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 WFI?

- 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
Rehabilitation
Behavioral Health
Data Collection
Fitness
Medical
Medical

• Annual screening regardless of age

• Design to identify catastrophic medical conditions in an early and treatable stage
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 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

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 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.
Heart Attacks is still the leading cause of death of the Fire Service?

<table>
<thead>
<tr>
<th>Cause</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other</td>
<td>2</td>
<td>1.7%</td>
</tr>
<tr>
<td>Electrocution</td>
<td>1</td>
<td>0.9%</td>
</tr>
<tr>
<td>CVA</td>
<td>2</td>
<td>1.7%</td>
</tr>
<tr>
<td>Crushed</td>
<td>3</td>
<td>2.5%</td>
</tr>
<tr>
<td>Burns</td>
<td>7</td>
<td>5.9%</td>
</tr>
<tr>
<td>Asphyxiation</td>
<td>18</td>
<td>15.2%</td>
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<tr>
<td>Internal Trauma</td>
<td>33</td>
<td>28%</td>
</tr>
<tr>
<td>Heart Attack</td>
<td>52</td>
<td>44.1%</td>
</tr>
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</table>

Total = 118
2007 USFA Firefighter Fatality Report

The graph illustrates the percentage of firefighter fatalities due to trauma/asphyxiation and heart attack/CVA across different age ranges. The age categories are: Under 21, 21 to 25, 26 to 30, 31 to 35, 36 to 40, 41 to 45, 46 to 50, 51 to 60, and 61 and over.

- Under 21: 100% trauma/asphyxiation, 100% heart attack/CVA
- 21 to 25: 100% trauma/asphyxiation, 100% heart attack/CVA
- 26 to 30: 100% trauma/asphyxiation, 100% heart attack/CVA
- 31 to 35: 33% trauma/asphyxiation, 67% heart attack/CVA
- 36 to 40: 56% trauma/asphyxiation, 44% heart attack/CVA
- 41 to 45: 53% trauma/asphyxiation, 47% heart attack/CVA
- 46 to 50: 50% trauma/asphyxiation, 50% heart attack/CVA
- 51 to 60: 73% trauma/asphyxiation, 27% heart attack/CVA
- 61 and over: 81% trauma/asphyxiation, 19% heart attack/CVA

The graph shows a higher percentage of traumatic deaths in younger age groups compared to heart attack/CVA deaths. The older age groups show a higher percentage of heart attack/CVA fatalities.
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 Firefighters get injured

2007 USFA Firefighter Fatality Report
Distribution of Line of Duty Injuries by Type of Injury

- Cold Injuries (0.1%)
- Hostile Acts of Violence (0.2%)
- Exposure to Hazardous Materials - Non-Inhalation (1.5%)
- Fractures/Broken Bones (4.5%)
- Cardiac Abnormalities (4.7%)
- Heat Exhaustions/Heat Strokes (0.7%)
- Eye Injuries (6.7%)
- Exposure to Hazardous Materials - Inhalation (3.2%)
- Burns (4.3%)
- Other Injuries (8.3%)
- Lacerations & Contusions (23.9%)
- Sprains and Strains (41.8%)

2007 USFA Firefighter Fatality Report
Cancer in the Fire Service

- Leukemia
- Multiple melanoma
- Non-Hodgkin’s lymphoma
- Bladder cancer
- Brain cancer
- Testicular
- Prostrate
- Skin
- Large intestine
Physical demands of firefighting

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

e.g. Climbing stairs wearing full protective gear requires \textit{twice} the energy demands than without. \textit{(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 \textit{(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?
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?
Program Stakeholder’s

- Medical Director
- Risk Management
- Safety Members
- Political Body
- Citizens
- Department of Management & Budget

Occupational Health
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
- Implementation Phase
- Implementation and Maintenance
- Consultations for WFI Implementation

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

To view these resources documents, click on the Implementation Resources folder and search for the title. Once you download a document it will open in a separate window. You can then save the file to your computer.

Each section of this chapter notes the applicable files for that particular subject.

INTRODUCTION
This chapter offers a step-by-step approach to implementing the Joint Labor-Management Wellness-Fitness Initiative (WFI). An implementation plan for this process to evaluate a current wellness program or develop and implement a new program that meets the criteria identified in this chapter.

Various elements and methods of a wellness-fitness program were in Department to Department, the program development process will be similar. To assist in this process, sample examples and worksheets have been included to assist with implementation of the WFI in your organization.

Unfortunately, we cannot support emergency situations as a reasonable and high level of personal effort. This effort, over time, affects the long-term health and responsibilities of our first responders. The consequence of compromised physical and mental health can result in serious injury and even death. For the past 10 years, annual physique mortality rates have shown that 50 percent of the fatalities to the system of firearms of service staff. A 2006 study commissioned by the International Association of Fire Fighters reported similar findings. Between 1999 and 2005, health and fitness related factors contributed to over 60 percent of the fireline-of-duty deaths. When these studies indicate that severe conditions today, the WFI initiative and service providers are not preventable through improvements in the overall health and fitness of an emergency personnel.

To improve emergency safety and efficiency we must assist providers in the proper use, understanding, and implementation of comprehensive wellness and fitness programs. This chapter provides an introduction to the different strategies and methods for the development and implementation of a comprehensive wellness and fitness program.

A wellness-fitness program that is developed and implemented according to the WFI will help reduce healthcare costs, improve public health, and increase employee productivity. These programs have also been shown to provide the additional benefit of feeling cost-effective by reducing the number of work-related injuries and lost workdays, thus increasing the long-term safety and health of the community following the implementation of the WFI.

STEP-BY-STEP PROCESS FOR WFI IMPLEMENTATION — DESIGN PHASE
- Obtain the Wellness-Fitness Initiative (WFI) DVD
- Additional copies of the WFI DVD can be obtained by contacting the IAFF or the IAFF's at the following references:
  - International Association of Fire Fighters
  - Division of Occupational Health, Safety and Mobility
  - IAFF New York, New York, NFP
  - Washington, DC 20016
  - 202-477-6441
  - 202-217-6441 (Fax)
  - http://www.iaff.org
- International Association of Fire Chiefs
  - 4405 Fair Ridge Drive, #110
  - Fairfax, VA 22033-3048
  - 703-273-0941
  - 703-273-0900 (Fax)
  - http://www.iafc.org

These resources in the implementation of this program must take the time to review at chapters context 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

Videos
- I Am Alive - Fire Fighters Saved by WFI
- Additional Fire Fighter Saves
- How WFI Saves Lives and Resources
- Fitness Evaluation Protocols
- Fit to Survive (Updated 2007)

Documents
- Fitness Protocols - PDF File
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.
FIRE SERVICE JOINT LABOR MANAGEMENT
WELLNESS-FITNESS TASK FORCE

The IAFF, IAFC and 16 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](http://www.iaff.org/wfi/resource/departments.html) 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
- Carrolton, 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

AUSTIN, TX

<table>
<thead>
<tr>
<th>IAFF Local</th>
<th>Austin Fire Fighters Association, IAFF Local 975</th>
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<tbody>
<tr>
<td>District</td>
<td>11</td>
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<tr>
<td>Department</td>
<td>Austin Fire Department</td>
</tr>
<tr>
<td>Members</td>
<td>1,150 All Career</td>
</tr>
<tr>
<td>Contact Information</td>
<td>Jill Craig  <a href="mailto:Jill.Craig@ci.austin.tx.us">Jill.Craig@ci.austin.tx.us</a></td>
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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

<table>
<thead>
<tr>
<th>Facility</th>
<th>In-house</th>
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</thead>
</table>
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.

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

Plan ahead for each day, week, and month! Each day’s meals add up 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

**Tuesday, June 9**
- **Breakfast:** Cereal with Fresh Fruit, 1% Milk, 1 Egg
- **Lunch:** Turkey and Cheese Sandwiches with 27 French Dressing, 3 Grams Fat
- **Dinner:** Baked Fish and Vegetables, 240 Calories

**Wednesday, June 10**
- **Breakfast:** Yogurt with Fresh Fruit, 1% Milk, 1 Egg
- **Lunch:** Turkey and Cheese Sandwiches with 27 French Dressing, 3 Grams Fat
- **Dinner:** Baked Fish and Vegetables, 240 Calories

**Thursday, June 11**
- **Breakfast:** Yogurt with Fresh Fruit, 1% Milk, 1 Egg
- **Lunch:** Turkey and Cheese Sandwiches with 27 French Dressing, 3 Grams Fat
- **Dinner:** Baked Fish and Vegetables, 240 Calories

**Friday, June 12**
- **Breakfast:** Yogurt with Fresh Fruit, 1% Milk, 1 Egg
- **Lunch:** Turkey and Cheese Sandwiches with 27 French Dressing, 3 Grams Fat
- **Dinner:** Baked Fish and Vegetables, 240 Calories

**Saturday, June 13**
- **Breakfast:** Yogurt with Fresh Fruit, 1% Milk, 1 Egg
- **Lunch:** Turkey and Cheese Sandwiches with 27 French Dressing, 3 Grams Fat
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**TOTAL: 2107**

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**TOTAL: 2107**
## GRILLED SALMON STEAK

### INGREDIENTS

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<tr>
<th>Item</th>
<th>Quantity</th>
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<tbody>
<tr>
<td>4 (6 oz.) wild Coho salmon steaks, about 1½-inch thick</td>
<td></td>
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<tr>
<td>1 onion, grated</td>
<td></td>
</tr>
<tr>
<td>2 lemon juice</td>
<td></td>
</tr>
<tr>
<td>1 tsp. salt</td>
<td></td>
</tr>
<tr>
<td>½ tsp. pepper</td>
<td></td>
</tr>
<tr>
<td>¼ tsp. thyme</td>
<td></td>
</tr>
<tr>
<td>paprika</td>
<td></td>
</tr>
<tr>
<td>parsley</td>
<td></td>
</tr>
<tr>
<td>1 lemon, cut in wedges</td>
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</tr>
<tr>
<td>nonfat cooking spray</td>
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</table>

### 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

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<th>Value</th>
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<tr>
<td>Total Carbohydrates</td>
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<tr>
<td>Fiber</td>
<td>3 g</td>
</tr>
<tr>
<td>Protein</td>
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### 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.
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

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

Question 1 of 3
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
Saturated Fat: 16g
Sodium: 1380mg
Protein: 16g
Carbohydrates: 34g

Fat: 2g
Trans Fat: 1g
Cholesterol: 183mg

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

Calories: 300
Saturated Fat: 5g
Sodium: 820mg
Protein: 18g
Carbohydrates: 30g

Fat: 18g
Trans Fat: 0g
Cholesterol: 260mg

Fiber: 8g
Sugar: 5g

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