility Program



Your Destination...Our Priority

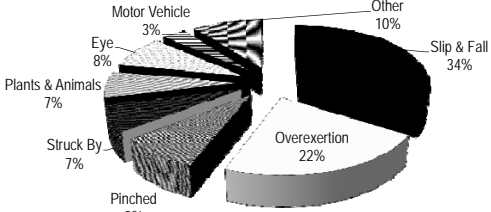
KEYS TO THE PROGRAM

- Identify the Need for a Program
- Program Research
- Management Support
- Union Support
- Joint Labor/Management Committee
- Program Design
- Employee Training
- Employee Support & Buy-in
- Measuring Program Effectiveness



Identify the Need for a Program

- Overexertion injuries (sprains & strains) #2 injury for District 3.
- Highway maintenance jobs are physically demanding.
- The need to reduce our workers' compensation costs.





Program Research

- Study of Municipal Firefighters

	Stretchers	Non-Stretchers
Lost time	\$45,597	\$147,581
Medical	\$39,775	\$87,550
Total	\$85,372	\$235,131


- Mortenson Construction
 - Built new Twins Stadium w/o lost time injury
 - 60% reduction in soft tissue injuries since 1999
- Ryan Construction
- Burlington Northern
- Personal Experience







Management Support

- Open-minded, forward-thinking management team that values workplace safety.
- Management team that supports dedicating time and resources to flexibility program development and implementation.
- Area Maintenance Engineers, Maintenance Superintendents, and Supervisors from each side of the district attended training sessions.
- Supervisors hold employees accountable for performing the stretches twice daily.









Union Support

- The union was notified that a flexibility program was going to be implemented.
- The program was discussed at the labor-management committee meeting, at supervisors' meetings, and safety meetings.
- The flexibility committee was made up of employees and management.
- The union viewed the flexibility program in a positive light and as an employee benefit.










Joint Labor/Management Committee

- Volunteers were solicited to participate in the committee.
- Four management volunteers were selected and four employee volunteers were selected.
- The committee selected a variety of stretches to make up the program.









Program Design


- All stretching exercises were designed by a physical therapist.
- A variety of stretches were selected to provide benefits for the entire body.








Employee Training


- Visited each truck station and/or sub-area to provide training including:
 - Discussing the benefits of stretching.
 - Completing the stretching exercises with the employees.
 - Provided each truck station with a three ring binder with photos and instructions for each exercise.
 - Program is available on the IHUB.








Employee Support & Buy-In

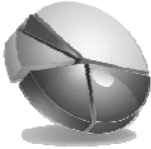
- Employees have noticed an increase in flexibility.
- Employees are feeling better at the end of the day.
- Improved morale as they view it as a benefit.
- Employees that are physically active when they are off of work look forward to stretching at work.








Measuring Program Effectiveness

- Decrease in number of injuries
- Decrease in the severity of injuries
- Lower workers' compensation costs
- Increase in morale






Questions?

Your Destination...Our Priority

