

TO: Maine Worksite Wellness Initiative (MWWI) Year 2 (2010-11) Members  
FR: R.H. Ross, Convener  
DA: 3 June 2011  
RE: Year 2 Meeting 6 Write-up  
Thursday, 26 May 2011, 3:00-4:30pm, Medical Care Development, Augusta, Maine.

**Present:** Tom Algozzine, Abigail S. DiPasquale, Lynn Lavorgna-Landry, Del Leonard, Bill McPeck, Robert Ross, Amy Wagner, Bill Primmerman, Andy Spaulding. **Regrets:** Joel Allumbaugh, David Crawford, Tom Downing, Jaime Nicole Laliberte, Dean Paterson. The Convener regrets anyone overlooked.

**\* Please see Bill McPeck's Call for Volunteers on p. 2 of this document.**

**\*\*Please note Lynn Lavorgna-Landry's Work and Stress half-day seminar to be offered June 23 in Augusta on p. 1.**

**\*\* Please mark your calendars for Meetings 7 and 8:** Meeting 7, June 9, Tom Algozzine and TBD/Portland UNE "Cost drivers: Insurer and pharm perspectives" and Meeting 8, June 23, Tom Downing and Dean Paterson/Portland UNE "Mental Health: Missing piece in worksite wellness."

**\*\*\* For all Year 1 MWWI docs** go to <http://www.une.edu/mhprc/projects/mwwi/index.cfm>, **Year 2** go to <http://www.une.edu/mhprc/projects/mwwi/yeartwo.cfm>.

Andrew Spaulding hosted Meeting 6, and its webinar component, at Medical Care Development (<http://www.mcd.org/index.html>), 11 Parkwood Drive, Augusta, ME 04330. Meeting 5 was dedicated to the HERO scorecard (<http://www.the-hero.org/>). It followed the established three-part format as follows. The meeting commenced at 3:05 and adjourned at 4:45pm.

- 1. Roundtable.** Bob Ross opened the Roundtable noting that there will be two more meetings of the Year 2 MWWI: Meeting 7, June 9 (Tom Algozzine, "Cost drivers: Insurer and pharm perspectives," at the UNE Westbrook College campus, Portland) and Meeting 8 (same location, Tom Downing and Dean Paterson, "Mental Health: Missing piece in worksite wellness"). Abby DiPasquale reported that the Maine Municipal Employees Health Trust was exploring online HRA options and collecting quotes. Bob mentioned that one option for a eHRA (three building and four worksite environments) existed at [www.orasurvey.com](http://www.orasurvey.com); he disclaimed that he had been co-author of the "ORA" (Organizational Risk Assessment). Lynn Lavorgna-Landry of Maine General's Workplace Health described an upcoming Work and Stress seminar (half-day, through 1:00pm) to be offered June 23<sup>rd</sup> by Healthy People of the Kennebec Valley; for information or to register, **contact Laura Holweger at [holweger@mainegeneral.org](mailto:holweger@mainegeneral.org) or call 207-626-7255.** Bill McPeck reported winding up worksite work for the Cardiovascular program, involving individual employee needs assessments and worksite environment scans, and using Abby DiPasquale's environmental tool to do the Excel-reported scans for his businesses. June 1 he will have a web-based portal up to report this work, starting with results from the Credit Union. Bill described his parts of the Wellpoint Challenge (<https://www.wellpointchallenge.com/contestguidelines.aspx>) underway and Healthy Maine Walks (<http://www.healthymainewalks.org/>). He recounted how the Maine legislature has flat-funded Maine state employee health insurance, which means a cost shift to employees; already in the second year of premium reductions. An HRA was required first time this year, which 10,500 of 13,000 state employees completed. Andy Spaulding updated members on his work with the MEHAF micro wellness grant work with Bill Primmerman at Greater Somerset Health, the HERO scorecard which is a component of that work, and the Healthy Maine Works program he is putting out to the HMPs, despite their differing capacities to absorb it, and in anticipation of the requirement (by the new RFP) that they bring on HMWorks. He is working more on process, more the "art" than the science of worksite wellness, with most of the HMPs. Everyone nodded their heads. The HMPs that are further along, Andy said, are now asking how to do it *well*, which is good. Jackie Ellis approached Andy to consider a Maine Business Roundtable on worksite wellness, to get Peter Vigue and the like onboard. Bob Ross described his recent work writing Maine-based Health Impact Assessment proposals through UNE. **He requested that MWWI members submit abstracts to him the end of June, to be posted at the MWWI website (<http://www.une.edu/mhprc/projects/index.cfm>), for any worksite-related grants they have written and submitted this year.** Del Leonard, who reported leaving Ransom, is searching his next job and studying for the CSP (<http://www.bcspp.org/csp>). Del continues very usefully to represent the Occ Safety and Health perspective on the MWWI. Bill McPeck and others agreed that neither scenario—a worksite with a heart healthy choices cafeteria and walking program but a poor record on toxics and contaminants or one with a good record on the latter but a cafeteria full of cheeseburgers and fries—made sense. Bill described

the emerging “Welling model” as one which defined work environments in both health promotion and safety and health terms and brought both together in a comprehensive wellness program approach.

2. **Briefing.** Andy Spaulding reported the Maine Leadership Group for Worksite Wellness’s recent meeting around the HERO Scorecard (<http://www.the-hero.org/>) at which it was asked, How might the Micro employer wellness program, which features the Scorecard, be applied to other larger employers? Bill McPeck explained how the recently passed LD 1333 Tax Credit Bill ([http://www.mainelegislature.org/legis/bills/display\\_ps.asp?Id=1333&PID=1456&snum=125](http://www.mainelegislature.org/legis/bills/display_ps.asp?Id=1333&PID=1456&snum=125)) sets the stage for the Scorecard, which features strong benchmarking. He noted that the “art” of wellness is as challenging to promote at large as at small employers. Discussion ensued around the strengths, e.g. that it communicates what’s on and what’s not for employee wellness, and the limits of the Scorecard’s benchmarking, e.g. that it may have more PR than actual health promotion value for company leadership. Jerry Noyce was noted in relation to HERO’s collaboration with the Care Continuum Alliance around developing employee wellness and health management measures (see April 26, 2011 press release at [http://www.carecontinuum.org/news\\_releases/2011/20110426\\_HERO\\_collaboration.asp](http://www.carecontinuum.org/news_releases/2011/20110426_HERO_collaboration.asp)). On the MEHAF micro wellness grant, if an employer meets HERO Scorecard criteria, then they will be eligible for a tax credit. The criteria are just now being defined. But it is one thing to define criteria and another to apply/implement them at the worksite. Bill Whitmore at Anthem and Joel Allumbaugh, Andy reported, are working to define “How much of a tax credit.”
3. **Presentation.** Bill McPeck gave an historical sketch of the Maine Wellness Council (<http://www.wellnesscouncilofmaine.org/>) and offshoot, the Maine Leadership Group on Worksite Wellness, which in 2010 produced the “Criteria for Worksite Wellness <http://www.healthycommunitiesme.org/assets/files/Worksite%20Wellness/100808%20Workshop%20Materials/MWWC%20Criteria%20Document%20Final.pdf>), from which came the employer premium reduction/tax credit concept. The problem is that if a small employer has community rated health insurance, the premium cannot be changed (even though a smoking cessation program does get that employer a tax credit). It is not established yet what an employer will have to do to get the credit. Bill wants to generalize Andy’s micro-model and, to that end, **proposed a Leadership Group and the Maine Worksite Wellness Initiative collaboration around how to translate the HERO Scorecard into a document which can be used by businesses to make them eligible, i.e. define what they actually have to do, to get the premium discount/tax credit. The goal would be to create a document for the Bureau of Insurance which describes “best thinking” on the subject of how-to-qualify**, and not just for the self-insured employers but also for the community-rated ones. Bill suggested that a Taskforce or Working group might be established from members of the Leadership Group and Maine Worksite Wellness Initiative to frame out a document around which to assemble a statewide Meeting, from proceedings of which a Whitepaper could be written and issued, a very concrete “Guide for Rule-making” to specify what the employer premium reduction/tax credit criteria should be. **Bill promised to produce and provide Bob with a “Call for volunteers” to constitute such a Taskforce to be circulated to MWWI members.** Since the ruling will likely be made by the Commission in September, the Taskforce would have to assemble by late June. Meantime, the Bureau of Insurance is awaiting appointment of a new Commish.