



Board of Trustees
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February 24, 2017

TO: Members of the Human Resources & Labor Relations Committee
FR: Tracy B. Bigney, Clerk of the Board
RE: **March 6, 2017 Human Resources & Labor Relations Committee**

The University of Maine

University of Maine
at Augusta

University of Maine
at Farmington

University of Maine
at Fort Kent

University of Maine
at Machias

University of Maine
at Presque Isle

University of
Southern Maine

The Human Resources & Labor Relations Committee will meet from **11:00 am to 12:00 pm on Monday, March 6, 2017**. The meeting will include an executive session. The meeting will be held at the University of Maine System Executive Offices in the Rudman Conference Room, 253 Estabrooke Hall, 15 Estabrooke Drive in Orono. The following Polycom sites are available:

- UMA – 125 Robinson Hall
- UMF – Executive Conference Room, Merrill Hall
- UMFK – Alumni Conference Room
- UMM – 103 Science Building
- UMPI – Executive Conference Room, Preble Hall
- USM – 205 Wishcamper Center, Portland

Refreshments will be available at the UMS and the USM location; however, there is no designated lunch break. The meeting materials are posted to the Diligent Board portal under the Human Resources & Labor Relations Committee section. In addition, the meeting materials are posted on the Board of Trustees website (<http://www.maine.edu/about-the-system/board-of-trustees/meeting-agendas/human-resources-labor-relations/>). If you have questions about the meeting arrangements or accessing the meeting materials, please call me at 581-5841.

Other Board Committee meetings scheduled on March 6th are as follows:

- Academic & Student Affairs Committee with the Human Resources & Labor Relations Committee from 12:15 to 2:00 pm. From 12:15 to 1:15 pm will be an executive session to discuss tenure and from 1:15 to 2:00 pm it will be an open meeting.
- Academic & Student Affairs Committee from 2:10 pm to 3:30 pm

If you have any questions or desire additional information about the agenda items, please call Lynda Dec at 262-7911.

cc: James Page, Chancellor
Trustees (who are not members of the HR/LR Committee)
Presidents
Rebecca Wyke
Lynda Dec
Mark Schmelz

Board of Trustees

Human Resources & Labor Relations Committee

March 6, 2017
11:00 AM – 12:00 PM

University of Maine System
Rudman Conference Room
253 Estabrooke Hall
Orono, Maine

AGENDA

Tab 1 – [Human Resources Wellness Initiatives Update](#)

Executive Session

Tab 2 – [Collective Bargaining Update](#)

Action items are noted in red.

Note: Times are estimated based upon the anticipated length for presentation or discussion of a particular topic. An item may be brought up earlier or the order of items changed for effective deliberation of matters before the Committee.



AGENDA ITEM SUMMARY

1. **NAME OF ITEM:** Human Resources Wellness Initiatives Update
2. **INITIATED BY:** James R. Erwin, Chair
3. **BOARD INFORMATION:** X **BOARD ACTION:**
4. **BACKGROUND:**

The Wellness Initiative was launched at the University of Maine System on January 1, 2011. Although a large percentage of UMS employees participate in the RiseUp Wellness program to earn a reduction in their health premium, true employee engagement has been a challenge.

Working through the Employee Health Plan Task Force, the Wellness program has made improvements on multiple fronts. These improvements have increased the engagement of UMS employees far beyond the earning of premium credits.

These improvement include:

- Launch of a new Coaching Vendor in 2017
- Wellness Newsletter
- Re-engagement with Campus Wellness Champions
- Wellness Councils
- Campus-generated programs
- Implementation of Benefit Partner Communication Calendar
- Increase in wellness activities (quarterly wellness challenges)
- On-campus seminars and webinars
- New focus on financial wellness



University of Maine System Wellness Update

University of Maine System

Wellness Program Update

February, 2017

University of Maine System Wellness Update



February, 2017

- Health Coaching
- Provant Health Challenges
- Wellness Champions
- Newsletter Launch



TRESTLETREE®

RFP = ~ \$200,000 Savings w/move to TrestleTree



University of Maine System Wellness Update



Health Coaching Statistics

TRESTLETREE®



January 2017

February 2016

- 886 Members Enrolled
 - 670 Completed First Appointment
 - 579 Members Active
 - 77% Have Scheduled 2nd Appt.
 - 2,815 Coaching Activities
- 852 Completed Appointments
 - 31 Scheduled Appointments
 - 110 Cancelled Appointments
 - 150 Appointments Not Completed



University of Maine System Wellness Update



Provant Health Challenge Feb. 2017

384 Participants

\$ 214,309,920 Virtual Challenge Dollars

77 Mobile Users

Campus Name:	Participation:	Dollars earned:
University of Maine	178	\$115,703,020
University of Maine at Augusta	25	\$12,181,600
University of Maine at Augusta Bangor Campus	6	\$1,729,000
University of Maine at Farmington	17	\$8,676,300
University of Maine at Fort Kent	3	\$301,300
University of Maine at Machias	9	\$4,274,100
University of Maine at Presque Isle	7	\$3,420,000
University of Maine System	25	\$12,370,900
University of Southern Maine	114	\$55,653,700
Total:	384	\$214,309,920



University of Maine System Wellness Update



Provant Health Challenge May 2016

435 Participants

\$ 7,833 Springers Earned

Location	Registered Participants	Total Springers earned
University of Maine	196	3,607
University of Maine at Augusta	34	557
University of Maine at Augusta, Bangor Campus	6	100
University of Maine at Farmington	23	369
University of Maine at Fort Kent	9	202
University of Maine at Machias	7	100
University of Maine at Presque Isle	7	142
University of Maine System	46	886
University of Southern Maine	107	1,870

Springers = Daily steps/minutes of activity

Total exercise minutes logged – 294,243

Total steps logged – 35,003,868

Fourteen Teams

University of Maine System Wellness Update



Wellness Champions and Councils

- **Designated Leadership per Campus**
- **Larger Campuses – Multiple Champions**
- **Encourage Programming**
- **Coordinate Outreach**
- **Connect with Benefit Partners**

Campus-generated programs include UMFK Snowshoeing, UM Swim Fit, USM Metabolic Strength and Conditioning, UMA Virtual Walk Across America, UMM Poker Walk, and UM Darling Center Walk DMC.

Cigna EAP is in active conversation with Wellness Champions for scheduling of seminar hours on topics of interest across the System.



University of Maine System Wellness Update



Healthy & Maine Newsletter

- Nearly two-thirds opened [64%]
- Average for Constant Contact [18%]
- No Spam Reports
- No Unsubscribes



University of Maine System Wellness Update



Benefit Partner Calendar Coordination

- **Multiple Benefit Partners**
- **Significant Communications Traffic**
- **Optimize Impact**
- **Reduce “White Noise”**
- **Encourage Cross-Promotion**
- **Enhance Awareness**
- **Encourage Appreciation**



University of Maine System Wellness Update



Questions



AGENDA ITEM SUMMARY

1. **NAME OF ITEM:** Collective Bargaining Update
2. **INITIATED BY:** James R. Erwin, Chair
3. **BOARD INFORMATION:** X **BOARD ACTION:**
4. **BACKGROUND:**

The University of Maine System's Labor Relations Unit is currently bargaining or will be entering into bargaining with all Labor Unions. The HR/LR Committee will go into Executive Session to provide collective bargaining updates.