

IAFF/ IAFC Joint Labor/ Management Wellness Fitness Initiative



Overview

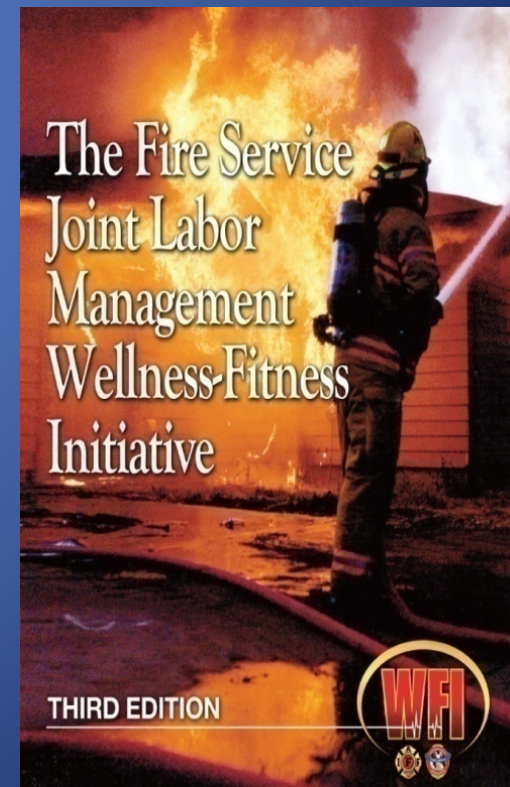
➤ What is the Wellness Fitness Initiative

➤ Components of a wellness program

➤ Why implement a Wellness program?

➤ Cost Justification

➤ How to implement a wellness program

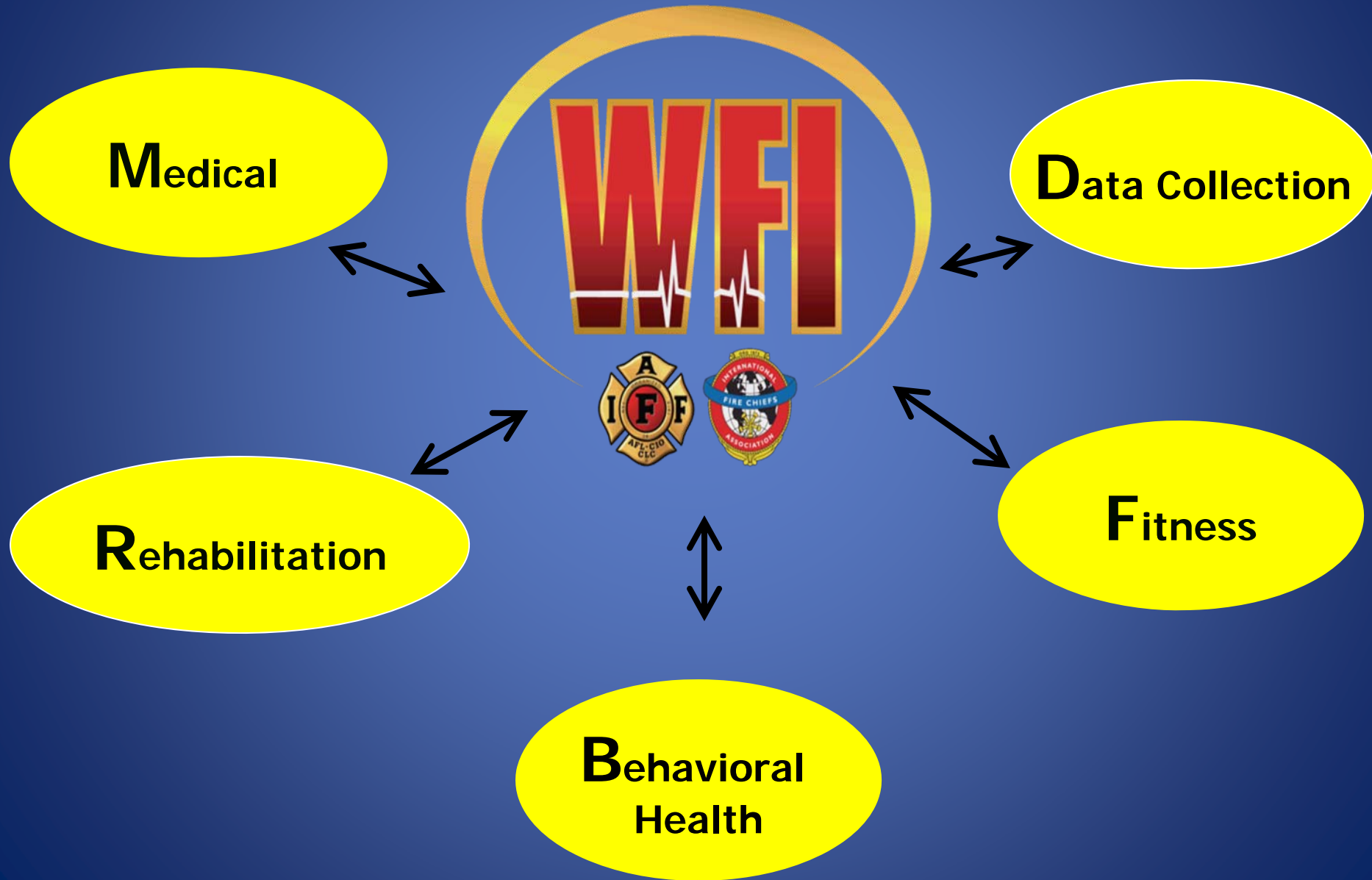


What is the



- Improve the quality of life for safety personnel
- Create a working environment conducive to maintaining healthy and physically fit fire fighters
- ***Reduce workers compensation costs and lost workdays***

Components of the WFI



Medical



Medical

Medical

- Annual screening regardless of age
- Design to identify catastrophic medical conditions in an early and treatable stage

Rehabilitation



Rehabilitation

Rehabilitation

- Injury/Medical/Fitness
 - Medical disabilities and occupational illness and injuries account for 50% of disability retirements
 - 20.3 times greater than the private sector
 - Lower back injuries and strains and sprains account for 50% of total injuries.

Behavioral



Behavioral

Behavioral health

- To maintain a high level of job performance uniformed personnel must be able to cope with emotional, physical and mental stresses of work and personal life
- Important tools to assist all uniformed personnel in achieving total wellness

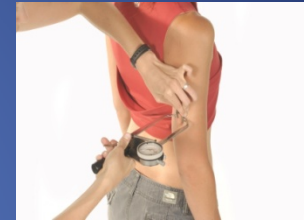
Fitness



Fitness

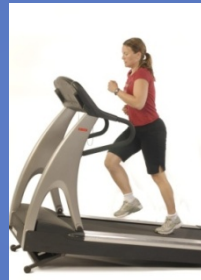
Fitness

1. Body Composition – skin folds



2. Aerobic capacity

WFI Treadmill, Stair Mill



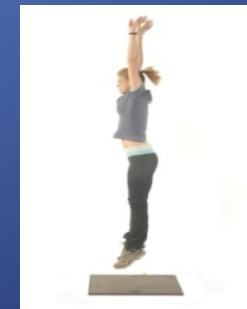
3. Muscular Endurance

Push-ups, Static Plank



4. Muscular Strength

Grip, Arm and Leg Power



Data



Data

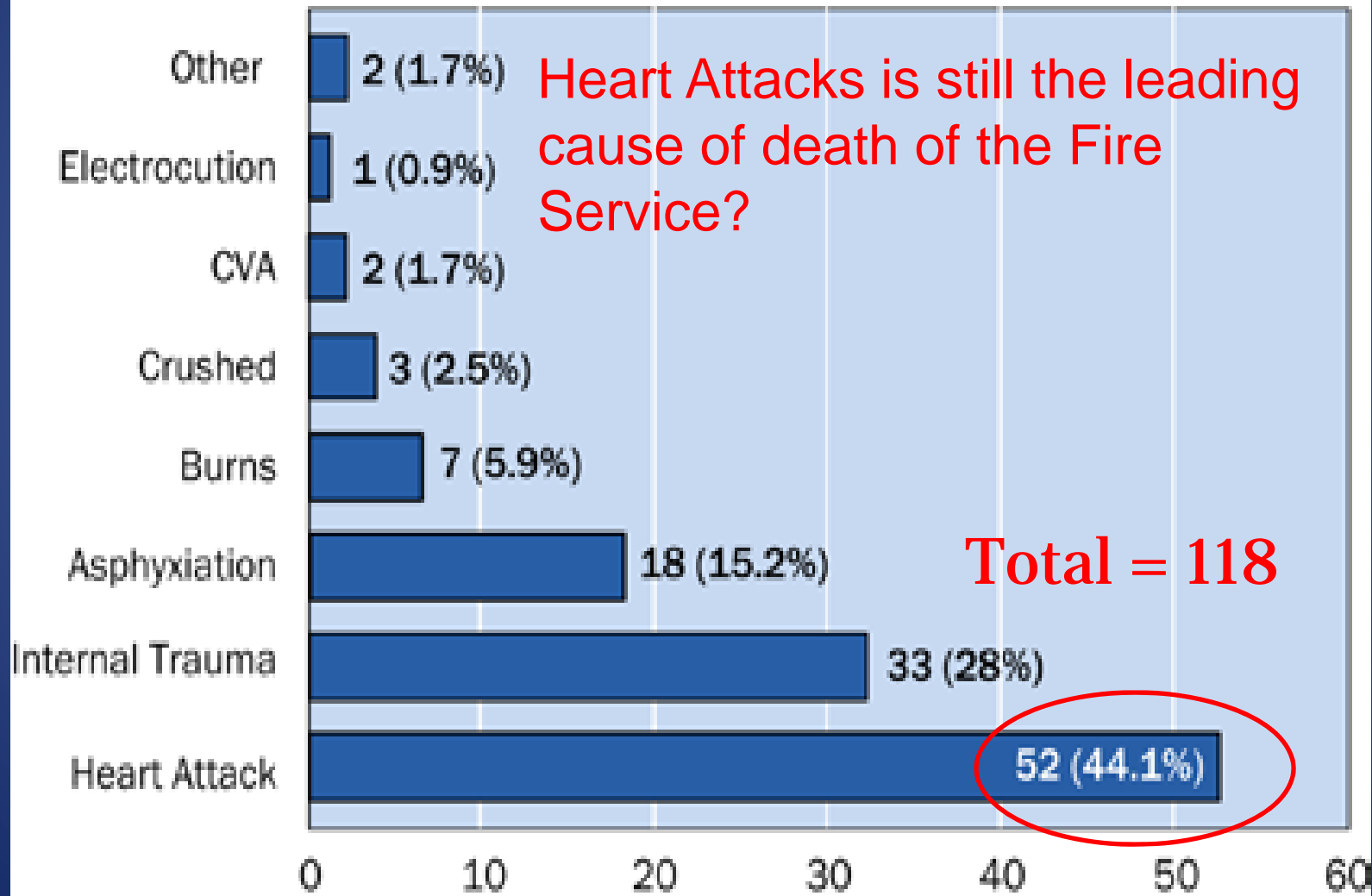
- Data collection
 - Aggregated non-identifiable data used to profile Department personnel
 - age, BP, Chol, Diabetes
 - Provides justification for implementing new programs

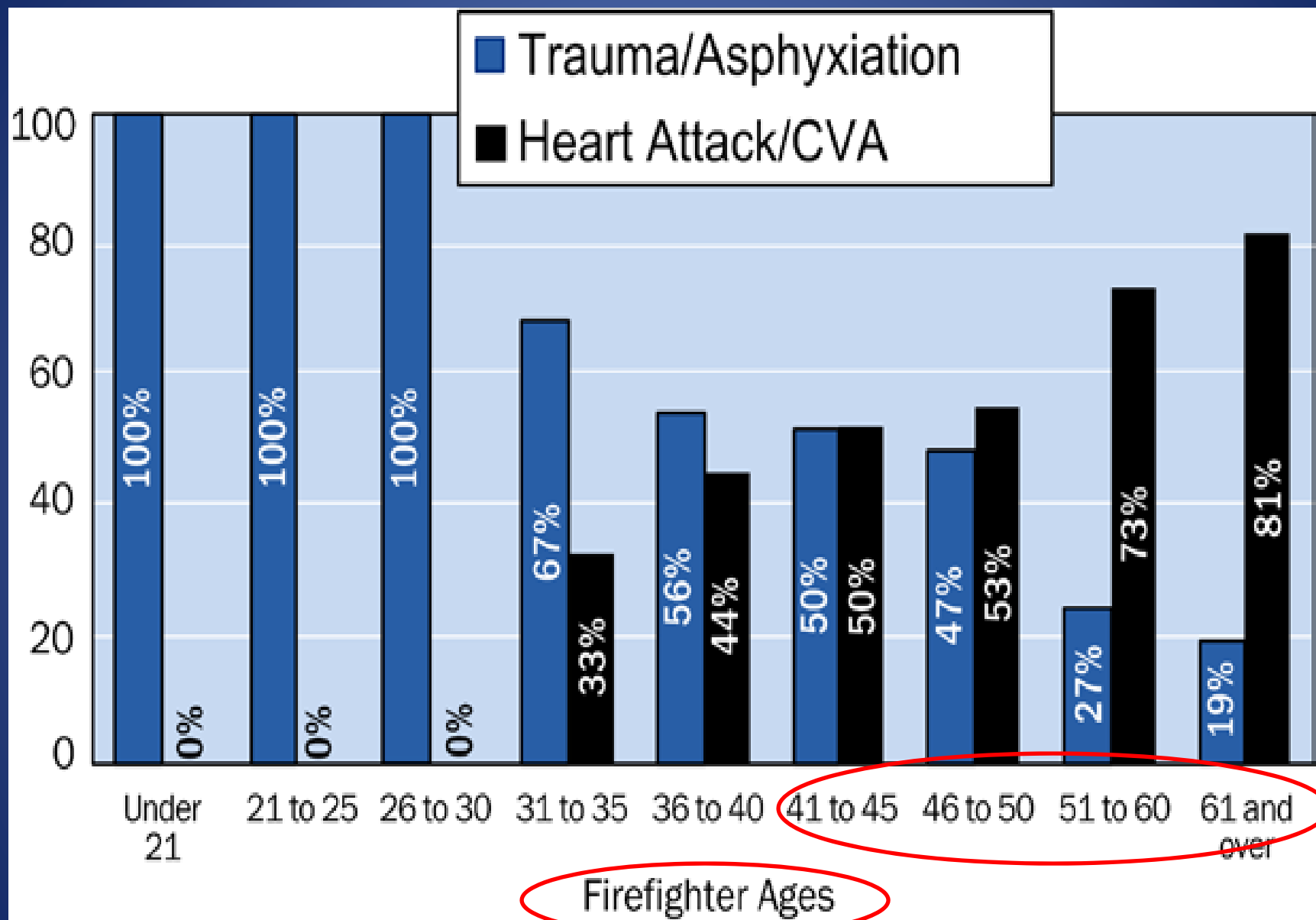
Why Wellness?



Of the 40 stress-related fatalities in 2007, 38 were classified as sudden cardiac deaths. Cardiac events continue to be the leading cause of fatal injury.

Why Wellness?





2007 USFA Firefighter Fatality Report

Line of Duty Injuries

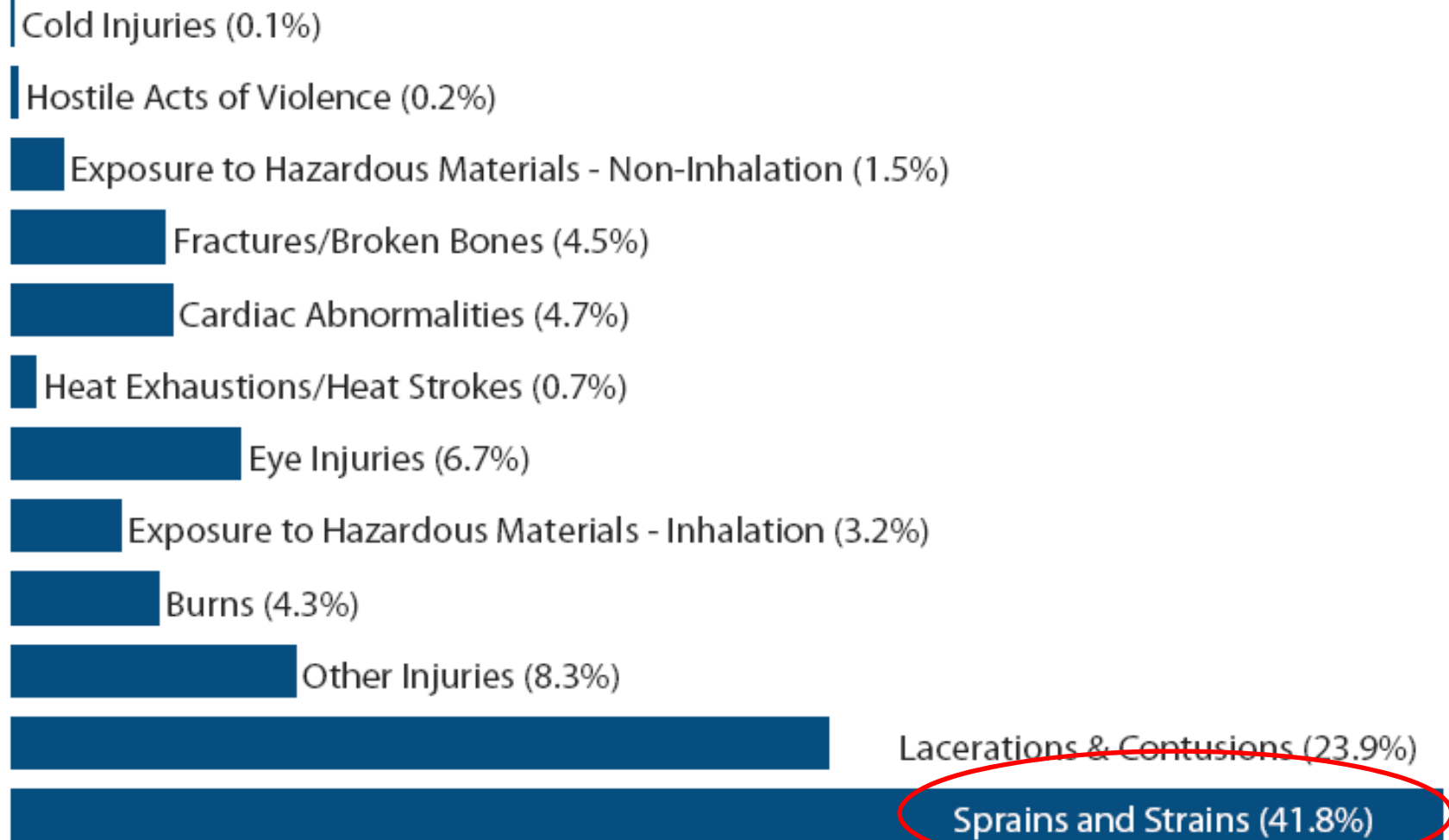
- Injuries contribute to a significant human and financial toll:
 - Lost work hours
 - Higher insurance premiums
 - Back fill / Overtime
 - Disability and early retirement payments.
 - Accommodation issues

Annually 33% of Fire fighters get injured



2007 USFA Firefighter Fatality Report

Distribution of Line of Duty Injuries by Type of Injury



Cancer in the Fire Service

- Leukemia
- Multiple melanoma
- Non-Hodgkin's lymphoma
- Bladder cancer
- Brain cancer
- Testicular
- Prostrate
- Skin
- Large intestine

Presumptive Legislation



www.iaff.org

Physical demands of firefighting

Studies have shown that fire fighters protective gear significantly increases work load on the body

eg. Climbing stairs wearing full protective gear requires **twice the** energy demands than without. (*Karwasky et al, 1986*)

Excess body fat has a negative influence on the ability to perform simulated firefighting tasks and leads to adverse CV effects which increase the risk of premature death (*Davis et al., 1982*)

Physical Demands of Firefighting

The American Cancer Society states that 1/3 of cancer cases can be prevented by improving fitness levels and reducing obesity

Cost Justification

Is Wellness worth the cost?



The Fire Service
Joint Labor Management
Wellness-Fitness Initiative
3rd Edition



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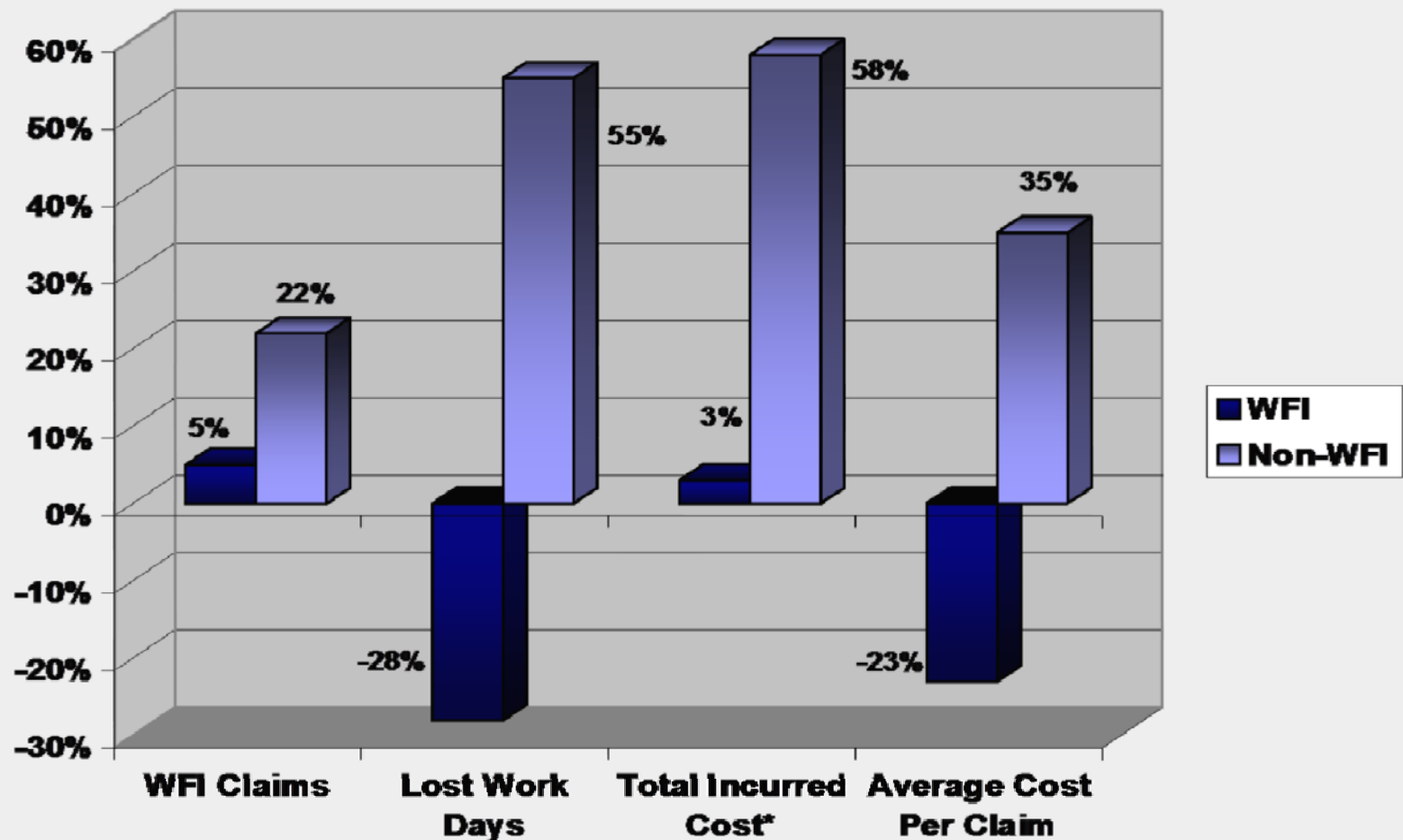
Cost Justification

Task Force Departments have shown:

- > 20% reduction in workers comp claims and lost work days.
- 9% reduction in strains and sprains
- 50% reduction in cardiac claims over a 4 year span.

Cost Justification

Aggregated data was assessed between 8 WFI FD's



Cost Justification

- Annual wellness program costs **averaged \$1,550,000** per site among the four WFI fire departments
- The WFI sites total incurred cost savings and savings on reducing the average cost of an occupational injury/illness claim, ranged from **\$1,336,535 - \$3,904,000 per year per department.**
- A positive return on investment (**ROI**) from at least a **1:1 to a 1:3.**

Implementing the WFI



Implementation

- Labor & Management must agree on the model.
 - Fit for Duty vs. Wellness
 - Mandatory and Non-punitive
 - Confidentiality
 - Norms vs. Standards
 - Cost
 - Performance goals vs. Protection goals

So how does a department Implement the WFI?



The Fire Service
Joint Labor Management
Wellness-Fitness Initiative
3rd Edition



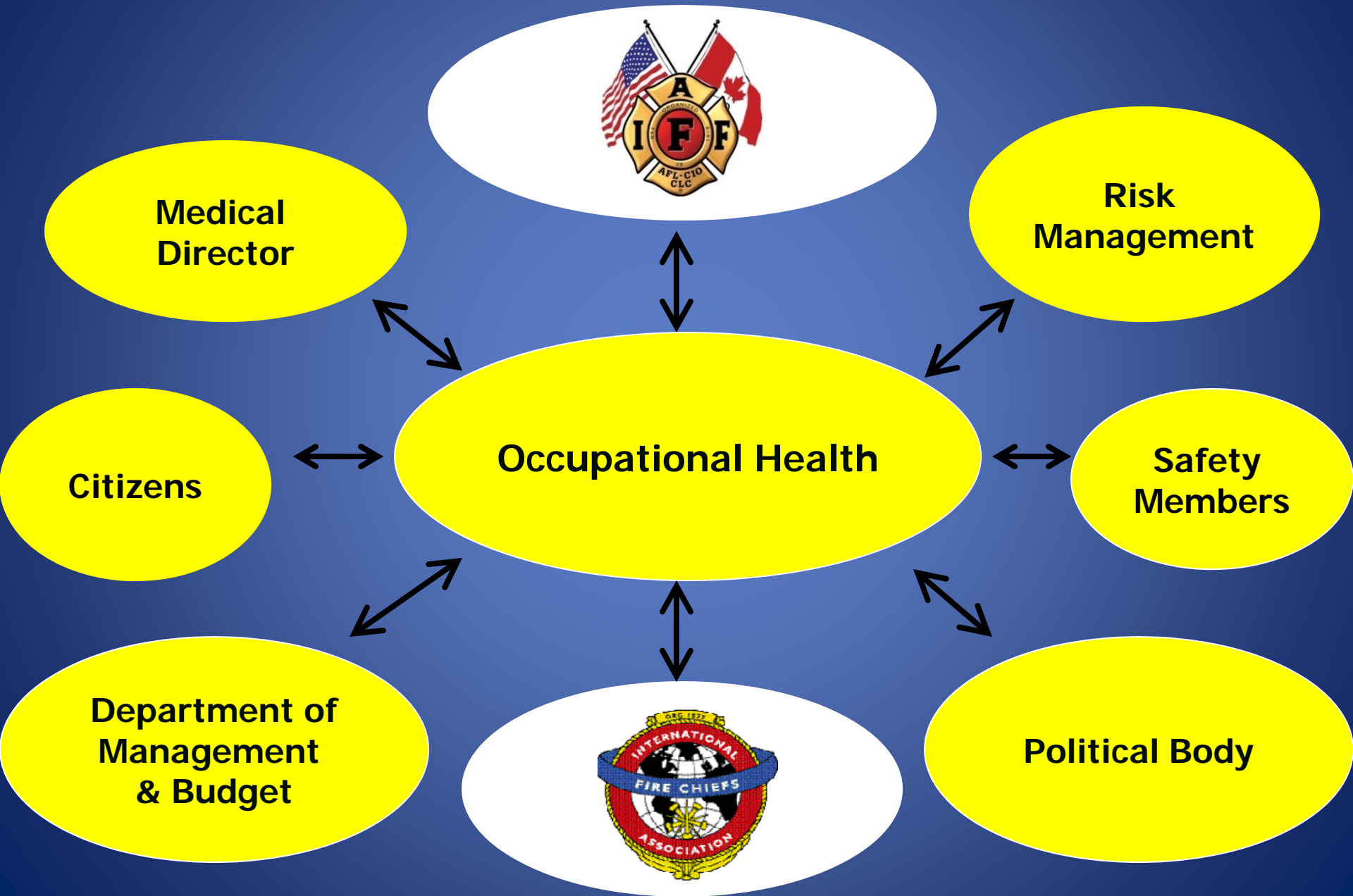
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Program Stakeholder's



Implementation

While various elements and methods of a wellness-fitness program may vary from department to department, the program development process will be similar.

Sample strategies and worksheets in this new 3rd edition to assist you

CHAPTER 8 — Implementation

Management and Labor shall work together to fully implement all components of the WFI.

This chapter highlights the following:

- Introduction
- Step-by-Step Process for WFI Implementation
- Sample Documents and Checklists for WFI Implementation
- Agreement Phase
- Implementation and Maintenance
- Considerations for WFI Implementation

The WFI DVD contains additional resource files for use in the implementation of the WFI program. These resource documents are either in Microsoft Word or Microsoft Excel, which will allow users to edit and customize for their fire department.

To view these resource documents, click on the Implementation Resources folder and search for the title. Once you click a document it will open in a separate window. You can then save the file on your computer. After you have finished you must close the document to view another title.

Each subsection of this Chapter notes the applicable file(s) for that particular subject.

INTRODUCTION

This chapter offers a step-by-step approach to implementing the Joint Labor-Management Wellness-Fitness Initiative (WFI). Any fire department can use this process to evaluate a current wellness-fitness program or to design and implement a new program that meets the criteria identified in this Initiative. While various elements and methods of a wellness-fitness program vary from department to department, the program development process will be similar. To assist in this process, sample strategies and worksheets have been included to assist with implementation of the WFI in your organization.

Uninformed personnel who respond to emergency incidents are required to put forth a high level of physical effort. This effort, over time, affects the long-term health and response-readiness of our first responders. The consequences of compromised uninformed personnel health and fitness can result in serious injury and even death. For the past 20 years, annual fire fighter mortality rates have shown that 50 percent of fire fighter fatalities are the result of various forms of heart disease. A 2006 study commissioned by the International Association of Fire Fighters reported similar findings. Between 2000 and 2005, health and fitness-related factors contributed to over 50 percent of fire fighter line-of-

duty deaths. What these statistics indicate is that adverse outcomes facing fire fighters and fire service organizations may be preventable through improvements in the underlying health and fitness of department personnel.

To respond to emergencies safely and effectively and to avoid injuries and recover rapidly, uniformed personnel must possess a high level of physical fitness. This includes aerobic fitness, muscular strength, flexibility and endurance, as well as sound behavioral habits. If significant progress is to be made in the reduction of health-related fire fighter deaths and serious injuries, it is imperative that fire service organizations embrace a comprehensive wellness-fitness program.

A wellness-fitness program that is developed and implemented in accordance with the WFI will help secure the highest possible level of health to fire response personnel. These programs have also been shown to provide the additional benefit of being cost effective, typically by reducing the number of work-related injuries and lost workdays due to injury or illness. This has been found in cities and locals around the country following their implementation of the WFI.

STEP-BY-STEP PROCESS FOR WFI IMPLEMENTATION — DESIGN PHASE

- Obtain the Wellness-Fitness Initiative (WFI)

Additional copies of the WFI DVD can be obtained by contacting the IAFF or the IAFC at the following addresses:

International Association of Fire Fighters
Division of Occupational Health, Safety, and Medicine
1750 New York Avenue, NW
Washington, DC 20006
202.737.8484
202.737.8418 (Fax)
<http://www.iaff.org>

International Association of Fire Chiefs
4025 Fair Ridge Drive, #300
Fairfax, VA 22033-2868
703.273.0911
202.273.9363 (Fax)
<http://www.iafc.org>

Those involved in the implementation of this program must take the time to review all chapters carefully to become familiar with the general program approach and objectives.

Additional Resources:
• WFI Checklist

Design Phase

- **Obtain the Wellness and Fitness Initiative (WFI)**
- **Establish a Project Team – Sample Flow Chart
Sample Meeting Guidelines**
- **Identify and Compare Elements – Sample Comparison Worksheet**
- **Develop Mission Statement, Goals, and Objectives – Sample Goals & Objectives**

Design Phase

- **Identify Alternative Approaches for each Objective** – Sample Alternative Approaches
- **Develop a Budget** – Blank Time-Line Budget & Charts
-
- **Determine Available Funding** – Sample Needs Survey Sample Grant
- **Prepare a Strategic Plan** – Sample Strategic Plan Agenda

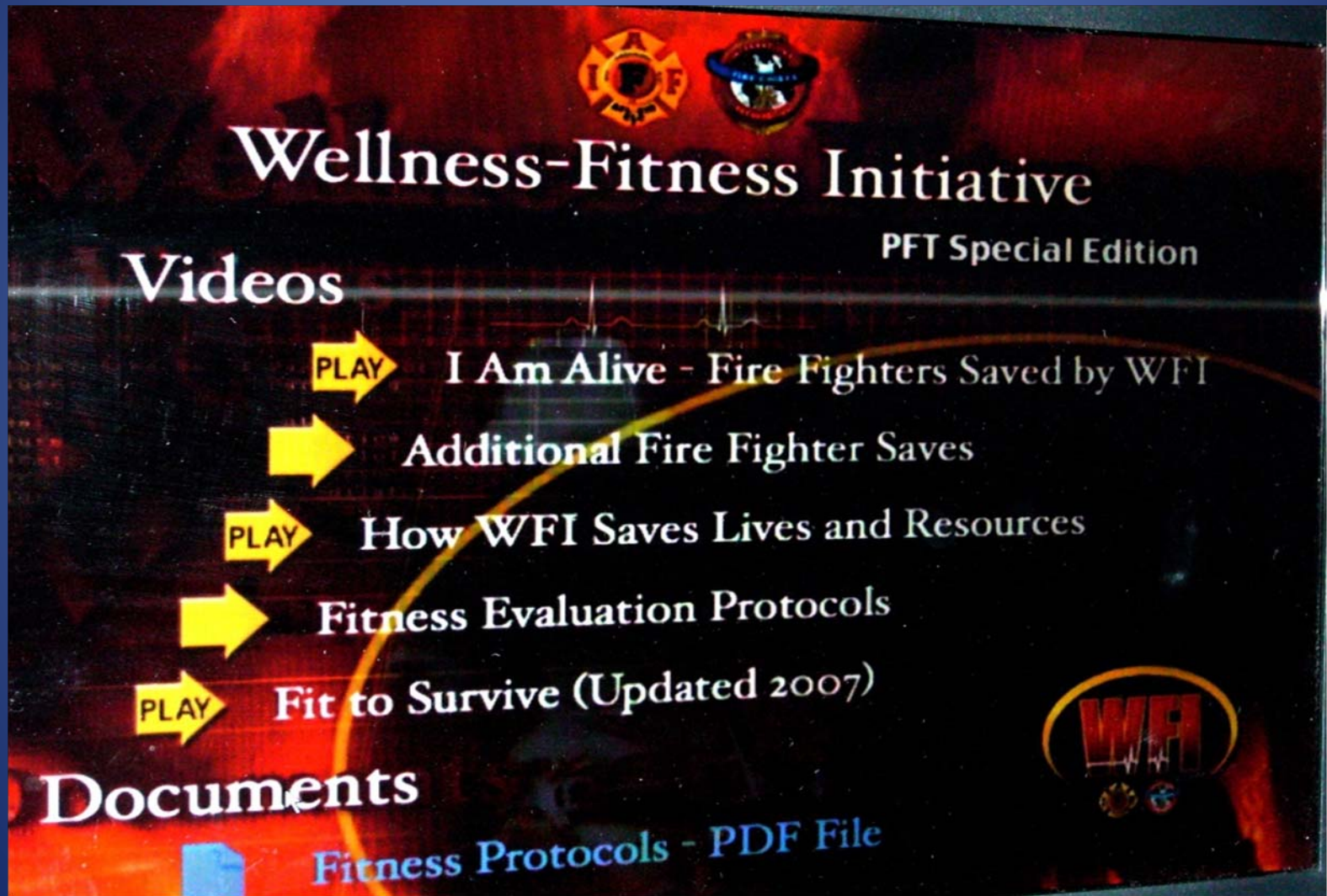
Agreement Phase

- **Review the Strategic Plan**
- **Submit the Strategic Plan for Adoption**
- **Implement the Strategic Plan – Sample MOU Sample Request For Proposal (RFP)**
- **Internal Education/Marketing – Sample Communication Plan**

Implementation and Maintenance Phase

- **Organize Implementation Teams – Sample Team Meeting Agenda**
- **Develop an Implementation Strategy – Sample Action Plan Worksheet**
- **Monitor Progress – Sample Pre-Program Survey**
- **Collect Data – See WFI Chapter**
- **Review and Update the Plan Regularly – Sample 1-Year Post Survey**

Resources





**WELLNESS
FITNESS
INITIATIVE**

RESOURCE


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[Departments](#)
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[Fitness](#)
[Injury-Rehab](#)
[Behavioral
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FIRE SERVICE JOINT LABOR MANAGEMENT WELLNESS-FITNESS INITIATIVE RESOURCE



There are a number of fire departments throughout the US and Canada that have developed model wellness fitness programs based upon the IAFF/IAFC Joint Labor Management Wellness Fitness Initiative (WFI). This Wellness Fitness Resource is an opportunity for your department to benefit from the trials and tribulations of these successful departments to develop or enhance your wellness fitness program.

This centralized resource has been developed to allow for the exchange of information about successful programs – allowing new program managers to benefit from the experience of others in a highly efficient manner. This on-line resource guide is a living resource and will be updated and expanded to include additional on-line resources where fire fighters can gather information on successful programs, contact those that are managing these programs, and capitalize on the experiences of others.

This website can be navigated by viewing each department's wellness program or by individual WFI components. The cities are broken down between the Task Force and non-Task Force departments. Click on the department tab up top to find a list of participating cities. To view the WFI components click on the tab you wish to view.



**WELLNESS
FITNESS
INITIATIVE**

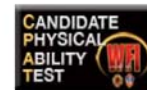
RESOURCE


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FIRE SERVICE JOINT LABOR MANAGEMENT WELLNESS-FITNESS TASK FORCE

The IAFF, IAFC and 10 pairs of local union and their municipalities joined together to form the Fire Service Joint Labor Management Wellness-Fitness Task Force. The Task Force has dedicated itself to developing a holistic, positive rehabilitating and education approach to wellness and fitness programs in the fire service.

You can view more details on the WFI program [here](#) including The Candidate Physical Ability Test (CPAT), the PFT Trainer Certification and several WFI videos.



Please click on the individual city links for an overview of their wellness program.

TASK FORCE CITIES

[Austin, TX](#)
[Calgary, AB](#)
[Charlotte, NC](#)
[Fairfax CO., VA](#)
[Indianapolis, IN](#)
[Los Angeles Co., CA](#)
[Metropolitan Dade County, FL](#)
[New York City, NY](#)
[Phoenix, AZ](#)
[Seattle, WA](#)

NON-TASK FORCE CITIES

[Beckley, WV](#)
[Carrollton, TX](#)
[Council Bluffs, IA](#)
[Everett, WA \(Snohomish County Fire District 1\)](#)
[Lewiston, ME](#)
[Orange County Fire Authority, CA](#)
[Portland Fire & Rescue, OR](#)
[Prince George's Co., MD](#)
[San Diego, CA](#)
[Tualatin Valley Fire & Rescue, OR](#)



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AUSTIN, TX

IAFF Local	Austin Fire Fighters Association, IAFF Local 975
District	11
Department	Austin Fire Department
Members	1,150 All Career
Contact Information	Jill Craig Jill.Craig@ci.austin.tx.us

The Austin Firefighters Association, IAFF Local 975, and the Austin Fire Department (AFD) are located in the IAFF's 11th District. The AFD is an all career department with approximately 1,150 members.

Approach

In 1995, AFD began giving full medical exams to all new hires, all members promoted to a higher rank and all special operation team members. Once in the rotation they continued to receive annual medical exams, building each year on the number of exams given. These initial exams were outsourced to an occupational medical group.

In 1996 the AFD began by developing and administering their first department-wide fitness assessments utilizing a contracted Wellness-Fitness Coordinator. The position was approved as a full-time employee of AFD in 1997. By a provision introduced into the labor contract by the union, the Wellness and Fitness program would be directed by a civilian subject matter expert. The Wellness-Fitness Coordinator performed fitness assessments, exercise programming and nutritional counseling. During the first year, assessments were delivered in the station while members were on duty. By the second year AFD began placing the units out of service as members were brought to a central site for the annual assessment.

In 2004, the AFD received an AFG grant which lead to the opening of the AFD medical clinic in 2005. The AFD now operates a full-time clinic with a staff of seven including a physician, an RN/administrator, two exercise physiologists, one exercise physiologist/sports medicine specialist, a records clerk and an administrative assistant.

Medical

 Facility

 In-house




**WELLNESS
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RESOURCE


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**WFI SAVES
LIVES AND
RESOURCES
VIDEO**



COST JUSTIFICATION

The WFI is designed to improve the quality of life for all fire fighters while simultaneously seeking to prove the value of investing wellness resources over time. A number of studies have shown that a well designed and implemented health and wellness program provides a favorable Return on Investment (ROI). One of the major roadblocks in preventing fire departments from implementing the WFI is cost and concerns about the economic benefit of such a program.

The Cost Justification chapter in the 3rd Edition of the Fire Service Joint Labor Management Wellness-Fitness Initiative determines the economic impact by calculating occupational claims and costs among the charter fire departments that have adopted and implemented the WFI.

This section below contains an overview of the various tools and ideas that have been used by some of the departments to show cost justification.

DEPARTMENT	METHOD/DATA COLLECTED
Austin	Tracks cost savings through Worker's Comp and safety office
Calgary	Track worker's comp claims cost/savings and lost time of work hours
Fairfax Co.	<p>Uses MedGate for medical database system to collect and analyze clinical and health outcome data</p> <p>Once the WFI/Cancer and Occupational Disease Database (funded by the University of Maryland, Baltimore School of Maryland) is completed, FCFRD will transfer data from their Medical Information Systems to the IAFF central database</p>
Indianapolis	<p>Uses OHM for medical database system to collect medical/fitness collection</p> <p>Once the WFI/Cancer and Occupational Disease Database (funded by the University of Maryland, Baltimore School of Maryland) is completed, IFD will transfer data from their Medical Information Systems to the IAFF central database</p>



IAFF FireFighters



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INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO, CLC

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Welcome to Fit to Survive, your source for a healthier life, brought to you by the IAFF Fire Service Joint Labor Management Wellness-Fitness Initiative (WFI). You'll find expert advice and practical information on staying fit and healthy, as well as recipes and nutrition tips to make your next meal wholesome and delicious.

Fit to SURVIVE
The fire fighter's guide to health and nutrition



MENU PLANNER

Plan ahead for each day, week and month! Each day's meals add up to 2,200 calories, and include recipes with complete nutrition information.

[This month's menus](#)



FTS ON THE RUN

Fast food menus include many high carb, high calorie foods with dangerous levels of sodium and fat. It is important to make the best possible choices when eating on the run.

[Find out more](#)



STOP, DROP, AND CONTROL

High blood pressure is one of the contributing factors in line of duty cardiovascular deaths among fire fighters. This site is a resource for fire fighters and their families to better understand the risks associated with high blood pressure and to help them manage their condition.

[Find out more](#)



SMOKING CESSATION

Smoking is the number-one cause of premature death and the leading cause of fires. Some health benefits of quitting are immediate. The IAFF and Pfizer are working together to help the IAFF become the first smoke-free union in North America.

[Learn How](#)

SUCCESS STORIES

It's that time again for New Year's Resolutions. Read this article for some tips on how to make realistic, long term fitness and nutrition goals.

[Read more](#)

Fire Fighters in Waterloo, IA get fit with a wellness challenge program. Click [here](#) to read the article.



What fast food chain do you think is the healthiest?

- ☐ McDonald's
- ☐ Wendy's
- ☐ Burger King
- ☐ Chick-Fil-A

VIDEO

Click [here](#) for a message on the importance of staying

Fit to SURVIVE

James M. Hall
OH:5/30/2009Stephen M. Gosselink
Mem: 5/20/2009

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MENU PLANNER

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Plan ahead for each day, week and month! Each day's meals add up to to approximately 2,200 calories, and include recipes with complete nutrition information.

Select the date to review the day's menu or the recipe for detailed information.

JUNE 2009

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	2 Cheese and Berry Filled Crepes 2 Reduced Fat Turkey Sausages 8oz Orange Juice 665	2pk Maple Brown Sugar Oatmeal 2T Raisins 8oz Skim Milk 471 Au Bon Pain 1 Arizona Chicken Sandwich 1 Apple 12oz Unsweetened Tea 810 1 Grilled Salmon Steak 1 Summer Stuffed Zucchini 760 1 c Fresh Fruit Salad 105 1 Frozen Fruit Bar 60 TOTAL: 2078	1 c Egg Beaters® 1 English Muffin 1 c Grapefruit & Orange Sections 12oz Chai Tea Latte 507 1 Turkey & Swiss Sandwich with 2T Mustard 1 c Green Grapes 2 Fig Newtons 8oz Apple Juice 733 3sl Spicy Rubbed Pork Tenderloin 2 c Watermelon 1 c Mashed Potatoes (no gravy) 1 c Steamed Green Beans 529 1 c Fresh Pineapple 1 c Low Fat Vanilla Yogurt 224 TOTAL: 1993	2sl Wheat Toast 2T Peanut Butter & 1T Jelly 1 Apple (quartered) 8oz Skim Milk 551 1 Roast Beef Philly Wrap 2oz Baked Chips 1 Pear 8oz Grape Juice 707 2 Crab and Corn Cakes 2 c Salad Greens with 2T Lite French Dressing 1 c Cantaloupe (cubed) 447 1 Strawberry Smoothie 310 TOTAL: 2015	1 Apple Bran Breakfast Shake 1 Blueberry Bagel w/2T (lite) Cream Cheese 596 1/3 Amy's Cheese Pizza 2 c Mixed Greens & Tomatoes with 2T Lite Dressing 12oz Apple Juice 1 c Low Fat Lemon Yogurt 658 1 Cherry Burger 1T Cherry Ketchup 1 Grilled Sweet Potato 1 c Cucumber Slices with Vinegar & Oil 713 1sv Poppers* Breaded Mushrooms 8oz Diet Soda 140 TOTAL: 2107	Chick Fil A 1 Chicken, Egg, and Cheese Bagel 20oz Café Blend Coffee 505 1 Tuna Salad Sandwich (use 2T lite mayo) 2oz Pretzels 1 Apple 690 1/2 Mini Cheddar Meat Loaf 1 c Steamed Peas & Carrots 1 c Steamed Asparagus 1 c Fresh Berries 8oz Grape Juice 640 1 Banana Snack Cake 8oz Skim Milk 219 TOTAL: 2054
7 2 Scrambled Eggs 2sl Rye Toast 2tsp Margarine 1 c Fresh Fruit Salad 512 1.5c Pasta and Chicken Salad 2sl Rustic Bread 1 Orange 8oz Cranberry Juice 551 1sv Spicy Poached Cod 670	8 1.5c Trader Joe's Raisin Bran Clusters 12oz Skim Milk 587 16 * Turkey Sub with Lettuce, Tomatoes 2oz Baked Chips 1 c Peaches (canned in lite syrup) 12oz Diet Soda 606 9-10 Grilled Shrimp 601	9 1sl Blueberry Orange Breakfast Bread 1 c Vanilla Yogurt 8oz Cranberry Juice 504 2 Quesadillas 8 Carrots 1 c Fresh Pineapple 8 Vanilla Wafers 529 1sv Grilled Pork Loin 547	10 1 Cinnamon Raisin Bagel 2T Lite Cream Cheese 12oz French Vanilla Cappuccino 1 c Strawberries (sliced) 531 1 Sloppy Joe Pizza 2 c Mixed Greens 2T Lite Italian Dressing 12oz Lemonade 547 1 Grilled Fish in Foil 670	11 1 Citrus Sunrise Smoothie 1 Whole Grain English Muffin w/2T Margarine 1T Strawberry Jam 477 1 c Tomato Soup 1 Grilled Cheese Sandwich (use reduced fat cheese) 1/2c Sliced Cucumbers 8oz Apple Juice 670	12 2 Smart Start 1/2c Cereal 1 Banana 12oz Skim Milk 702 1 Peanut Butter & Jelly Sandwich 8 Celery Sticks 1 Apple 8oz Skim Milk 561 1sv Jerk Chicken Kebobs 1 c Cool Cucumber Dill Salad 601	13 1 Healthy Breakfast Sandwich 1 c Fresh Fruit Salad 8oz Arizona Green Tea 485 3/4c Chicken Salad 1 c Cool Melon Soup 1 Whole Wheat Pita (quartered) 8oz Orange Juice 601 6oz Grilled Sirloin



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What is your favorite snack food?

[Chips and Salsa \(46%\)](#)

[Cheese and Crackers \(15%\)](#)

[Trail Mix \(30%\)](#)

[Candy Bar \(8%\)](#)

Try walnuts/almonds with berries for a healthy snack to boost energy.

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VIDEO

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Fit to SURVIVE

James M. Hall
OH:5/30/2009

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MENU PLANNER

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Plan ahead for each day, week and month! Each day's meals add up to to approximately 2,200 calories, and include recipes with complete nutrition information.

GRILLED SALMON STEAK

INGREDIENTS

- 4 (6 oz.) wild Coho salmon steaks, about 1½-inch thick
- 1 onion, grated
tbsp.
- 2 lemon juice
tbsp.
- 1 tsp. salt
- ⅛ tsp. pepper
- ¼ tsp. thyme
- paprika
- parsley
- 1 lemon, cut in wedges
- nonfat cooking spray

RECIPE

- Spray grill with cooking spray.
- Combine onion, lemon juice, salt, pepper, and thyme.
- Spray salmon with cooking spray and rub in onion mixture.
- Grill for 6-8 minutes per side or until fish flakes easily with a fork.
- Garnish with paprika, parsley and lemon wedges, if desired.

NUTRITION FACTS

Calories	250
Total Fat	9 g
Sodium	100 mg
Total Carbohydrates	0 g
Fiber	3 g
Protein	38 g

SERVING SUGGESTION

SERVING SIZE:

1 salmon steak

NUMBER OF SERVINGS:

4

This information is for educational purposes only. It does not replace the advice of your physician. If you have any medical concerns or issues, contact your physician.



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FTS ON THE RUN

Fast food menus include many high carb, high calorie foods with dangerous levels of sodium and fat. It is important to make the best possible choices when eating on the run. Select the menu item from the question below that you feel is the best possible choice.

Which Breakfast sandwich is the best choice?

**Burger King
Bacon Egg and Cheese Biscuit**



GRAB THIS

**McDonald's Egg McMuffin
(Canadian Bacon, Egg and Cheese)**



GRAB THIS

Question 1 of 3



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FTS ON THE RUN

Fast food menus include many high carb, high calorie foods with dangerous levels of sodium and fat. It is important to make the best possible choices when eating on the run. Select the menu item from the question below that you feel is the best possible choice.

Which Breakfast sandwich is the best choice?

Burger King
Bacon Egg and Cheese Biscuit



Calories: 480	Fat: 25g
Saturated Fat: 16g	Trans Fat: 1g
Sodium: 1360mg	Cholesterol: 165mg
Protein: 16g	Fiber: 0g
Carbohydrates: 34g	Sugars: 5g



McDonald's Egg McMuffin
(Canadian Bacon, Egg and Cheese)



Calories: 300	Fat: 12g
Saturated Fat: 5g	Trans Fat: 0g
Sodium: 620mg	Cholesterol: 260mg
Protein: 16g	Fiber: 2g
Carbohydrates: 30g	Sugars: 3g

Choose the McDonalds Egg McMuffin because it has less than half the fat and 1/3 less calories and sodium!

[QUIT](#)

[NEXT](#)

Question 1 of 3

Thank you!

