

ARTICLE 38 WELLNESS

Section 38.01 - General. The Parties agree that promoting employee wellness, health, and fitness, may benefit HUD in terms of improved productivity, reduced health care costs, and reduced use of leave. Management will support a variety of programs that promote employee health, fitness and wellness, consistent with law, rule, and/or regulation.

Section 38.02 - Committees. A function of the Local Labor Management Forums, referred to in Article 3 of this Agreement, is to encourage wellness programs. The Local forum shall form a subcommittee to address wellness issues. This committee is encouraged to develop/sponsor educational programs, conduct surveys to assess the needs and interests of the employees, promote healthy food choices in the cafeterias and vending machines, and pursue health club discounts. The committee may also explore partnerships with other agencies for fitness and wellness opportunities.

Section 38.03 - Education programs. The Department will provide access to and encourage employees to participate in educational programs such as but not limited to: nutrition, weight reduction, stress reduction, smoking cessation, heart health, and cancer prevention to educate employees on how they may achieve optimal health. The Department shall also provide training programs, where available, related to first aid, cardio-pulmonary resuscitation (CPR) and the use of automatic external defibrillators (AEDs).

Section 38.04 - Immunization Programs. The Department will provide immunizations, where available, through its existing Health Unit or Public Health Service facilities.

When the Department provides immunizations for contagious diseases such as the flu or H I N I, employees not located at a participating facility may use a reasonable amount of administrative time, up to two (2) hours, to secure vaccination for these contagious diseases.

Section 38.05 - Health Examinations. Subject to available funds, health examinations shall be offered to bargaining unit employees within the prorated allocation, if any, made available by the Department within that office. Management shall advise the Union in advance of such examinations and the local committee shall establish criteria to be used for selection.

Section 38.06 – Facilities. Local Wellness Committees may explore the possibility of using existing space in HUD facilities for exercise classes, yoga, and/or other low impact physical fitness activities during employee non-duty hours. The details of such programs and procedures for utilization of space will be a topic of discussion for the Local Wellness Committee irrespective of scheduled fitness activities, the business needs of the Department shall always take precedence.

Section 38.07 - Fitness. Subject to available funds, Management may provide a subsidy for gym, health club, or fitness center memberships, either at an on-site fitness center located in a HUD facility, or, when no on-site facility is available, for local gyms, health clubs, or fitness centers.

If subsidies become available, the National LMF committee will make recommendations regarding the program under applicable law, rule, or regulation.

Local LMF wellness committees are encouraged to make recommendations that support employee fitness efforts.

Section 38.08 - Voluntary Participation. Employee participation in any health program, including but not limited to education programs, immunization programs, health examinations, and fitness programs, shall be voluntary.

- (1) Employees will not be penalized on the basis of their choosing to participate or not participate in such programs, nor will any distinction shall be made among employees on the basis of the hours of participation.
- (2) If the Department tracks program outcomes, the Department shall track only total or general results of the program. Program outcome information will be shared at the national Labor Management Forum. The Department shall not identify individual participants, or use identifying information in any way.

Section 38.09 - Vending. Where vending is available, the Department will make a good faith effort to ensure that healthy choices are available to employees such as: fruits and vegetables, fruit juices, unsweetened waters, low calorie, and other healthy choices.