Initiatives Across the State

Worksite Wellness Initiatives

- **Eagle County**
- **Delta, Montrose, Hinsdale, Gunnison, San Miguel and Ouray**
- **Garfield County**
- **Northeast Colorado**
- **Adams, Arapahoe and Douglas Counties**
- **Southeast Colorado**

Tobacco-Free, Smoke-Free, and Vape-Free Environments

- **Tri-County –** Tobacco-free environment for county government campuses
- **Denver –** Tobacco-free environment for Public Health campuses
- **Lakewood** – Smoke-free and Vapor-free Public Places Ordinance
- **Golden** – Smoke-free and Vapor-free Public Places Ordinance
- **Boulder** – Smoke-free and Vapor-free Ordinance including Pearl Street Mall, city municipal campus, parks, high school, within 25ft of the library, and within 25ft of a transit stop

Breastfeeding Friendly Environments

- **Boulder County** - Designated breastfeeding-friendly worksite
- **Weld County** – Designated breastfeeding-friendly worksite (Human Services, WIC, Public Health and Environment, Human Resources)

Get the Facts

What is worksite wellness?

An organized initiative intended to assist employees in making ***voluntary behavior changes*** which will. . .

- reduce their health and injury risks
- increase productivity and job satisfaction
- enhance overall physical and mental well-being
- improve their healthcare consumer skills

Benefits of Worksite Wellness

↓ Health Related Costs
↓ Absenteeism
↓ Presenteeism
↓ Injuries & Illnesses
↑ Productivity & Performance
↑ Employee Retention
↑ Morale & Job Satisfaction
↑ Improve Workplace Culture

Return on Investment

An overall:

$2 - $6 savings per $1.00 spent

Health insurance costs:

$3.48 savings per $1.00 spent

Costs associated with absenteeism:

$5.82 savings per $1.00 spent

Direct Cost of Poor Health

Health Risk Factors	Excess Health Care Spending for Risk Factor (per person per year)
Multiple Cardiovascular Disease Risks	$3,545
Depression	$2,024
Glucose	$1,216
Overweight	$1,002
Stress	$950
Lack of exercise	$595
Blood Pressure	$546
Cholesterol	$381

Hidden Cost of Poor Health

Medical Condition	Absences	Presenteeism
Diabetes	$514	$5,414
Stomach/ Bowel Disorder	$800	$6,790
Heart/Circulatory	$613	$6,207
Back or Neck Disorder	$839	$6,879
Depression, Anorexia, Emotional Disorder	$1,525	$15,322

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Promoting Employee Wellness Through Breastfeeding Support

Employer Responsibilities

Workplace Accommodations for Nursing Mothers Act

All Colorado employers are required to make the following accommodations for breastfeeding employees:

- provide reasonable time (unpaid or paid break and/or meal time) for mothers to express milk at work
- make reasonable efforts to provide suitable, private space for this purpose
- not discriminate against women for expressing milk in the workplace

The full text of the law can be found at www.cobfc.org.

Employers Benefits

Supporting a breastfeeding employee brings a business a 3:1 Return on Investment (ROI) through:

- Lower health care costs
- Lower employee absenteeism rates due to healthier babies
- Lower turnover rates
- Higher employee productivity and loyalty
- Enhances company image in the eyes of customers, potential employees, and the community at large

Source: U.S. Department of Health and Human Services, www.womenshealth.gov

How to Comply With the Law and Meet the Basic Needs of Breastfeeding Employees

Develop a lactation policy and inform employees

Include the rationale for the policy and describe the accommodations available. Communicate how the business supports breastfeeding employees regularly and include at new employee orientation, highlighting the business advantages.

Provide privacy for milk expression and allow for flexible breaks

This can be a woman's private office if it locks or a designated lactation room. If a small room cannot be designated, be creative! Employees have used spare/borrowed offices, dressing rooms, a cubicle area with a privacy screen, conference rooms, or inventory rooms. For ideas visit www.womenshealth.gov, Employer solutions. Space must be clean, private and have an electrical outlet. Public restrooms or a toilet stall are **NOT** appropriate or compliant with the law.

Promote a supportive environment

A positive, accepting attitude from upper management, supervisors and coworkers will help a breastfeeding employee feel confident and be successful.

For breastfeeding support and resources:

Colorado Breastfeeding Coalition:
1-844-COBFC-4U/www.cobfc.org

Local WIC office:
1-800-688-7777

Colorado Department of Public Health and Environment: Breastfeeding in the Workplace resources
www.breastfeedcolorado.com

Fast Health Facts

Babies who are **NOT** breastfed are: 100% more likely to have middle ear infections, 250% more likely to suffer lower respiratory diseases, 35% more likely to develop asthma, and 65% more likely to develop Type 2 Diabetes.

Mothers who do **NOT** breastfeed are: 40% more likely to develop breast cancer, 25% more likely to develop ovarian cancer, and 5-15% more likely to suffer from Type 2 Diabetes.

Source: Breastfeeding and Maternal and Infant Health Outcomes in Developed Countries" (April 2007) U.S. Department of Health and Human Services, Agency for Healthcare Research and

Benefits of a "Tobacco-Free" Versus a "Smoke-Free" Campus

Unlike smoke-free campus policies, tobacco-free campus (TFC) policies protect nonsmokers from secondhand smoke as well as reducing overall tobacco use. The Centers for Disease Control and Prevention (CDC) has provided guidance for implementing a TFC initiative that includes a policy and comprehensive cessation services for employees. This toolkit can be accessed at http://www.cdc.gov/nccdphp/DNPA/hwi/toolkits/tobacco/index.htm and is based on the CDC experience with implementing the U.S. Department of Health and Human Services (HHS) Tobacco-Free HHS initiative.

Worldwide, tobacco use results in nearly 5 million deaths per year. According to the World Health Organization, if current trends continue, it is predicted that tobacco use will cause more than 10 million deaths annually by the year 2020 (see http://www.who.int/whr/2002/en/index.html). TFC policies support the aim of public health to reverse this trend.

The following is a summary of the benefits of a tobacco-free campus over a smoke-free campus policy:

- "Tobacco free" emphasizes the health of all, including the smokeless tobacco user. "Smoke free" is primarily aimed at benefiting the health of non-smokers by reducing secondhand smoke exposure.
- Exempting smokeless/spit tobacco products in a policy (as with smoke-free policies) implies that "It is fine if you harm yourself with your tobacco use, just don't expose me to smoke".
- Tobacco-free campuses help change social norms about the acceptability of tobacco use.
    - By requiring tobacco users to leave campus/their worksites to use tobacco, de-normalization of use occurs, significantly reducing the modeling of tobacco use to young people and adult committed to staying tobacco-free.
- Many health/public health institutions are already tobacco-free. The public is becoming accustomed to these policies.
- Prohibiting spit tobacco use (as in TFC policies) helps reduce waste (used tobacco, tobacco containers, spit containers, spit on sidewalks, etc.).
    - The biological waste (or juice) from used spit tobacco creates a concern with sanitation. This waste is a public health concern when disposed of in an unsanitary manner such as spitting into a cup.
- "Tobacco-free" versus "smoke-free" helps eliminate loopholes that might be exposed by the tobacco industry.
    - The tobacco industry has begun marketing products that are both smokeless and spitless (e.g. snus, tablets, lozenges, and lotions), in an effort to gain consumers who cannot smoke in certain places due to smoke-free policies, but are not prohibited from using smokeless forms of tobacco, inadvertently increasing the use of other forms of tobacco.
- A recent study in *Cancer Epidemiology Biomarkers and Prevention* shows there is similar exposure to a tobacco-specific carcinogen (cancer-causing agent) in spit tobacco users and cigarette smokers (Hecht, et al—University of Minnesota).
    - Spit tobacco users are susceptible to various cancers and oral health problems. The spit tobacco also contains three to five times the amount of addictive nicotine as cigarettes.
- A tobacco-free policy eliminates any confusion for staff, clients and visitors about what is or is not allowed on campus.

* *Modified from the Bacchus Network's "Benefits of Tobacco-Free Policy vs. Smoke-Free Policy" document*.

$ave Money, Save Lives: Facts About Tobacco-Free Workplaces

Tobacco Has a Price

In Colorado, 5,100 people die annually from smoking. Our annual healthcare costs *directly* caused by smoking are $1.89 billion with smoking-caused production losses estimated at $1.27 billion.[i]

Benefits of Adopting Tobacco Free Workplace Policies

Tobacco-free workplaces create a healthier, more productive & enjoyable environment for everyone. Comprehensive tobacco-free policies can:

- Increase productivity and decrease medical expenses (Save up to $6000 per tobacco user, per year.) [ii,iii]
- Lower absenteeism rates.
- Lower health insurance premiums (tobacco users have more and longer hospital stays)
- Decrease Worker's Compensation costs ($2,189 for smokers vs. $176 for nonsmokers)[iv]
- Save on maintenance & cleanup costs (Cigarette butts are the most littered item in the U.S.) [v]

Strategies to increase your bottom line

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- ✓ Prohibit tobacco use on company grounds – indoors, outdoors & parking lots.
- ✓ Remove cost barriers by providing full coverage (100%) for tobacco cessation, medication & counseling.
- ✓ The Affordable Care Act gives employers greater flexibility to help employees quit – get the facts.
- ✓ Provide information about free resources to assist with quitting.
- ✓ Offer onsite support.

Lost Production Time

In a national survey of over 29,000 workers, tobacco use was a leading cause of worker lost production time—greater than alcohol abuse or family emergencies. Quitting smoking can greatly improve a worker's productivity.[vi]

Resources

[i] CDC, Best Practices for Comprehensive Tobacco Control Programs, 2014 and CDC's Smoking Attributable Mortality, Morbidity and Economic Costs, SAMMEC, average annual smoking attributable productivity losses from 2000-2004 (updated to 2009 dollars).

ii Centers for Disease Control (CDC). "Annual Smoking Attributable Mortality, Years of Potential Life Lost, and Economic Costs-United States, 1995-1999." Morbidity and Mortality Weekly Report. JAMA, (287)18:2335-2356, 8 May 2002.

iii Companies Pay Almost $6,000 Extra Per Year for Each Employee Who Smokes, Tobacco Control 2014;23:5 428-433 Published Online First: 3 June 2013 doi:10.1136/tobaccocontrol-2012-050888

iv The Association of Health Risks With Workers Compensation Costs. Journal of Occupational and Environmental Medicine. 43(6): 534-541, June 2001.

v "America Reaches Major Anti-Smoking Milestone," The American Legacy Foundation, November 19, 2008

vi Stewart, WF, Ricci, JA, Chee, E, Morganstein, D. Lost productivity work time costs from health conditions in the United States: Results from the American Productivity Audit. Journal of Occupational and Environmental Medicine 45(12):1234-1246, 2003.