



Historical Summary of American Heart Association Published Positions on Worksite Wellness/Employee Health Management

Worksite wellness programs for cardiovascular disease prevention: A policy statement from the American Heart Association. Carnethon, M. Whitsel, LP. Franklin, B.A. Kris-Etherton, P. Milani, R. Pratt, C.A. Wagner, G.R. *Circulation*. October 27, 2009.

<http://circ.ahajournals.org/content/120/17/1725.full>

This was the American Heart Association's original policy statement on worksite wellness, reaffirming our support for comprehensive programs as an important means of reaching the more than 130 million Americans employed in the U.S. work force and improving the cardiovascular health of this adult population. In this paper we outlined several important components of programs that are important for improving cardiovascular health and well-being.

Speaking with one Voice on Worksite Wellness: The American Cancer Society, the American Diabetes Association, and the American Cancer Society. *American Journal of Health Promotion*. September/October 2011, Vol. 26, No. 1.

<http://www.ajhpcontents.com/doi/abs/10.4278/ajhp.26.1.c2>

This op-ed clarified the position of our three organizations on outcomes-based incentives as a response to the editor's earlier article. We reiterated our concerns that these types of incentives could be used to shift costs to employees with chronic disease and reduce access to affordable, quality health care if important consumer protections were not in place.

Guidance for a reasonably designed employer-sponsored wellness program using outcomes-based incentives. Joint Consensus Statement of the Health Enhancement Research Organization, American College of Occupational and Environmental Medicine, American Cancer Society, and American Cancer Society Action Network, American Diabetes Association, and American Heart Association. *JOEM*. July 2012.

<http://www.everydaychoices.org/wp-content/uploads/2014/11/JOEM-Joint-Consensus-Statement-article-on-Workplace-Wellness-Programs-and-use-of-Incentives-Published-7-13-12.pdf>

After a contentious debate during passage of the Affordable Care Act, we realized the importance of coming together with diverse stakeholders to find middle ground where there was consensus on reasonably designed worksite wellness programs and the use of incentives in outcomes-based programs. This collaborative process culminated in the 2012 guidance paper that was well-received by employers and helped inform the regulatory agencies in the development the final wellness rule.

Food and beverage environment and procurement policies for healthier work environments.

Gardner CD. Whitsel LP. Thorndike AN. Marrow M. Otten JJ. Foster GD. Carson JAS. Johnson RK. *Nutrition Reviews*. Published ahead of print May 7, 2014.

<http://onlinelibrary.wiley.com/doi/10.1111/nure.12116/abstract>

Large employers, federal and state governments, and hospital systems are significant purchasers and providers of food and beverages. This paper described the role of the food-and-beverage environment and procurement policy standards in creating healthier worksite environments.

The role of worksite health screening: a policy statement from the American Heart

Association. Arena R. Arnett DK. Terry P. Li S. Isaac F. Mosca L. Braun L. Roach WH. Pate RR. Sanchez E. Carnethon M. Whitsel LP. *Circulation*. July 10, 2014.

<http://circ.ahajournals.org/content/130/8/719.full>

As the healthcare system in the United States undergoes a paradigm shift that results in a greater focus on the early identification and management of risk factors, this paper reviewed the role of health screenings in the workplace as a promising strategy for early detection of risk factors and managing chronic disease. The paper outlined considerations for screenings including timing, frequency, privacy protection, and delivery models.

Guidance to Employers on Integrating E-Cigarettes/Electronic Nicotine Delivery Systems into Tobacco Worksite Policy.

Whitsel, LP. Benowitz N., Bhatnagar A, Bullen C., Goldstein F., Matthias-Gray L., Grossmeier J., Harris J., Isaac F., Loeppke R., Manley M., Moseley K., Niemiec T., O'Brien V., Palma-Davis L., Pronk N., Pshock J., Stave GM., Terry P. *JOEM*. March 2015. 57(3): 334-343.

http://journals.lww.com/joem/Fulltext/2015/03000/Guidance_to_Employers_on_Integrating.15.aspx

This paper outlined recommendations for employers to deal with these new tobacco products that have entered the marketplace including screening, cessation services, education and awareness, and including them in comprehensive worksite tobacco policy.

Workplace Wellness Recognition for Optimizing Workplace Health.

A Presidential Advisory from the American Heart Association. Fonarow GC. Calitz C. Arena R. Baase C. Isaac FK. Lloyd-Jones D. Peterson ED. Pronk N. Sanchez E. Terry PE. Volpp KG. Antman EM. *Circulation*. 2015.

131:e480-e497. <http://circ.ahajournals.org/content/131/20/e480>

This most recent paper outlined the American Heart Association's commitment to promote science-based best practices for comprehensive workplace wellness programs and establish benchmarks for a national workplace wellness recognition program to assist employers in applying the best systems and strategies for optimal programming.

Regulatory Comments

WORKSITE WELLNESS

- May 25, 2011: **Wellness Program Study: Assessing the Impact of Workplace Health & Wellness Programs**
 - Comments submitted to Department of Health and Human Services
- January 25, 2013: Proposed Rule on **Incentives for Nondiscriminatory Wellness Programs in Group Health Plans**
 - Comments submitted to Department of Labor, Department of Health and Human Services, and Department of Treasury
- September 15, 2014: Draft Current Intelligence Bulletin: **Promoting Health and Preventing Disease and Injury Through Workplace Tobacco Policies**
 - Comments submitted to Centers for Disease Control and Prevention

GINA

- November 12, 2009: **Interim Final Rules Prohibiting Discrimination Based on Genetic Information in Health Insurance** (Implementation of sections 101 through 103 of Title I of GINA)
 - Joint comments organized by AHA, included 62 different organizations
- November 20, 2009: **Interim Final Rules Prohibiting Discrimination Based on Genetic Information in Health Insurance** (Implementation of sections 101 through 103 of Title I of GINA)
 - Comments submitted to Employee Benefits Security Administration, Centers for Medicare & Medicaid Services, and Department of Treasury
- November 20, 2009: Proposed Rule: **HIPAA Administrative Simplification: Standards for Privacy of Individually Identifiable Health Information** (Implementation of section 105 of Title I of GINA)
 - Comments submitted to Department of Health and Human Services