# HISTORY OF WORKPLACE WELLNESS TIMELINE

#### MICHAELRUCKER.COM

Bernardino Ramazzini is the first to write about the effects of work exposure and the possibilities of taking preventative measures to help improve employee well-being



1700s

Bernadino Ramazzini

# The Industrial Revolution 1760 - 1800s

The Industrial Revolution brought with it many new health problems and injuries due to the way work was reformulated and systematized

Welsh social reformer Robert Owen proposed a 10-hour work day to help protect the well-being of workforces



1810

10-Hour Work Day

### 8-Hour Work Day

1817



Robert Owen purposed a more aggressive measure - the 8-hour work day — and coined the phrase "eight hours labor, eight hours recreation, eight hours rest"

Charles Thackrah is credited for having created the first written account of the health problems of industrial workers



1832

Charles Thackrah

# Ford Motor Company

1914



Ford Motor Company is one of the first organizations to implement Owen's idea of an 8-hour work day on a wide scale in the United States

Companies began to offer Employee Assistance Programs (EAPs) primarily focused on alcoholism and mental health



1950s Employee Assitance Programs

Workplace wellness evolved through activities of the occupational safety and health movement (OSH) and the worksite health promotion movement (WHP)



1970s **OSH & WHP** 

#### Nixon Elected

1972



Nixon elected; shift in financial responsibility for personal health care from the government to employers

The Employee Retirement Income Security Act (ERISA) was established, signaling an increased governmental concern for employee health



1974

The Employee Retirement Income Security Act

The Johnson & Johnson's Live for Life Program

1979



The Johnson & Johnson's Live for Life program – which later became known as the prototype for big corporate worksite wellness programs — was established

Reagan elected; health promotion focus was lost at the federal level



1980

Reagan Elected



1986



OSH rebooted an initiative that emphasized improving workers' mental health

Federal government launched an initiative called Healthy People 2000 that proposed that 75% of employers with 50 or more workers should offer health promotion services as a benefit



1990

Healthy People 2000

The National Institute of Mental Health launched Managing Depression in the Workplace



1991

Managing Depression in the Workplace

The National Survey of Worksite Health Promotion Activities

1994



The National Survey of Worksite Health Promotion Activities found that 80% of enterprises were offering educational activities to raise their employees' health awareness, 44% had facilities for fitness and were encouraging activities, and 30% were doing HRAs of their employees

Pender's Health Promotion Model provided guidance for the development of worksite wellness programs



1996

Pender's Health Promotion Model

# Healthy People 2010

2000



U.S. Department of Health and Human Services published a new version of the program Healthy People 2000 — aptly called Healthy People 2010 — aimed for 75% of worksites with 50 or more employees to have a comprehensive health promotion plan

Safeway's CEO Steven Burd writes article How Safeway Is Cutting Health-Care Costs for The Wall Street Journal



2005

Steven Burd

#### Safeway's Claim

2009



Safeway's claims that their wellness incentive program reduces health-care costs is largely debunked

U.S. Department of Health and Human Services published a new version of the program Healthy People - you guessed it: Healthy People 2020



2010

Healthy People 2020

The Patient Protection and Affordable Care Act (ACA) goes into effect



2010

The Patient Protection and Affordable Care Act

The Baicker, Culter, and Song Harvard Study

2010



The Baicker, Culter, and Song Harvard study Workplace Wellness Programs Can Generate Savings is published (states medical costs fall by about \$3.27 for every dollar spent on wellness programs)

The RAND Workplace Wellness Programs Study was published that significantly rebuked Baicker and her colleagues earlier work (states "lifestyle" interventions have little effect of companies' bottom-line)



2013

The RAND Workplace Wellness Programs Study

## Wellness Incentives



Through the ACA, wellness reward/incentive allowances are granted the ability to increase from 20% to 30% (the notable exception is smoking cessation programs where the incentives are higher)

The Equal Employment Opportunity Commission issues final rules on employer wellness programs clarifying how Title I of the Americans with Disabilities Act and Title II of the Genetic Information Nondiscrimination Act of 2008 apply

to employee wellness programs



The Equal Employment Opportunity Commission

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