

Hello!

Sam Dolezal EdD,
MSE, MS, CSCS

Union Bank & Trust's
Wellbeing Officer

ubt.com




The logo for UBTwell, featuring the letters 'UBT' in a bold, dark blue font and 'well' in a lighter blue, lowercase font, all contained within a white rectangular box. This box is centered within a larger, light gray hexagonal shape.

UBTwell

A quote about wellness investment, presented in a dark blue rectangular box with white and yellow text. The quote is centered within a larger, light gray hexagonal shape.

Your wellness has
invested in you
people UBTwell

Work Smarter, Not Harder
Reimagining Your Wellness
Policies + Practices for a
Healthier Tomorrow



What is our nation's employee health status and engagement in their personal wellness?

Americans' Physical Health Has Taken a Back Seat Since Start of Pandemic

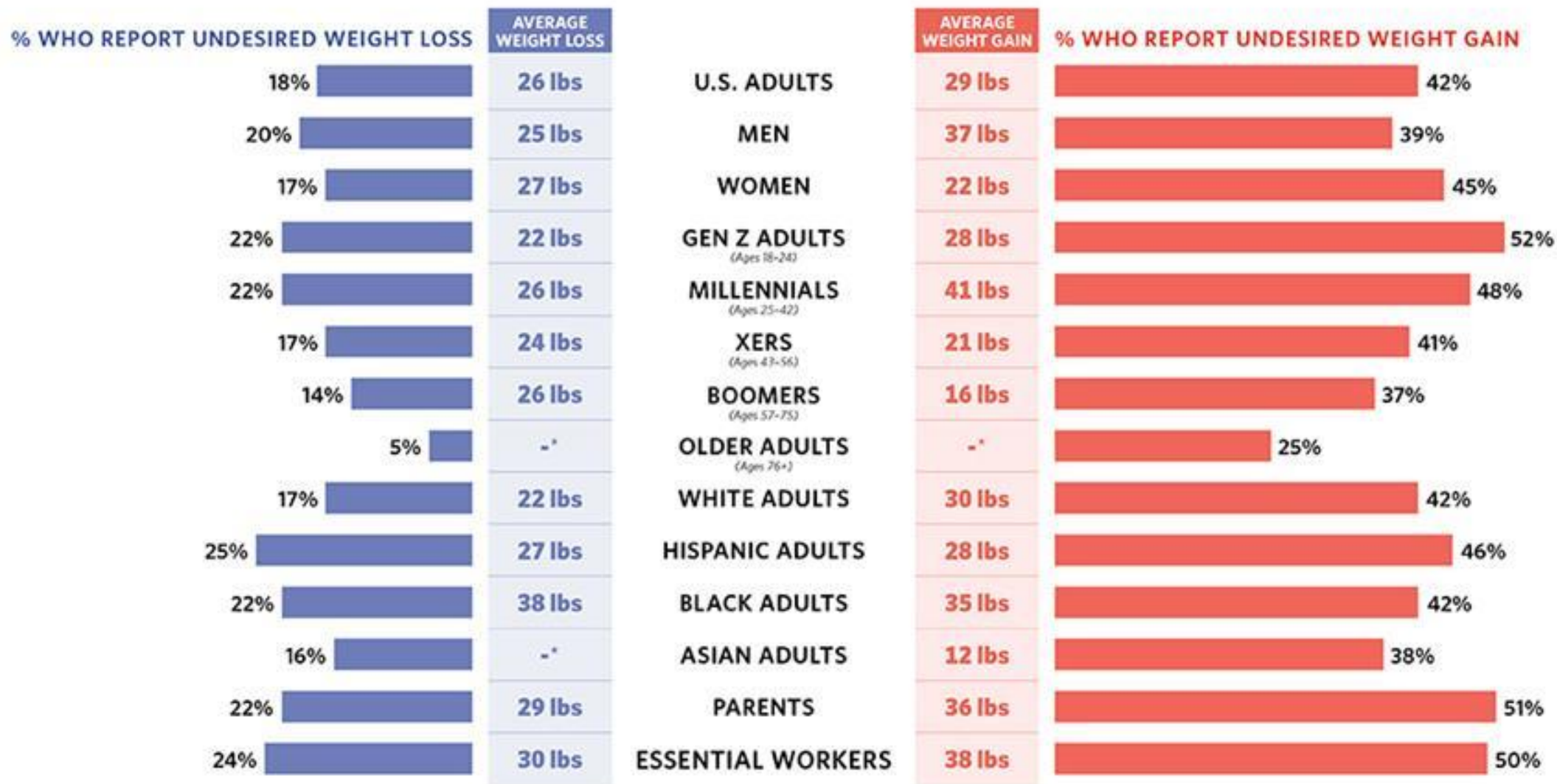


47% delayed or canceled health care services.

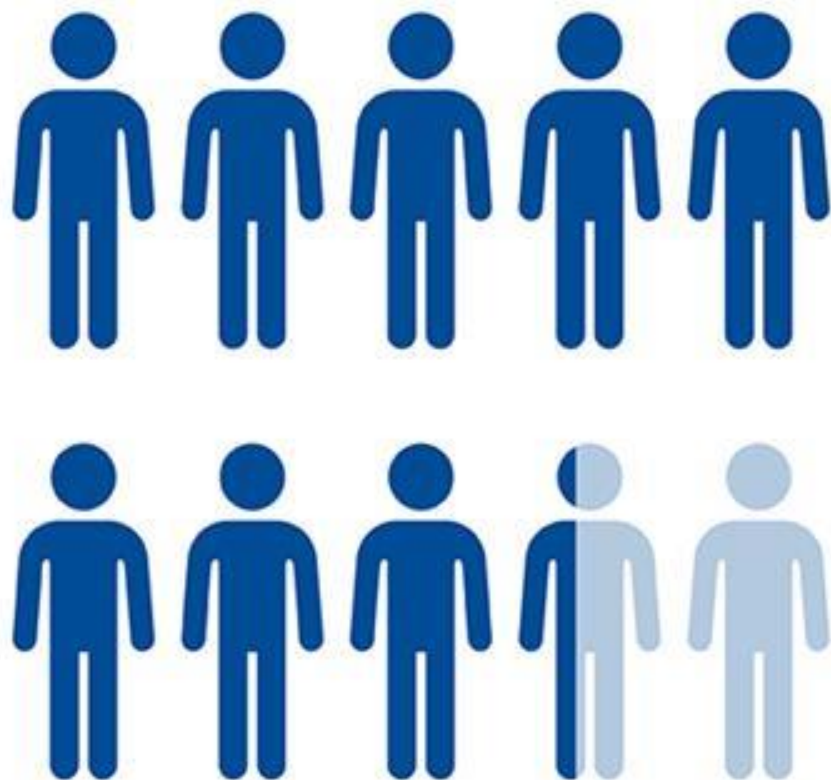


53% have been less physically active than they wanted.

Slightly More Than 6 in 10 U.S. Adults (61%) Report Undesired Weight Change Since Start of Pandemic



More Than 8 in 10 Americans (84%) Report Feeling Emotions Associated With Stress in the Last Two Weeks



MOST COMMON EMOTIONS

Anxious **47%**



Sad **44%**

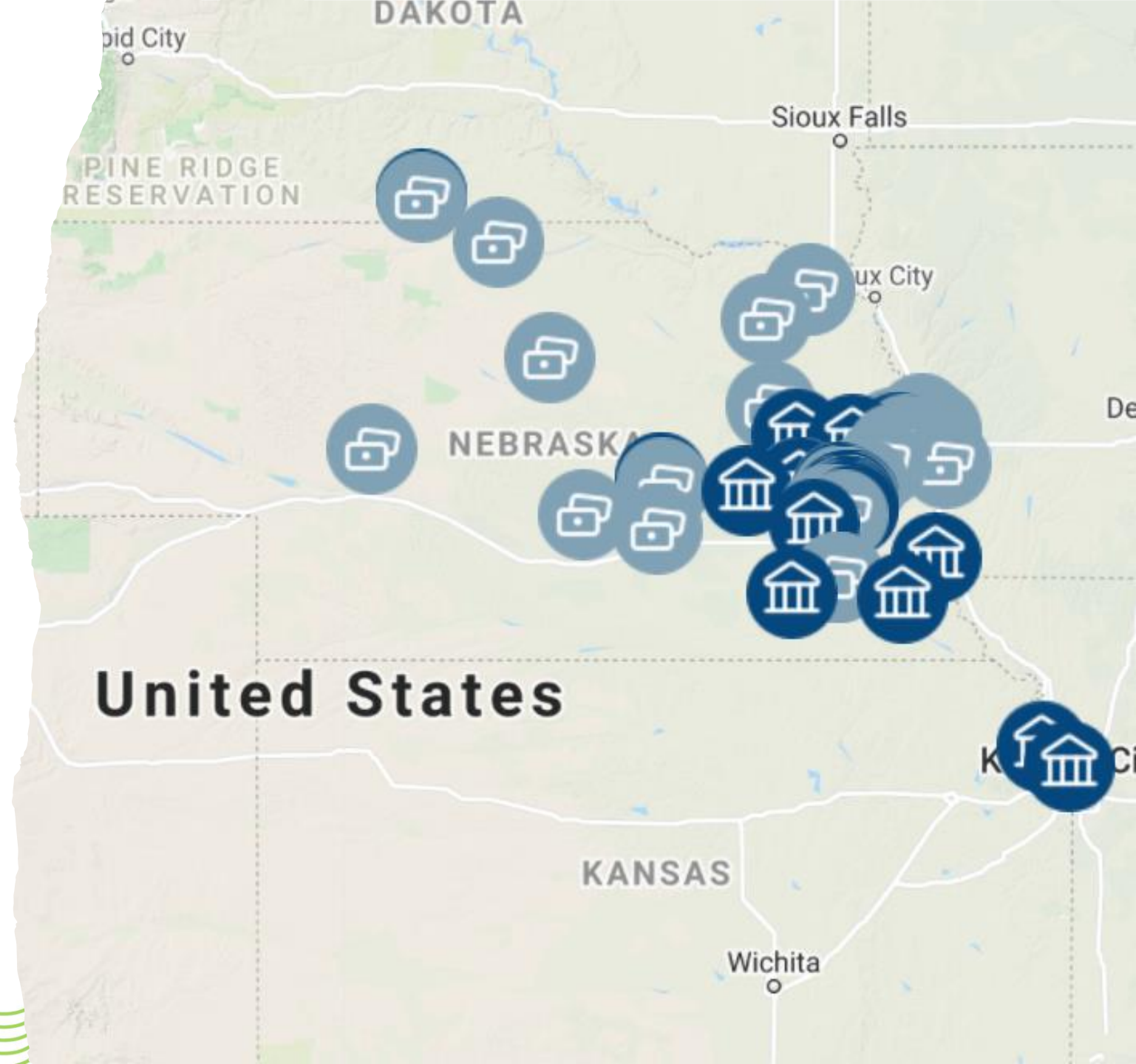


Angry **39%**



About Union Bank & Trust

- Based in Lincoln, Nebraska
- Comprised of 30+ locations across Nebraska and Kansas.
- Diverse employee population and job duties
- Employee population is +1,000 lives



Pillars of Wellness for UBTwell



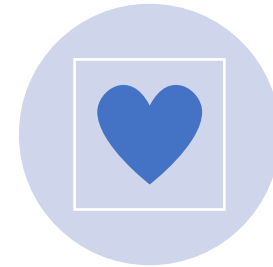
MENTAL
WELLBEING



FINANCIAL
WELLBEING



PHYSICAL
WELLBEING



EMOTIONAL
WELLBEING

Today's Focus

Positive-Progress Based Programming



Polishing Up Your Policies



Positive-Progress Based Programming

Physical Wellbeing: Physical Activity v. Exercise

Exercise is structured and intentional activity (fitness classes, running)



Physical Activity is sporadic and without planning (walking to your car, carrying groceries)

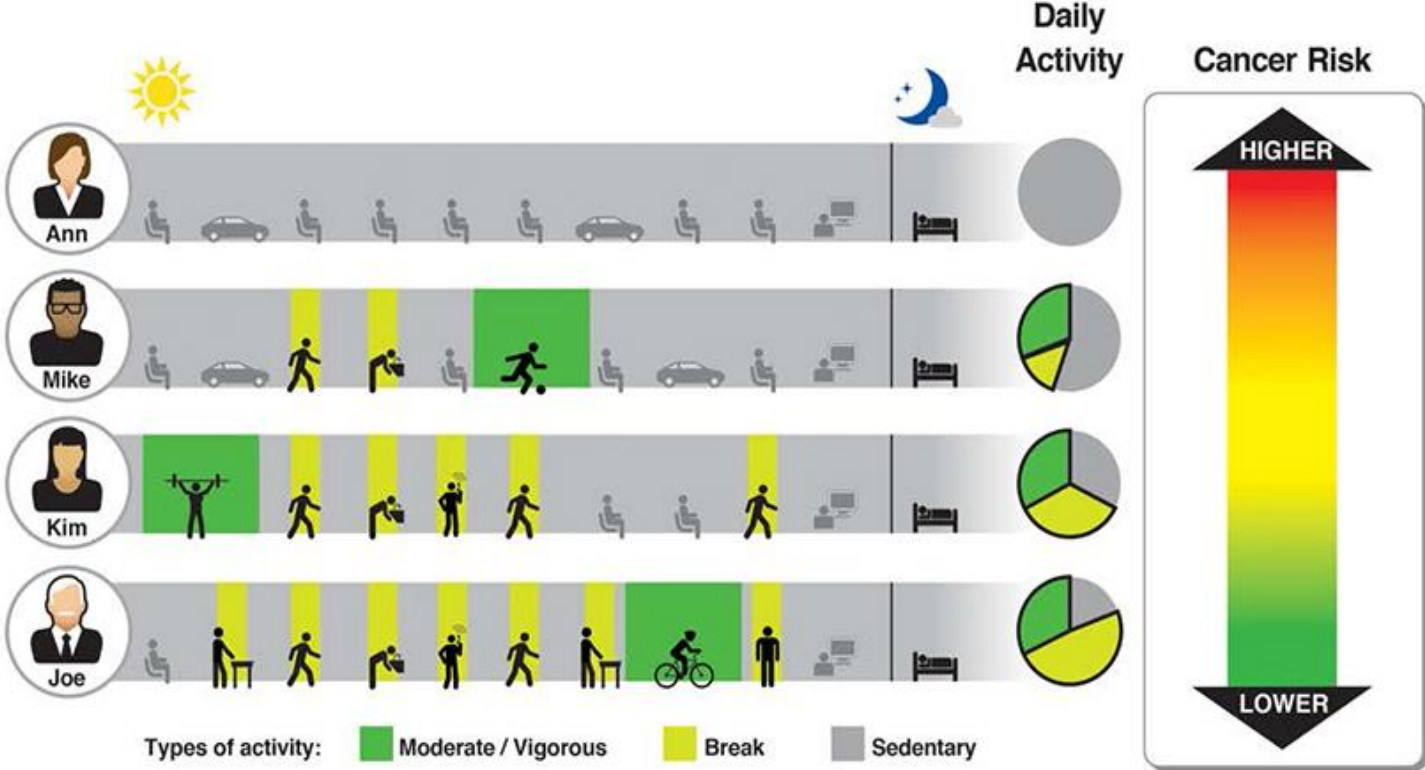


Movement

Make Time for Break Time

This graphic illustrates how different amounts of activity influence certain much-studied indicators of cancer risk. Other factors like eating smart, staying lean and not smoking also may lower cancer risk.

Physical Wellbeing: Physical Activity v. Exercise



Physical Wellbeing: Physical Activity v. Exercise

1

Start a walking challenge.

- Free walking/activity challenges usually exist through your local fitness groups or running companies with virtual options.

2

Encourage “brain breaks” every hour for 3-5 minutes.

3

Work with your local companies for free one-week passes or corporate classes just for your employees. Include a virtual option if you can!

4

Get creative! Build a scavenger hunt, hide Easter eggs to find, or ask associates to take photos during their walks to get entered into a drawing.

Mental Wellbeing: Accessible EAP

The background image shows two men sitting at a light-colored wooden table in a bright, modern interior. One man, seen from the back, is wearing a light-colored button-down shirt. The other man, a Black man with short hair, is wearing a dark t-shirt and is looking towards the first man. Large windows in the background let in bright, natural light, creating a warm and professional atmosphere.

The CDC reports that 1 in 5 Americans will experience a mental illness in a given year.

The Bureau of Labor Statistics notes that 85% of 500+ employee businesses offer EAP access, but the average utilization rate is 4.5%-6.5%.

Mental Wellbeing: Accessible EAP

1

Confirm that your EAP can be utilized by all regardless of location, time zone, or type (in-person, phone, virtual, email).

2

Share with supervisors/managers at least quarterly to keep top of mind and utilized as a referral method.

3

Confirm that associates have a reasonable turn-around time to being seen.

4

Regularly share with associates what the EAP can help with and how to utilize their services.

Physical + Mental Wellbeing: Wellness Reimbursement Account (WEL Account)

- Associates who are scheduled for 20+ hours/week and have been employed for a full month of service have \$250 to use towards wellness expense with the opportunity to earn \$100 more each year by completing wellness challenges.

Physical/virtual gym memberships

Physical virtual weight loss memberships

Financial memberships, seminars, and apps

Mental health seminars and apps

Race registrations (5K, marathon, etc.)

Massages

Sports team registrations

Fitness Trackers
• Each associate has a \$100 for every 3 years.

CPR/First Aid Classes

Polish Up Your Policies

What exactly is a policy?



A deliberate set of guidelines meant to guide decisions and achieve realistic and rational outcomes.



Designed to influence and direct action in a particular fashion.



Initially adopted to achieve long-term goals.

Physical Wellbeing: Tobacco-Free Policies

- A systematic review showed that workplace policies have been shown to make a difference by increasing tobacco cessation (6.4%) and decreasing tobacco use prevalence (3.4%) (Hopkins et al, 2010).
- A 2019 study noted that 80.3% of respondents have smoke-free policies in their workplaces with 27.2% also disclosing that tobacco cessation programs were available (Syamlal, King, and Mazurek, 2019).

Support the Quit

Encompass

Encompass various tobacco uses such as vaping and e-cigarettes in your tobacco policy.

Reach Out

Reach out to your local or state government group that supports tobacco cessation for additional resources and help.

Engage

Engage with a tobacco cessation group for on-site or off-site resources to quit for both employees and spouses.



Mental Wellbeing: Mental Health PTO

In one study, 50% of American employees feel that mental health isn't a good enough reason to take time off (Forbes, 2021).

64% of respondents also would like more mental health care options outside of traditional therapy (Forbes, 2021).

When given ten more days of paid time off, women are 29% less likely to develop depression (Kim, 2019).

What do we do?

- Sick leave inclusive of mental health therapy and mental health illness.
- Vacation policy re-configured to encourage associates to utilize their paid time off instead of consistently banking it.
- Multiple paid-time off “buckets” to encourage more than one use of paid time off.



Physical + Mental Wellbeing: Sick Leave Verbiage

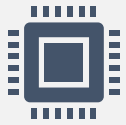
Associates may use sick time for the following reasons:

- To attend preventative care appointments (i.e., annual physical exams, dental/eye exams, and other health screenings).
- To care for physical or mental illness of their own or that of an immediate family member. Immediate family members include mother/father, spouse, sister/brother, children, grandparents, grandchildren, a person who raised the associate or a person who the associate raised (in-laws and step relatives in these same categories) Examples of mental or physical health care include counseling, appointments with specialists as well as sickness/illness.

Where Do I Start?



No need to reinvent the wheel if you already have policies and programming in place that could simply use a refresh.



Review your current policies and programming to determine what is currently working and what could use a refresh.



Small stones make big ripples. Even the small tweaks can make a world of difference for associates.



Want to Continue the Conversation?

Reach out to Sam at:

Email sam.dolezal@ubt.com

Call 402-323-1686

Thank you for joining us today!

References

- Kim, D. (2019). Does paid vacation leave protect against depression among working Americans? A national longitudinal fixed effects analysis. *Scandinavian Journal of Work, Environment & Health*, 45(1), 22-32. <https://doi.org/10.5271/sjweh.3751>
- Robinson, B. (2021, May 13). American workers are afraid to take time off, new study finds. Forbes. <https://www.forbes.com/sites/bryanrobinson/2021/05/13/american-workers-are-afraid-to-take-time-off-new-study-finds/?sh=409534aa2e71>
- Syamlal, G., King, B.A., and Mazurek, J.M. (2019). Workplace smoke-free policies and cessation programs among U.S. working adults. *American Journal of Preventative Medicine*, 56(4), 548-562. DOI: 10.1016/j.amepre.2018.10.030