

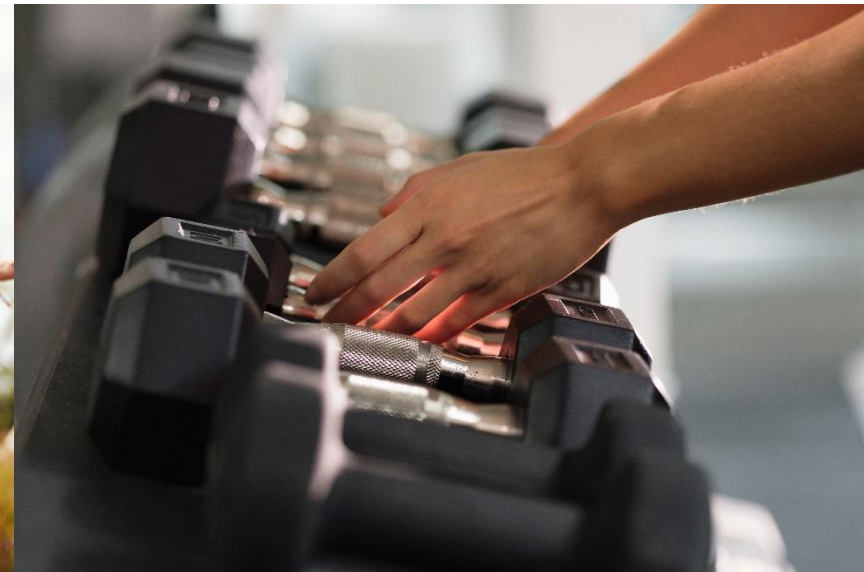
FITNESS RELEASE TIME

PILOT 2025

PURPOSE

Fitness Release Time is a **voluntary program** designed to **improve the health and well-being of our employees.**

We want to provide a supportive environment that encourages employees to adopt healthy behaviors and positive lifestyle choices, increases employee engagement, enhances employee experience, allows for positive job performance, and reduces health care and insurance costs.



TEXAS STATE STATUTE 664.001 THE STATE EMPLOYEE HEALTH AND FITNESS ACT OF 1983.

A state agency may:

- **Allow each employee 30 minutes during normal working hours for exercise three times each week**
- Allow all employees to attend on-site wellness seminars when offered; healthpoint.utexas.edu and eap.utexas.edu
- Provide eight hours of additional leave time each year to an employee who:
 - receives a physical examination; and
 - completes either an online health risk assessment tool provided by the department or a similar health risk assessment conducted in person by a worksite wellness coordinator

REVIEW OF THE LITERATURE

Numerous studies have looked at the impact of exercise on work-related outcomes

- Regular physical exercise significantly improves visual memory and reduces perceived stress
- Participants who exercised four times a week for four weeks showed cognitive and emotional benefits of consistent physical activity
- Regular exercise enhances both mental and emotional well-being.
- Exercising one hour a week showed improvements including reduced musculoskeletal pain, absenteeism due to sickness, and cardio-metabolic risk factors; as well as improved workplace productivity, and physical and functional capacity.

ELIGIBILITY

- Full-Time (40 hours a week)
- Leave-Eligible
- Employed at UT Austin at least 6 months.



ELIGIBLE ACTIVITIES

THE WORLD HEALTH ORGANIZATION (WHO) DEFINES PHYSICAL ACTIVITY AS ANY BODILY MOVEMENT PRODUCED BY SKELETAL MUSCLES THAT REQUIRES ENERGY EXPENDITURE.

EXAMPLES OF ELIGIBLE ACTIVITIES.

- WALKING
- YOGA
- BASKETBALL
- FREE WEIGHTS
- TAI CHI
- TREADMILL
- ZUMBA
- *ETC.*



PROCESS

1

Managers who might be interested will receive an email introducing and describing the program with a link to a short manager interest form.

2

If the manager indicates interest in participating, they will be given an email template to send to their employees. It will have a link to the fitness activity agreement.

3

The employee will submit the fitness activity agreement that includes the intended schedule and describes the documentation required.

GUIDELINES

1. Fitness Release Time may not interfere with the workflow and operation of the employee's department.
2. Managers have the discretion to ask an employee to adjust their usage of Fitness Release time to meet operational demands.
3. Employees need to be in good standing in regard to their performance and conduct to participate.
4. Fitness Release time is paid time that does not have to be made up, cannot be accrued, and does not need to be documented on timesheets.
5. A new agreement must be completed if an employee's manager or position changes.
6. The agreement may be terminated by the employee's manager.
7. Managers may request documentation such as an attestation to support the request.
8. Fitness activity may not count as work on a day in which the employee did not otherwise work.

SURVEY QUESTIONS

- Do you feel your health has improved as a result of the program?
- Do you feel your overall quality of life has improved as a result of this program?
- Has your manager and your team been supportive of your participation?
- Has the program encouraged you to make other healthy lifestyle choices?
- Have you felt more engaged at work?
- Has it improved your experience as a UT employee?
- Do you feel more productive?
- What interested you in participating?
- What days and amount of exercise each day?
- Questions about general well being
- How can we improve the program?