JAY INSLEE
Governor

STATE OF WASHINGTON
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EXECUTIVE ORDER 13-06

IMPROVING THE HEALTH AND PRODUCTIVITY OF STATE EMPLOYEES AND ACCESS TO HEALTHY FOODS IN STATE FACILITIES

WHEREAS, effective worksite wellness programs improve the health and productivity of the workforce, contributing to state agencies' capacity to accomplish their missions; and

WHEREAS, a number of governmental agencies and programs of the state share goals and missions of the private sector relating to healthy weight and reducing health care costs; and

WHEREAS, a comprehensive wellness plan can improve productivity, quality of life, and life expectancy; and

WHEREAS, policies related to healthy food, activity and behaviors, disease prevention, and exposure to smoke all significantly influence the environments in which people work; and

WHEREAS, the work environment influences the adoption of healthy lifestyles, by making it more or less difficult for individuals to choose behaviors that promote or diminish health; and

WHEREAS, published research about other successful private and public programs throughout the nation shows the importance of a comprehensive wellness program that promotes both worksite wellness activity and health insurance plan design changes; and

WHEREAS, according to research, employers providing lactation support programs receive a significant payoff in employee retention, reduction in sick leave taken, and lower health care costs; and

WHEREAS, chronic conditions such as heart disease, stroke, obesity, and diabetes are largely preventable; and

WHEREAS, agencies collaborating with each other and their valued employees to improve the health of all state employees and reduce health care costs is important to our shared success.

NOW, THEREFORE, I, Jay Inslee, Governor of the state of Washington, by virtue of the power vested in me by the Constitution and statutes of the state of Washington, do hereby declare my commitment to improve the health of state employees and hereby direct the

Governor's Health Leadership Team, as formed in Executive Order 13-05, to convene a State Employee Health and Wellness Steering Committee and implement health and wellness changes for state employees as described in this order.

The Director of the Health Care Authority (HCA) and Secretary of the Department of Health will co-chair the State Employee Health and Wellness Steering Committee (Steering Committee). The Steering Committee will report to the Health Leadership Team on a regular basis.

The Co-Chairs shall select Steering Committee members who shall include a small working group of state employee union representatives, agency representatives, a representative from each of the Office of Financial Management Labor Relations Office and Budget Division, and representatives from the Governor's Legislative Affairs and Policy Office.

The Steering Committee will develop necessary elements of a comprehensive wellness program for state employees. The HCA administers the Public Employees' Benefit Board (PEBB) program. HCA's PEBB program will implement the comprehensive wellness program developed by the Steering Committee by January 1, 2014, that includes but, is not limited to the following:

1. Agencies must participate in the Washington Wellness Worksite Designation Program administered by the HCA.

    a. The HCA's Washington Wellness Worksite Designation Program will provide structure and technical and training assistance to agencies involved in developing an effective internal wellness program for employees. By December 31, 2014, each agency will have made significant progress toward completion of the Washington Wellness Worksite Designation Program, and will report on progress to HCA's program on a semi-annual basis.

    b. As part of the Washington Wellness Worksite Designation Program, state agencies will comply with Section 7(R) of the Fair Labor Standards Act that requires employers to accommodate women who breastfeed their children by providing: (i) A reasonable break time for an employee to express breast milk for her nursing child; and (ii) A place, other than a bathroom, that is shielded from view and free of intrusion from coworkers and the public, to express breast milk.

2. The Steering Committee shall collaborate to develop a PEBB health insurance wellness plan for state employees that will align with the Washington Wellness Worksite Designation Program by January 1, 2014.

    a. The Steering Committee shall collaborate to inform PEBB plan changes that incorporate traditional and non-traditional evidence based methods that encourage participation in the Washington Wellness Worksite Designation Program and help employees and family members achieve their personal health and wellness goals.

The program shall include innovative payment designs to incent both employee and provider participation. The program shall design methods to improve mental health. It shall also strive to reduce smoking rates through tobacco cessation and related programs.

b. The PEBB plan shall incorporate and the HCA will immediately implement the Diabetes Prevention Program. Agencies shall participate in the Diabetes Prevention Program by allowing HCA's PEBB program to host activities at agencies like blood glucose testing events and allowing employees at risk for diabetes to take 30 minutes of work time to participate.

3. By July 1, 2014, all state executive agencies shall adopt and begin to implement a food and beverage service policy for employees. This portion of the order applies to other state agency services including students, custodial populations, and residents. By December 31, 2016, each agency's policy shall be fully implemented.

   a. These policies shall ensure for the provision of healthful food and beverages in all food venues available, including vending machines, cafeterias, on-site retail establishments, and at meetings or events when applicable. Whenever practical, Washington-grown products shall be purchased and promoted.

   b. These policies shall meet the standard of the Washington State Healthy Nutrition Guidelines based on the 2010 Dietary Guidelines for Americans and closely aligned to the Health and Sustainability Guidelines for Federal Concessions that the federal government has already implemented for its agencies.

   c. By March 1, 2014, the Department of Health shall provide an implementation guide to help agencies execute these changes. The Department of Health may provide technical assistance as needed.

   d. The following programs or agencies are exempt from the Food and Beverage Service Policy: (1) Any food service program that follows federally mandated rules and regulations, such as Office of the Superintendent of Public Instruction's school meals programs; (2) Food served to special populations with particular health or religious dietary needs identified by Department of Social and Health Services, the Department of Corrections, or Department of Veterans Affairs; (3) Training programs from Washington State Patrol and other criminal justice training programs; training for park rangers; and trainings at the Criminal Justice Training Center, and the Washington Military Department; and (4) Food served by agencies for a disaster, crisis, or emergency (because these stocks intentionally include nutrient dense food products).

   e. The Steering Committee shall produce a report to the Governor which summarizes the implementation of the food and beverage policies, such as changes needed to food and beverage provisions and service practices and any savings and other

benefits realized through the policy and recommendations for any policy modifications. This report will be delivered by March 31, 2016.

I encourage all other state agencies and institutions of higher education that receive benefits through the PEBB to also participate in this program.

The Steering Committee shall measure progress and link metrics to Results Washington. The Steering Committee shall convene immediately and report its findings, recommendations, and implementation plan to the Health Leadership Team and to the Governor by December 1, 2014.

This executive order will take effect immediately.

Signed and sealed with the official seal of the state of Washington on this 30th day of October, 2013 at Olympia, Washington.

By:

/s/

Jay Inslee
Governor

BY THE GOVERNOR:

/s/

Secretary of State