



Q&A from the ActionToQuit & Legacy June 8, 2011 Webinar, *Engaging Employers in Tobacco Control*

Speakers: Stacey Nelson, Manager, Health and Welfare, Sprint
 Eric S. Ewalt, Health Promotion Communication Administrator, Caterpillar
 Ellen Vargyas, General Counsel and Corporate Secretary, Legacy

Moderator: David Zauche, Senior Program Officer, Partnership for Prevention

Q&A for Stacey Nelson, Manager, Health and Welfare, Sprint

<i>To qualify for the non-smoking discounts, how is it monitored to ensure qualification i.e. saliva tests, and who does this personal monitoring and how much does this monitoring cost?</i>	We do not monitor. We do reserve the right to audit at any time.
<i>How are the discounts on medical and life insurance premiums negotiated?</i>	For our medical insurance, we provide about a 6% discount to the medical premiums since we are self insured for most of our medical programs. For the life insurance, we are provided better rates by requiring people to designate their tobacco status.
<i>Are there ongoing activities for the duration of the 3-6 month program? And, what determines program length?</i>	The telephonic program can run anywhere from 3- 6 months depending on the participant and how long it takes to quit. We also offer an online program which could take 1- 3 months but is does not offer any nicotine replacement therapy options. If the online option doesn't work, participants always have the option to use our QuitPower program.
<i>Is the 8 weeks of nicotine replacement therapy a onetime benefit?</i>	No, participants are able to get additional supply if needed but would have to go through the program again.
<i>Are wellness ambassadors former smokers/tobacco users?</i>	The wellness ambassadors are not former smokers or tobacco users but we do have committees onsite that consists of employees who have quit smoking.

<p><i>I am curious as to whether Sprint has considered a tobacco free grounds policy? If so, what is keeping them from implementing it?</i></p>	<p>We have considered a tobacco free grounds policy but still have some hurdles to overcome from a legal and culture perspective. Our goal is to have tobacco free grounds.</p>
<p><i>What factors led you to implement a partial, rather than a complete, tobacco free campus? Has your partial policy led to difficulties?</i></p>	<p>We do have issues of non compliance on our campus with smoking in non-designated areas and we have difficulty with enforcement as well at our very large locations that have more than one building. We also get complaints on where the designated smoking areas are located. We are continuing to assess this each year.</p>

Q&A for Eric S. Ewalt, Health Promotion Communication Administrator, Healthy Balance Program, Caterpillar

<p><i>How was it made a priority at Caterpillar to focus on Healthy Balance?</i></p>	<p>Back in 1997, an initiative was started by the employees to promote healthy living for the employees, retirees and their families. A health risk assessment (questionnaire) was developed to identify common barriers to healthy living and programs were established to help overcome those barriers. Smoking, obesity, diabetes and high blood pressure were all identified as contributors. Given the mortality rates due to these factors, Caterpillar felt it was a worthwhile initiative to invest in the future of the employees and the company. Caterpillar's investment in the program extends to giving employees a discount on their premiums for participating in the health risk assessment.</p>
<p><i>Are employees allowed to access smoking cessation services during the workday? If so, how do you limit/monitor the time they can spend?</i></p>	<p>At Caterpillar, there are many different work environments with different phone access restrictions. Those on the factory floors would have much less access than those in an office setting. So, the options of the employees to call for support would be limited during work hours. The factory workers are limited to breaks and lunchtime to make personal calls. In the office, it would be considered a personal call, so employees would be expected to keep it to a minimum. As far as "monitoring" goes, there is nothing in place. A lot depends on the supervisor, and a more involved, supportive supervisor would likely give some consideration if an employee was truly trying to quit and struggling.</p>

Q&A for Ellen Vargyas, General Counsel & Corporate Secretary, Legacy

<p><i>The reason for higher cotinine levels in African Americans is likely due to the fact that Menthol cigarette use is associated with higher levels of cotinine. Menthol cigarettes have been historically marketed to African Americans by tobacco companies.</i></p>	<p>You are quite right that menthol has been aggressively marketed to African-Americans and African-American smokers smoke menthols at dramatically higher rates than other smokers. However, the link between menthol and higher cotinine levels is, as best I understand, is still just a theory. In any event, it doesn't change the fact that African-American smokers show higher cotinine levels per cigarette smoked than certain other smokers. So, unless dramatically more sophisticated tests are developed to (a) establish the menthol-cotinine link and (b) adjust for it, the underlying concern about a race-based disparate impact remains.</p>
<p><i>Is the \$6 cost per employee for just those in the cessation programs, or for all employees?</i></p>	<p>The cost is per employee. The report, Milliman's Covering Smoking Cessation as a Health Benefit: A Case for Employers, is available at Legacy's website at http://www.legacyforhealth.org/4231.aspx.</p>
<p><i>Would you agree that those working in the field of addictions should be required to be tobacco-free, as they are required to be alcohol-free?</i></p>	<p>The question of whether individuals working in the area of addiction, and I would assume the questioner is also concerned about tobacco control, should be tobacco-free themselves is an interesting and complicated one. As I said on the call, Legacy does not have a smoker-free policy and, in fact, has occasionally hired smokers so clearly our view is that smokers can work in tobacco control. (I would note that we offer an array of cessation services to our employees.) The question becomes more complicated when it is narrowed to people who are working as addiction or cessation counselors or in similar roles. Legacy has never formally addressed this question so I will offer my personal views. On the one hand, it would seem that alcohol and drug addictions that significantly impair the alcoholic or addict are different from smoking which does not impair the user in the same way. On the other hand, the credibility and effectiveness of a cessation counselor who smokes could be severely undermined. It may be that requiring cessation counselors to be smoke-free would stand as the very limited exception to our broader view opposing smoker free workplaces. I would note that many alcohol and (non-tobacco) addiction counselors do smoke (as do high percentages of alcoholics and drug addicts).</p>
<p><i>Understanding the social justice concerns related to smoker-free workplaces, how do you then protect the right of non-smokers to be protected from the effects of second- and thirdhand smoke?</i></p>	<p>The rights of non-smokers are protected by maintaining smoke-free workplaces which, as I discussed, Legacy strongly supports.</p>

Q&A for Stacey Nelson and Eric S. Ewalt

<p><i>Do Sprint and Caterpillar utilize a unique phone number for their telephonic cessation services in order to track utilization?</i></p>	<p>Yes we do have a special 800# through our wellness program to get engaged into the QuitPower program.</p>	<p>The vendor utilized by Caterpillar maintains data regarding those who enroll in the program. Information is tracked on how they enrolled, their reasons for quitting and their success in the program. We get a monthly update on the statistics. The success rate since the program started is 34%...and that is those who have quit and remained smoke-free over the past 8 years.</p>
<p><i>Are the tobacco cessation resources available to your employees available to their families as well?</i></p>	<p>Yes they are available to spouses and domestic partners.</p>	<p>Caterpillar's smoke cessation program is available to employees, retirees and their spouses who are covered under a Caterpillar health plan and participate in the health risk assessment.</p>
<p><i>For those of us in tobacco control what can we do to encourage employers to follow in your footsteps?</i></p>	<p>I think employers need to share their story: successes and challenges. I look at employers like Caterpillar who are completely tobacco free and that makes me realize at Sprint we can get their too.</p>	<p>Numbers. Statistics show that a healthier employee is a more engaged and productive employee. A healthier workforce will result in lower healthcare costs... a savings realized by both the employee and the company. The key to selling a wellness program to an employer is to show the projected savings a healthier workforce will bring to the company.</p>
<p><i>How did Sprint and Caterpillar measure or confirm which employees who quit successfully? How long did those successful quitters remain smoke-free?</i></p>	<p>We measure quit rates for those that participate in our QuitPower program and complete it. Then we do a follow-up within 3 months after for a status update. The challenge is that participants may not always return that call.</p>	<p>As stated above, we get a monthly statistical updates from our vendor. The success rate since the program started is 34%...that is those who have quit and remained smoke-free over the past 8 years. Most programs only measure over a 12 month or two year period. We have maintained data since the program began.</p>

<p><i>I would be interested to know more about these companies' relationships with local community-based or state agencies dedicated to tobacco prevention and cessation. In their experience, what role do these entities play in assisting large corporations to implement comprehensive tobacco cessation systems?</i></p>	<p>Sprint has not done a lot within the community but has worked with the National Business Group on Health, Partnership for Prevention and a health care coalition in Overland Park, KS. I think that it is a good idea to continue to work with those in the community to further advance the awareness.</p>	<p>Caterpillar's program is run internally and not associated with any local or state agencies. While the program is maintained and funded by the company, our director has presented on the success of our program to many committees including those in the government.</p>
<p><i>Does Sprint & CAT support these programs with their staff in Canada as well?</i></p>	<p>We do not have staff in Canada.</p>	<p>The Caterpillar program is currently for US employees only, but we are always reviewing future possibilities.</p>