MEMORANDUM

To: Leech Lake Band of Ojibwe Employees

From: Rodney White, Interim Executive Director

Re: Leech Lake Fitness Policy

Date: March 27, 2006

The Leech Lake Band of Ojibwe acknowledges and supports the importance of physical activity, which benefits the health of the employees, helps improve job performance and may reduce costs associated with health care and lost wages due to the illness of the employee.

In an effort to encourage employees to engage in regular physical activity, LLBO will allow employees up to 30 minutes per day of paid time to exercise, if an employee chooses to do so. This benefit will only be allowed if it does not create an undue hardship on the program/department/division or affects the employees productivity. The Supervisors/Division Directors will make this determination, but all employees should be considered for this benefit. The employee and supervisor must agree on time of day and location at which the employee utilizes this policy. If any discrepancies should occur, the supervisor can at anytime review the sign-in sheets at the area fitness centers, if applicable. If this policy is in any way abused, the opportunity can be taken away from the employee and further disciplinary action will be taken.

Concurrence:

Eli Hunt 4-12-06
Health Division Director, Leech Lake Tribal Council

Lyman L. Losh 4-12-06
District I Representative, Leech Lake Tribal Council

Lyman L. Losh 4-12-06
District II Representative, Leech Lake Tribal Council

Lyman L. Losh 4-12-06
District III Representative, Leech Lake Tribal Council

Muriel G. G. G.
Chairman, Leech Lake Tribal Council

Robert D. Moore 4/12/06
Human Resources Director, Leech Lake Tribal Council

Don LaRose 4/12/06
District II Representative, Leech Lake Tribal Council

Arthur LaRose
Secretary-Treasurer, Leech Lake Tribal Council
SUBJECT: Physical Activity for the Leech Lake Band of Ojibwe Employees

The Leech Lake Band of Ojibwe (LLBO) acknowledges and supports the importance of physical activity, which benefits the health of the employee, helps to improve job performance and may reduce costs associated with health care and lost wages due to the illness of the employee.

PROBLEM IDENTIFICATION

A sedentary lifestyle is defined as engaging in no leisure time physical activity (exercises, sports, physically active hobbies) in a two-week period. An inactive population is at risk medically and financially for many chronic illnesses. These health problems include but are not limited to, diabetes mellitus, cardiovascular disease (which can lead to ischemia, angina and heart attacks), hypertension (high blood pressure), high cholesterol, obesity (defined as a Body Mass Index [BMI] of 30 or above) and osteoporosis.

Chronic diseases related to physical inactivity are associated with two types of cost. One cost involves health care used for preventative, diagnostic and treatment options. The second cost is associated with the lost wages of people unable to work due to illness.

POSSIBLE SOLUTION

Encourage employees to engage in regular physical activity for 30 minutes per day, five days per week. The LLBO show their support through the daily understanding that daily physical activity is required to maintain and/or improve one’s health. Regular physical activity not only significantly reduces the risk of developing cardiovascular disease, high blood pressure, osteoporosis and obesity.
LIKELY OUTCOMES

By allowing and encouraging regular physical activity, we can expect to see a decreased risk of developing cardiovascular disease, diabetes, high blood pressure, osteoporosis and obesity. We can see blood glucose numbers drop, blood pressure numbers lower, and see control of other diseases one may already be diagnosed with. We may see a decrease in lost workdays due to illnesses.

CONTINGENCIES

Supervisors must allow all employees this opportunity. However, the employee and the supervisor must agree on time of day and location the employee utilizes this policy. This policy should not be allowed to affect an employee’s work productivity. If any discrepancies should occur, the supervisor can, at any time, review the sign-in sheets at the area fitness centers. Should this policy be abused in any way, the opportunity can be taken from the employee and further disciplinary action can be taken.