

## MCC Employee/Family Fitness Program

### Prices Effective September 1, 2008 to August 31, 2009

The Fitness Center has been given the opportunity to expand employee membership options at a reduced rate. The new employee memberships will:

- encourage participation of both employees and their families (family memberships for full time employees only)
- reduce stress
- increase physical energy
- increase productivity
- decrease absenteeism
- decrease health care costs for both MCC and employees

The MCC Employee Fitness Program is designed to enhance the health and wellbeing of our most important assets, our faculty and staff. The goal of the Employee Fitness Program is to promote healthy life-style changes in a supportive environment. Our Work-Site Fitness Program is effective and in a convenient setting to positively impact your health status.

Studies have consistently shown that healthy people make healthy organizations:

- General Electric posted a 38% decrease in health care costs for fitness center members, while non-members posted a 21 % increase.
- Duke University experienced a 4.6 hour decrease in absenteeism of fitness program participants.
- Orgill Brothers presented employees with an employee fitness program, which produced health care costs 35% below projections.

Fitness providers have long known the value of preventive health care. Employees participating in a regular physical fitness program enjoy a wealth of physical benefits including improved heart health, energy level, weight control and a decrease in the risk of a large number of chronic and acute diseases as well as illnesses. In short, healthy employees simply use fewer medical resources.

### Part-Time Faculty and Staff

Part-time faculty and staff are only eligible for individual employee memberships and not the spouse or family memberships.

### Employee Spouse/Family Membership qualifications:

- **At time of enrollment you are a current full-time MCC employee**
- Employee and spouse must be legally married
- A family is defined as a legally married couple and dependent children ages 16 to 21 (ages of children at time of enrollment). Proof of age for dependent children must be presented during the fitness evaluation.

### Procedures

#### Employee only

1. Register for the desired membership type
2. Employee contacts (by phone or in person) the Fitness Center and notifies them of:
  - Membership type, semester (see **Note** under Employee Semester Rates) or yearly
  - Employee makes appointment for fitness evaluation (30 minutes in length)
  - Employee makes appointment for one-on-one program consultation (30 minutes in length)

#### Employee/Spouse or Employee/Family

1. **EMPLOYEE** registers for desired membership type (semester or yearly, and Employee/Spouse or Employee/Family)
2. Employee contacts (by phone or in person) the Fitness Center and:

- Notifies them of membership type
  - Notifies them of names and relationships of eligible family members
  - Makes appointment for fitness evaluation (30 minutes in length)
  - Makes appointment for one-on-one program consultation (30 minutes in length)
3. Family members:
- Contact the fitness center and make appointments for fitness evaluation and one-on-one (30 minutes for each one).
  - Spouse must bring identification at time of the fitness evaluation
  - Children must bring proof of age at time of the fitness evaluation

### Employee Rate\*

	Semester Rate	Yearly Rate
Employee	\$30	\$70
Employee + spouse or + 1 child (16-21)	\$65	\$150
Employee/Family	\$100	\$210

\*Only for full time faculty or staff

**Note:** semesters are four months in length for employee rates:

- Summer: May, June, July, August
- Fall: September, October, November, December
- Spring: January, February, March, April

### Part-Time Employee Rate

	Semester Rate	Yearly Rate
Part-Time Employee	\$30	\$70

**Fees subject to change without notice**

## Before You Begin

**Certain conditions require the completion of our Physician Referral Form. Situations that automatically require the referral include, but not limited to:**

- Men aged 45 and over
- Women aged 55 and over
- Currently on blood pressure medication
- Persons who have had a heart attack or heart surgery
- Previous stroke
- Diabetic

**Situations, which may require a referral during your fitness evaluation, which includes information on your personal/medical history form:**

- Systolic blood pressure  $\geq$  160
- Diastolic blood pressure  $\geq$  100
- Resting heart rate  $\geq$  100
- A combination of information (i.e., current blood pressure, diabetes, cholesterol level, percent body fat, orthopedic problems, etc).

If you require the completion of our Physician Referral Form, we can expedite the process by faxing the form to your physician. Your physician will then fax the form directly to the Fitness Center. **Physician Referral Forms may not be hand delivered to the Fitness Center.**

## Fitness Center Employee Incentive Program

**By successfully completing the MCC Fitness Center Employee Incentive Program, full-time employees will receive:**

- A rollover (via a voucher) of their membership (minimally 43 hours of exercise in 4 months)
- Earn an Incentive T-Shirt (minimally 35 hours of exercise in 4 months)

The Fitness Center has initiated a special Employee Incentive Program for full-time employees. The Employee Incentive Program will aim to:

- Encourage employee participation in exercise programs in the MCC Fitness Center
- Improve health
- Increase positive health factors:
  1. Decrease blood pressure, cholesterol, body fat, stress, resting heart rate and exercise heart rate.
  2. Increase muscle tone, muscular strength and cardiovascular endurance.
- Help employees feel more energized
- Increase productivity
- Decrease absenteeism
- Decrease health care costs for both MCC and employees

### Employee Incentive Program Details

- Length of program is four (4) months (Jan-April, May-August, Sept-Dec). These 4-month periods will be referred to as Fitness Center Semesters (FCS).
- Minimum number of hours of exercise required per FCS is 43 (average of 2.5 hours per week)
- Minimum number of hours of exercise per calendar month is 6.
- All those who achieve the minimum number of hours (43 per semester) will receive a voucher (which is not transferable) for the following semesters membership.
- All those who achieve their 43 hours during a FCS get a raffle ticket for a Grand Prize.
- Maximum workout credit per day is 90 min.
- Minimum number of minutes per workout is 15 min.
- Hours of exercise will be tracked by the computer Login system.
- Employees enrolled in a HHP lab course (HHP120, HHP121, HHP161 or HHP221) will not receive credit for the hours of participation from the HHP course because they apply towards course requirements.
- All full-time employees will be automatically enrolled in the Employee Incentive Program because the number of hours of exercise will be tracked in the Login system. Being automatically enrolled in the Employee Incentive Program does not require any extra work/activity from the employee.
- **Note: The hours listed on the Login computer are the total hours you have ever worked out, NOT the number of hours from the beginning of the semester.**

### Rollover Process

- You will be contacted by the Fitness Center of your successful completion of the Fitness Center Employee Incentive Program.
- The Fitness Center will give you a voucher that can be redeemed at registration when you register for the next semester's employee membership.
- **The employee must still enroll for the next semester, even if they receive the voucher. After they enroll, the rollover (voucher) will be applied to the registration fee.**
- **Full-time employees in a yearly, employee/spouse, or employee/family will receive a prorated voucher for their portion of the membership.**

### **Program Administration**

1. Employee pays fee
2. Employees who are new to the Fitness Center (within the last 18 months) will contact the Fitness Center to schedule:
  - Fitness Evaluation
  - 1-on-1 program consultation
3. Employee starts program

### **Special Considerations**

- **Certain conditions require the completion of our Physician Referral Form. Conditions that automatically require the referral include, but are not limited to:**
  1. Men aged 45 and over
  2. Women aged 55 and over
  3. Currently on blood pressure medication
  4. Previous cardiovascular disease (heart attack, heart surgery, etc.)
  5. Previous stroke
  6. Diabetic
- **Situations, which may require a referral during your fitness evaluation, which includes information on your personal/medical history form:**
  1. Resting Systolic blood pressure  $\geq 160$
  2. Resting Diastolic blood pressure  $\geq 100$
  3. Resting heart rate  $\geq 100$
  4. Combinations of major risk factors (i.e., current high blood pressure, diabetes, cholesterol level, percent body fat, orthopedic problems, etc).

If you are required to complete our Physician Referral Form, we can expedite the process by faxing the form to your physician. Your physician will then fax the form directly to the Fitness Center.