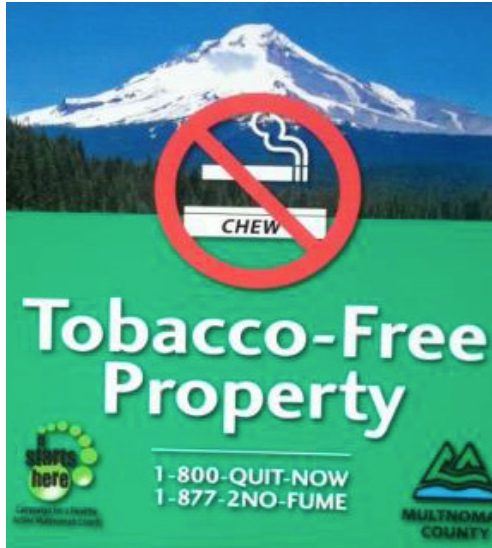


# FAQ: IMPLEMENTING TOBACCO-FREE WORKPLACES AND CESSATION SUPPORT



*PICTURES OF HEALTHY WORK:  
Top to bottom: A sign reflecting Oregon's smoke-free workplace law. Smokers at work from tobaccofree.org. A smoking cessation class from the State of Virginia.*

## WILL OFFERING CESSATION SUPPORT SERVICES COST THIS COMPANY MONEY?

Most likely not. In the state of Florida, there are a number of free resources that employers can use to help their employees quit using tobacco, including the Quitline. Many health insurance companies also have no-deductible and no-cost programs. In addition, a smoking employee generally costs an employer \$3,391 more than a non-smoking one because of increases in insurance premiums and sick days.

## HOW DIFFICULT IS IT TO WORK WITH UNION CONTRACTS?

While union contracts are generally long and difficult to change, many unions, including the AFL-CIO, have shown support for implementing tobacco-free workplaces under the guise of improving working conditions.

## DON'T SMOKING EMPLOYEES HAVE A RIGHT TO A SMOKING AREA?

Not in the state of Florida. "Smokers" are not a protected class in Florida, so employers have absolutely no legal obligation to support them, either by offering them a smoking area, giving them smoking breaks, or even hiring them in the first place.

## WHY DOES IT MATTER? THE SMOKERS ARE ONLY HURTING THEMSELVES

Unfortunately, second-hand smoke spreads, impacting the workplace, and health, of all employees and clients in the area. Protect the health of your employees and yourself from litigation by instituting smoke-free policies in your workplace.