



## Family Health and Wellness

Achieving work-life balance is particularly challenging when you are worried about your health, or the health of your loved ones. ***The University offers a number of resources and benefits that support health and wellness for employees and their families.***



***FITNESS & FUN*** The New Balance Student Recreation Center is far more than an exercise facility - it's a *hub of activity* for faculty, staff and students, and a popular venue for a variety of events. With modern amenities that include a lap pool, sauna and a track, cardio and weightlifting equipment, basketball, racquetball, and even pickleball courts, you and your family are sure to find an enjoyable way to stay healthy. And experts are always on hand to offer fitness advice or motivation.

***INSURANCE OFFERS PEACE OF MIND*** Insurance is a significant part of the faculty compensation package at the University of Maine. The rich [benefits plan](#) includes medical coverage and optional dental and vision insurance provided by CIGNA, life and long-term disability coverage, and the option to purchase a short-term disability policy to supplement accumulated sick time. These benefits ensure that you and your covered dependents can receive needed medical and dental care without depleting your finances, and your income is protected if you are unable to work for an extended period.

In addition, you can enjoy tax savings by participating in the Advantage Account program which reimburses eligible out of pocket medical and dental expenses, such as co-pays and deductibles, and dependent care expenses with pre-tax dollars. New faculty ([full time](#) and [part time](#)), and faculty candidates can review the UMaine benefits package by calling the Employee Benefits Center at 207.973.337 or 866.269.9635 (toll free) to have questions about insurance and medical/dependent care savings accounts answered, and to request assistance with benefits enrollment.



***A FOCUS ON YOUR HEALTH*** The commitment to employee health extends to all employees, regardless of whether or not they are enrolled in the University's health insurance plan. The ***Motivate ME*** program offers a variety of tools and resources related to weight management, exercise, nutrition, strategies for dealing with stress, and the management of chronic health conditions. On-line modules mean employees and their families can access resources with ease when their schedules allow. And those employees who are covered by University medical insurance can earn incentives to keep their medical premiums low while enhancing their health and wellness.

**GET READY, GET MOTIVATED.** The University of Maine System has partnered with CIGNA and Trestle Tree to offer *Motivate Me* programs that will help you and your family maintain good health or take steps toward a healthier lifestyle. Health coaching with Trestle Tree, wellness workshops and campus health events are just a few of the benefits available to CIGNA enrollees. While there are financial incentives for employees and dependents who are enrolled in UMaine's medical plan to participate in **Motivate Me**, the real benefit is to your family's health! Call **CIGNA** customer service at 1.800.244.6224, or Trestle Tree (1.855.580.2797) to learn more about UMaine's wellness programs.

**QUALITY CARE ON CAMPUS** Our student health center has partnered with Eastern Maine Healthcare Systems (EMHS) to provide quality comprehensive care to the campus community. EMHS, as the parent of Eastern Maine Medical Center, is recognized as a leader in healthcare for central, eastern, and northern Maine, and now serves UMaine employees and their families with a convenient location and work-friendly hours. Staff at Cutler Health Center can help with your workers' comp and occupational health needs, and provide non-work related preventive and sick care. Employees can also take advantage of other health and wellness services, such as employee flu shot clinics and biometric screenings sponsored by CIGNA.

**MAINTAINING EMOTIONAL WELL BEING** Now and then, we could all use a little help dealing with life's challenges. CIGNA's Employee Assistance Program (EAP) provides confidential services to employees, retirees, and household members who are dealing with personal and/or work related problems in an effort to enhance the quality of their lives, to improve personal and organizational effectiveness, and to create a healthier campus community. Call **877.622.4327** to talk with CIGNA professionals, or register with [myCigna](#) to find online resources and personal assistance.

**REGAINING HEALTH** UMaine offers flexibility for faculty, particularly during times of illness or recovery. If you need to care for yourself or a loved one, you might want to take a leave or utilize the Stop the Tenure Clock and/or Alternative Assignments policies. The University offers the flexibility that allows you to focus on recovery. Read more about these benefits below, and talk to our campus Benefits Office to see what the best approach is for your unique situation.

⌘ **Stop the Tenure Clock** Untenured faculty can temporarily extend their probationary period following the birth or adoption of a child, to care for oneself or a loved one, or to deal with other exceptional life events. Read more about the [Stop the Tenure Clock](#) policy, review the current [AFUM contract](#), and then consider how a little extra time could have a positive impact on your health, your family, and your career.



⌘ **Swap Teaching for Other Duties** Following the birth or adoption of a child, families

must make adjustments. Maybe your usual teaching schedule just doesn't work with your new baby's schedule, or your newly adopted child needs more of your time. Did you know that you can request a temporary change in your assigned duties to help you meet your family obligations? Start a discussion about [Alternatives to Teaching](#) with your department chair, and consider if a new routine would give you and your family the time and flexibility you need.



⌘ **Taking a Leave** Dealing with personal or family health issues can be stressful as it often requires your full attention. UMaine faculty are eligible for a variety of leaves, paid and unpaid, to recover from childbirth or illness, to help a family member, or to deal with a newly adopted or recently placed foster child. Navigating federal, state, and university leave policies can be complicated, so faculty who need time off should talk with the Employee Benefits staff and their Human Resources partner to sort out the options.

### **THE SANDWICH GENERATION**

Are you supporting your children or your grandchildren while caring for your elderly parents? You're not alone, but fortunately, there are resources available to help you fulfill each of your varied caregiver roles. EAP and the [Eastern Agency on Aging](#) offer support, information, education and referrals that will help you and your loved ones find balance in your lives.

**TUITION BENEFITS** As a UMaine employee you can [enroll in classes](#) for free – as many as two 4-credit classes per semester/summer. And the University offers half-tuition to [spouses and other eligible dependents](#) matriculated in an undergraduate or graduate degree program at any of the seven UMaine System campuses. Visit the [Bursar's Office](#) website to access the tuition waiver forms, and call the [Employee Benefits Center](#) at 207.973.3373 or toll free at 866-269-9635 with questions about tuition waivers.

**TOBACCO FREE IS THE WAY TO GO** In 2011, the University of Maine became a tobacco-free campus. In keeping with a growing trend at colleges and universities across the U.S., UMaine extended its prohibition on smoking inside buildings to include campus grounds. This policy represents an extension of the university's student and employee wellness initiatives, all aimed at fostering a healthier, more productive living and learning environment. And this effort will help us reduce the costs of insuring our employees by improving the health of our campus community. The University is pleased to provide support to members of the community who wish to overcome tobacco addiction. Call RiseUP at 1.855.274.7387 or the Maine Tobacco Helpline at 1.800.207.1230 to get on a path to improved health and wellness.

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