

**Well Workplace Award  
Executive Summary**

**Metal Container  
Corporation's Gainesville  
Lid Plant  
Silver Award**

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WELLNESS COUNCILS OF AMERICA

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# WELL WORKPLACE

## Silver Application

### Basic Information

Name of Organization Metal Container Corporation's Gainesville Lid Plant

Address of Organization  
Gainesville, FL

Council Affiliation Wellness Council of Florida

Contact Person Teresa Baldwin

Title Human Resources Administrative Specialist

Work Telephone

Fax Number

E-Mail Address

Alternate Contact Leslie Schell

Parent Organization Anheuser-Busch Co.

Number of Sites Covered by this Application 1

Number of Employees Covered by this Application 168

Nature of Business or Industry Manufacturing

Name of Plant Manager Gary Bishop

Date of Application August 2002

## **PREFACE:**

### **ORGANIZATIONAL & PROGRAM BACKGROUND**

#### **NARRATIVE**

##### **Organization Type**

Metal Container Corporation's Gainesville Lid Plant is a manufacturing industry located in central Florida. Our core business component is producing aluminum lids for the soft drink and beer industry.

##### **Formation and Evolution of the Wellness Program**

The Wellness Program began in 1998 with the Human Resource Manager. As a means of decreasing work place injuries, she attended numerous meetings at the North Central Florida Safety Council. At the time there had been a lot of lower back strain injuries, costing the company a great deal of time and money.

Around the same time, MCC was also undergoing a structure change. New equipment was being introduced, attrition was taking place, overtime hours increased, and morale slipped. All of these items were taking a toll on the employees' overall happiness and health. With a new focus on wellness, we anticipate that morale and good health will be restored and even improved within the next year.

## **Vision/Mission Statement**

### **MCC Gainesville Lid Plant**

#### **Vision**

Achieve excellence in everything we do.

#### **Mission**

Our goal is to be the *Benchmark* in:

- Plant performance measures
- Utilization of all employees' innovations and capabilities
- Safety, community and environmental responsibility

#### **Values**

##### **People & Relationships**

- Integrity
- Respect
- Positive attitude
- Loyalty
- Fairness
- Leadership
- Open & honest communication
- Forgiveness

##### **Job & Task**

- Quality & customer satisfaction
- Success
- Safety & wellness
- Teamwork
- Employee development & training
- Empowerment
- Involvement in the community & protecting the environment

## **Safety & Wellness**

### **Mission Statement**

**To educate, encourage, and lead our co-workers to a happy, healthy, and longer life.**

#### **Vision**

1. Continue to conduct scheduled Needs and Interests and Barriers to Participation surveys.
2. Target high-risk groups and/or factors.
3. Develop a walking path and organize a walking team.

### **Administrative Location**

The wellness initiative falls under the Human Resources department within the MCC Gainesville organizational structure. The Wellness Coordinator reports directly to the Human Resource Manager, who reports directly to the Plant Manager.

### **Functions of the Wellness Program**

Metal Container's Wellness Initiative has been structured around the seven C's format. Other routine functions are listed below:

1. Develop and implement wellness programs that focus on employees' needs, concerns, and interests.
2. Communicate information to employees.
3. Communicate information to management with the purpose of keeping interest and support high.
4. Evaluate program participation, satisfaction, and barriers to participation.