Managing Absenteeism through Workplace Wellness

Tuesday, July 23rd, 2013, Bowring Park Bungalow

Agenda

8:30-9:00 AM - Registration & Morning Refreshments

9:00-9:20 AM - Welcome and Introduction
Richard Alexander, Executive Director, NL Employers’ Council
The population of Newfoundland & Labrador has the highest health and well being risk-factors of any province in Canada, including the highest percentage of overweight and obese people, the highest median age, among the lowest levels of physical activity and the highest mortality rate from leading circulatory diseases and cancers of any province. Richard Alexander, NLEC Executive Director, will showcase recent research on the health of our province’s population, and discuss why being proactive in the health & well being of your employees is essential for employers in this province.

9:20-9:30 AM - Introduction to Stretching at Work
Regular stretching throughout your work day can help relieve stress, relax tense muscles, decrease the risk of chronic injury and increase productivity. Jaclyn Sullivan, Manager of Public Relations & Strategy for the NL Employers’ Council, and certified BodyFlow™ Instructor, will lead you through a series of light stretches designed for the office.

9:30-10:30 AM - Developing a Sick Leave Plan: Is there an optimal structure?
Danny Breen, Vice-President, Jenkins Anthony Inc.
Before you can develop a functioning wellness program that is successful in lowering absenteeism, you need to evaluate your sick leave structure. Does your current structure lend itself to increased absenteeism? What should you do if you discover your current structure isn’t working? Join Danny Breen, Vice President of Jenkins Anthony, a Newfoundland and Labrador owned and operated employee benefit consulting firm, as he describes the optimal sick leave structure for different types of employers.

10:30-10:40 AM - Refreshment break

10:40-10:45 AM - Mid-morning stretch

10:45-11:45 AM - Legal Obligations in Managing Absenteeism

Chris Peddigrew, Partner, Cox and Palmer
Doctor’s notes that provide insufficient information regarding functional abilities of employees who are absent from work for extended periods of time continues to be a major challenge for employers. What
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do you do when you run into issues of absenteeism that seem to have immunity because of a doctor’s note? What are your legal rights as an employer in managing absenteeism? Can you ask for more objective information? What is included in your duty to accommodate? In this session, Chris Peddigrew, Partner at Cox & Palmer, will take you through the often convoluted world of sick notes, problem absenteeism, and your rights and responsibilities as an employer.

11:45 AM - 12:15 PM - Wellness Walk through Bowring Park
Walking can be a great focus for workplace wellness programs. It’s easy to introduce, very inclusive and requires little skill. Walking burns calories, it’s good for your heart, and it relieves stress. Workshop participants are all encouraged to join the NLEC on a short pre-lunch Wellness Walk through Bowring Park to experience the benefits of a mid-day walk on your workplace wellness and productivity.

12:15-1:00 PM - Lunch (provided)

1:00-2:00 PM - Workplace Wellness
Jennifer LeBlanc, Site Manager, Victorian Order of Nurses (VON), St. John’s
Wellness can play a huge role in a company's overall success. In addition to increasing the mental and physical health of employees, a well developed wellness plan can lower absenteeism, increase attendance, boost productivity, and increase employee satisfaction and loyalty. What is workplace wellness and how does it affect absenteeism? When should you consider a workplace wellness plan and what should be included? Jennifer Leblanc from VON will answer these questions, and let you know how being proactive on the health and well being of your employees can impact your bottom line.

2:00-2:10 PM - Afternoon refreshment break

2:10-2:15 PM - Afternoon stretch

2:15-3:15 PM - Developing a Healthy Work Environment Through Employee Engagement
Karen Brake, Human Resources Manager, Molson Coors Canada
Karen Brake, HR Manager with Molson Coors Canada, will lead you through the real life success story of a company who has not only lowered absenteeism, but increased employee retention, maintained a strong relationship with their union and increased employee job satisfaction. This success is due largely in part to the high level of employee interaction and engagement created by such things as employee incentives, work functions, community involvement, and team building exercises- all adding to the mental & physical well being of their workers.