



**ALLEN  
HOSPITAL**  
IOWA HEALTH SYSTEM

Occupational Health



TAKING CARE OF  
*your*  
BUSINESS

December 2008

## Diabetes in the Workplace—What You Should Know

It should not be a surprise that employees with diabetes are found at all levels of a company, from the mailroom to the boardroom. These hard-working men and women do not want diabetes to prevent them from doing a good job. With your company's support for their efforts to manage their disease; they can remain productive and contribute significantly to your organization's success.

Any one of your employees could have diabetes now or develop the disease in the future. Diabetes does not discriminate. It can affect anyone, regardless of race, ethnicity, or gender. Because most employees spend more than a third of their waking hours, on average, at the workplace, your company has a unique opportunity to provide them with diabetes education and support. You need not be large. Organizations of all sizes can do something to help their employees.

The consequences of diabetes and its complications impact your company in two ways: human and economic. The human consequences include a lower quality of life, higher absenteeism, and increased risk of premature death. The economic consequences include lower productivity and greater direct and indirect expenditures for illness and disability. Employees involved in their own self-management typically have better control of their disease and have fewer or less severe complications (stroke, heart disease, kidney disease, etc.). They are more productive and better able to work with their physicians to achieve the best possible health outcomes for themselves.

Although medical therapy is important, long-term diabetes control also depends on the choices patients make about diet, physical activity, and other health-related behavior. These choices are based on patients' knowledge about their disease, their ability to monitor it, and their motivation to self-management behavior. Hence, the importance of diabetes education and user-friendly management tools. Moreover, facts about diabetes, how to manage it, and its potential health complications should be presented to the patient at the time he or she is diagnosed.

Corporate action to improve diabetes care and education will help workers remain productive, decrease diabetes-related complications, and reduce associated costs over time. A dedicated effort and financial investment at the senior management level are essential to achieving these goals. No matter how large or small your workforce, your company will be increasingly affected by diabetes. Your employees need your support and assistance to continue to be productive and effective workers.

For Questions and Answers About Diabetes in the Workplace and the Americans with Disabilities Act (ADA) visit <http://www.eeoc.gov/facts/diabetes.html>. This informative website addresses when diabetes is a disability under the ADA and ADAA and provides information how to accommodate employees with diabetes.

**Allen Hospital Can Help.** Before people develop Type 2 diabetes, they almost always have "pre-diabetes" -- blood glucose levels that are higher than normal, but not yet high enough to be diagnosed as diabetes. (Continued on Page 2)

## Allen Occupational Health Holiday Hours

**Wednesday, 12/24**  
7:00am - Noon

**Thursday, 12/25 through  
Sunday, 12/28**  
Closed

**Wednesday, 12/31**  
7:00am - 4:00pm

**Thursday, 1/1**  
Closed

**Friday, 1/2**  
7:00am - 5:00pm

## Upcoming Events

### Training Certification for Drug-Free Workplaces

2 hr. Initial Training  
\$34/person  
Feb. 12, 8-10 a.m.  
April 24, 1-3 p.m.  
June 17, 8-10 a.m.  
Aug 13, 1-3 p.m.

1 hr. Annual Non-DOT  
Update Training  
\$22.00/person  
Feb 13, 8-9 a.m.  
April 17, 1-2 p.m.  
June 16, 8-9 a.m.  
Aug 11, 1-2 p.m.

(All classes held in the  
Medical Staff Classroom at  
Gerard Hall)  
To register or for more  
information call Cristina  
Johari at 319-235-5043

## OSHA Lists Most-Violated Standards

Scaffolding and fall protection standards in the construction industry continue to top the list of the most frequently violated OSHA standards, and they also have some of the highest fines, according to the Occupational Safety and Health Administration. The eight other most-cited standards are hazard communication; control of hazardous energy (lockout/tagout); respiratory protection; electrical, wiring methods, components and equipment; powered industrial trucks; machines, general requirements; electrical systems design; and ladders (construction only; all others general industry).

## Timely and Convenient Occupational Health Services Offered at Prairie Medical Park in Cedar Falls

Allen Occupational Health offers services at a convenient location in Cedar Falls at Prairie Medical Park (PMP). Please visit [www.allenocchealth.com](http://www.allenocchealth.com) to download a printable map. Call 319-266-3127 or request PMP at time of scheduling.

## (Continued from Page 1) Allen Hospital Can Help.

Allen Occupational Health can help you assess the health of your employees by offering On-line Health Risk Assessments and On-site Blood Screenings. These tools can give you a snap shot of the overall health of your organization as well as give your employees important information about their health. Call Natalie Kracht @ 319-215-9573 for more information.

In addition, Allen Hospital offers Pre-diabetes Classes to assist your employees with diabetes. Classes are \$20/person. To register or for more information call 235-3744.

## Pre-diabetes Classes Offered at Allen Hospital \$20/person (includes handouts and a step counter)

*Classes are held on Mondays in meeting room 5 at Allen Hospital—  
(alternating days and evenings)*

- |                   |                   |                     |
|-------------------|-------------------|---------------------|
| ▪ Jan. 19 9:00 AM | ▪ Feb. 16 6:30 PM | ▪ Mar. 16 9:00 AM   |
| ▪ Apr. 20 6:30 PM | ▪ May 18 9:00 AM  | ▪ June 15 6:30 PM   |
| ▪ July 20 9:00 AM | ▪ Aug. 17 6:30 PM | ▪ Sept. 21 9:00 AM  |
| ▪ Oct. 19 6:30 PM | ▪ Nov. 16 9:00 AM | ▪ December No class |

**To register, or for more information, call 235-3744.**

## Marriott Return-to-Work Tips

1. Train all managers and associates on return-to-work policies and procedures.
2. Develop an "encyclopedia" of transitional duty tasks.
3. Require mandatory immediate reporting of work injuries to ensure a prompt response and appropriate provider referrals.
4. Establish an atmosphere of support; employees who feel comfortable about reporting an injury are more likely to be truthful about the cause of the injury and are less likely to seek legal intervention.
5. Use nurse case managers as a liaison among all parties: the company, the injured employee, the treating provider and claims personnel.
6. Ask the physician to identify activities the injured worker can safely perform, not what the employee *cannot* do.
7. When work restrictions are necessary, be as specific as possible for all job tasks, including lifting, pushing and pulling. (Marriott does not permit fewer workdays or shifts as a RTW option.)
8. Only physicians are allowed to take an injured employee off work.
9. While on transitional duty, the injured worker's salary is charged to the department to which they are permanently assigned; this encourages supervisor buy-in. Individual business units are subject to changes as high as \$50,000 per occurrence, depending on the type of hotel property involved.
10. Limit the length of transitional duty assignments. At Marriott, transitional assignments are typically 60 days in duration, followed by re-evaluation, after which time the assignment may be continued for a maximum of 120 days before additional review.
11. In some cases, permanent accommodations are allowed. This helps keep loyal employees with chronic conditions on the job.
12. When accommodations cannot be safely made at a Marriott property, the injured worker may be released to transitional duty at a non-profit agency.

*Marriott International, Inc., a prominent hospitality company, is frequently recognized for its track record in the ongoing quest to*