

The Carolyn C. Mattingly Award for

MENTAL HEALTH IN THE WORKPLACE



THE LUVU PROJECT
In Memory of Carolyn C. Mattingly

UBT
Union Bank & Trust®

UBTwell

Honorable Mention for the 2025 Carolyn C. Mattingly Award for Mental Health in the Workplace

The Carolyn C. Mattingly Award for Mental Health in the Workplace recognizes and celebrates exemplary organizations that advance the mental health and well-being of their workforce. Learn more here: <https://theluvuproject.org/workplaceaward/>

Program Overview

Union Bank & Trust (UBT) is a locally owned Midwestern bank rooted in personal service and community values, with a strong presence in Nebraska and Kansas. Its wellness program, UBTwell, began in 1993 and has evolved into a comprehensive initiative that promotes healthy behaviors and empowers associates to make informed wellness decisions. The program emphasizes mental health through initiatives like motivational stickers, EAP desk drops, suicide prevention training, and expanded sick leave policies.

Mental Health Benefits and Resources:

- > No-cost and low-cost offerings through EAP such as mental health counseling, wellness and nutrition coaching, financial and legal resources, peer-to-peer connection app, and online resources for associates and immediate family members
- > Suicide prevention support from on-site expert speakers, sticker distribution to reduce stigma, and distribution of 988 hotline materials

Workplace Practices and Policies:

- > New Employee Orientation and New Employee Benefit Orientation for all new hires to educate and understand the culture and offerings within UBT
- > New Manager Bootcamp for all new managers to learn basic processes around managing along with learning soft skills of being a manager

Workplace Culture and Environment:

- > UBTconnect, informal and personal connections between associates to development connections once per month
- > Budget allocation for each department to use toward social gatherings and foster connection along with annual gatherings such as All Officer Meeting and Longevity Luncheon
- > Wellness challenges and offerings such as free guided meditation, desktop stretching, fitness facility, and free on-site lunches

Innovation

- > Funmittees to support fun, the competitive spirit, and camaraderie within the organization
- > Policy changes such as work from home policy, redesigning the vacation policy to encourage consistent usage, and updated sick leave policy

Leadership Support

- > Two dedicated employee relations professionals to support the personal and professional lives of our associates
- > Twice per year 1:1 meetings with managers and direct reports to reflect on the previous six months and the next six months to support growth and job performance

Outcomes

- > Higher than national average EAP utilization at 8.0% compared to 4.5%
- > Mental health care compliance within the employer health plan has risen by 31% in a six-year period
- > 9 out of 10 associates would recommend UBT as a great place to work