

Worksite Wellness: Benefits of Tobacco-free Worksite Policies

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Faculty

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If You Could Have . . .

- **A safer workplace**
- **A cleaner workplace**
- **A healthier workplace**
- **A more productive workplace**
- **. . . and it wouldn't cost you a dime**
– **Would you?**

Making Your Business Tobacco-free Can Do All That, and More

Tobacco Facts

- **Today, many people think tobacco use and exposure to secondhand smoke is no longer a problem**
- **In 2011, nearly 25% of Alabamians said they smoked**

Tobacco Facts

- **Tobacco use is the leading preventable cause of death and disease in the United States, imposing a huge health and financial burden on businesses and families**

The Toll of Tobacco: Alabama

- \$1.49 billion annual healthcare costs caused directly by smoking
- \$2.24 billion smoking-caused productivity losses
- Approximately 8,350 deaths per year due to smoking and exposure to secondhand smoke

Health Care Costs of Smoking

- Smoking harms nearly every organ in the body
- Smoking-related illness results in approximately \$96 billion in healthcare costs each year
- Private insurance pays for nearly 50% of smoking-related medical costs for people ages 19-64

2006 Surgeon General's Report: The Health Consequences of Involuntary Exposure to Tobacco Smoke

- Exposure to SHS causes heart disease and lung cancer in adults
- There is no safe level of Secondhand Smoke Exposure
- The only way to fully protect nonsmokers is to eliminate smoking in indoor spaces

Smoke Free Policies Nationwide

- As of April 2013, 36 states, along with the District of Columbia, American Samoa, the Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands, have laws in effect that require non-hospitality workplaces and / or restaurants and / or bars to be 100% smoke free

Alabama Cities with 100% Smoke Free Laws in all Workplaces, Restaurants, and Bars

- | | |
|------------------|------------------|
| • Albertville | • Fultondale |
| • Atmore | • Gulf Shores |
| • Bayou La Batre | • Jasper |
| • Birmingham | • Lanett |
| • Citronelle | • Midfield |
| • Clay | • Orange Beach |
| • Cottonwood | • Oxford |
| • Decatur | • Phenix City |
| • East Brewton | • Talladega |
| • Flomaton | • Vestavia Hills |

Why Be Tobacco-Free?

Employers

- A tobacco-free environment helps create a safer, healthier workplace
- Direct health care costs to the company may be reduced
- A clear plan that is carefully put into action by the employer to lower employees' exposure to secondhand smoke shows the company cares

Employers

- Employees may be less likely to miss work due to smoking-related illnesses
- Maintenance costs go down when smoke, matches, and cigarette butts are taken out of work facilities
- Office equipment, carpets, and furniture last longer

Employers

- The risk of fires is lower
- It may be possible to get lower rates on health, life, and disability insurance coverage as fewer employees smoke

Employees

- A tobacco-free environment helps create a safer, healthier workplace
- Smokers who want to quit may have more of a reason to do so
- Smokers may appreciate a clear company policy about smoking at work

Employees

- Managers are relieved when there is a clearly defined process for dealing with smoking in the workplace

Impact on Worker Productivity

- Smokers are absent seven to ten more days per year than nonsmokers
- Studies show that smokers who quit show increased productivity over time, compared to current smokers
- One survey found that three 15-minute smoking breaks a day amounted to a full year of a worker's life spent smoking

Ohio Study

- **Smokers cost their employers nearly \$6,000 a year more than staff who don't smoke**
 - **Micah Berman, Ohio State University, 2013**

Ohio Study

- **Many studies have shown that smokers cost the health care system more and that they cost health insurers more**
 - **Because many companies self-insure, that means smokers cost their employers more**

Ohio Study

- **There's also the lost productivity of workers stepping away for a smoke break**
 - **Those breaks take longer as more employers adopt smoke free policies**

Liability for Accidents and Worker's Compensation Claims

- **As early as 1972, the Surgeon General warned that smoking was dangerous to non-smokers**
- **Secondhand smoke has been classified as a known carcinogen**

Liability for Accidents and Worker's Compensation Claims

- **December, 1995**
 - **Widower of a Veteran's Affairs Hospital nurse awarded death benefits on the grounds that his wife's fatal lung cancer was caused by occupational exposure to secondhand smoke**

Cleaning and Maintenance Costs

- **Businesses that allow smoking have higher cleaning and maintenance costs due to smoke damage**
- **Cleaning costs associated with smoking in the workplace total about \$4 billion per year**

Fire and Property Insurance

- **Businesses that allow smoking have higher fire and property insurance costs**
- **Commercial cigarette fires cause about \$500 million in damages annually**
- **Approximately 2,000 people die each year in commercial cigarette fires**

Steps to Promote Healthier Workers and Increased Profits

Implement Model Tobacco-Free Policies

- **Tobacco-free policies protect nonsmokers from secondhand smoke and help smokers quit successfully**
- **Tobacco area coordinators can help your business with implementation of a tobacco-free plan**

Implement Model Tobacco-Free Policies

**Model policy language can be found at:
www.cdc.gov/tobaccofree/policy.htm**

Policy Implementation Steps

- **Adopt a model tobacco-free workplace policy**
- **Promote the policy and its implementation date**
- **Support the policy through your company's infrastructure**
- **Help your employees who want to quit tobacco use**

Tobacco-Treatment Benefits and Your Health Plan

- **Providing tobacco-use treatment through your health plan increases the number of tobacco users who quit and remain tobacco-free**
- **Effective interventions include both counseling and medications**

Tobacco-Treatment Benefits and Your Health Plan

- Health plan coverage of effective treatments costs employers, on average, 10-40 cents per member per month, but savings exceed the cost of services within three to five years

Model Health Plan Benefits

- Effective tobacco-use treatments are provided and / or covered for spouses, dependents, and retirees
- Multiple forms of counseling (ie: individual, group, or telephone) are offered / covered

Model Health Plan Benefits

- FDA-approved prescription drugs, including bupropion, varenicline, and prescription nicotine replacement therapies are covered
- Co-pays are eliminated or minimized

Free Help

Refer employees and dependents for free help to the:

Alabama Tobacco Quitline

1 – 800 – QuitNow

(1 – 800 – 784 – 8669)

www.alabamاقuitnow.com

Tobacco-Free in the News

- Starbucks is the first chain to go smoke-free on its patios
 - As of June 1, there is a smoke-free policy 25 feet from the entrance of all Starbucks
- As of July 1, 2013, UAB Medicine implements a tobacco-free hiring policy

Tobacco-Free in the News

- Troy University celebrates one year of 100% tobacco-free campus in August 2013
- Mayo Clinic study shows that smoke-free workplace laws are associated with about one-third fewer heart attacks

For Additional Information

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