



POPULATION HEALTH MANAGEMENT

Employer Tobacco Policies

USI advises employers on appropriate tobacco restrictions and incentives to reduce claims and other workplace related costs.

- Fee-for-service tobacco cessation programs have not demonstrated positive ROI for many employers due the fact that the impact of long-term tobacco use is not easily reversed
- USI compliance teams advise employers on tobacco restrictions and financial penalties for smokers based on relevant federal laws
- Evaluate potential fee for service or free options, including self-help classes, toll-free quit-lines, counseling services, eligible tobacco cessation medications to determine best fit with the organization
- Create contribution and communication strategy to promote behavior change



Impact and Benefits:

- Smokers have twice the lost productivity per week than non-smokers¹
- Compared to non-smokers, smokers are **50%** more likely to be hospitalized and have **15%** higher disability rates²
- Due to long-term impact of tobacco use, employers can expect only a modest average savings of **\$210** per year for each member that quits smoking³

1. Impact of smoking status on workplace absenteeism and productivity Michael T Halpern, Richard Shiklar, Anne M Rentz, Zeba M Khan Tob Control 2001;10:3 233-238 doi:10.1136/tc.10.3.233

2. Medical costs of smoking in the United States: estimates, their validity, and their implications, Kenneth E Warner, Thomas A Hodgson, Caitlin E Carroll Tob Control 1999;8:3 290-300 doi:10.1136/tc.8.3.290

3. Fitch K, Iwasaki K, Pyenon B. Covering smoking cessation as a health benefit: A case for employers. Available at: <https://www.dfwbgh.org/events07/9-27-2007.pdf>. Accessed on December 18, 2016.

Effectively Managing Tobacco Use