



Implementing a Smoke-Free Environment at Blue Cross

**Blue Cross and Blue Shield of Minnesota
Employee meetings, July - August 2003**



Introductions



Today's Agenda

- **Why This Policy Change?**
- **A Look at the Policy**
- **Employees' Responsibility**
- **Q & A's**
- **Available Stop- Smoking Options**
- **Your Questions**



Why This Policy Change?

- **To support our employees who smoke and who would like to quit.**
- **To make a healthy difference in people's lives.**
- **To continue our leadership role in reducing tobacco use.**

What is the Policy?

- **Smoking is not permitted at any time on Blue Cross buildings or grounds.**
 - **Regardless of whether property and grounds are owned or leased**
 - **Includes all vehicles on Blue Cross grounds**
- **Smoking is not permitted in any Blue Cross vehicle.**



Employees' Responsibility

- All employees are responsible for adhering to this policy.
- That means an employee needs to leave Blue Cross property when he/she chooses to smoke.

No one has to quit smoking. We are not requiring or expecting any employee to quit -- only supporting those who want to quit.



Employees' Responsibility

- **Employees are asked to be responsible for helping visitors, contractors and other employees become aware of the policy.**
- **Employees are encouraged to be supportive and respectful as co-workers who smoke make the transition to the new policy.**

Questions

- **Does every employee know about this policy?**
- **I currently smoke. Does this mean I have to quit?**
- **Can I smoke in my car while parked on Blue Cross property?**
- **Where can I smoke?**

Questions

- **How will I know I'm not smoking on Blue Cross property?**
- **If I leave Blue Cross property to smoke and incur an injury or accident, will I be compensated under Worker's Compensation?**
- **If I see someone smoking on Blue Cross property, what should I do?**

Questions

- **How will the smoking policy be enforced?**
- **Do smokers get longer breaks?**
- **I would like to quit smoking. Where can I get help?**

Stop-Smoking Support Options

- **Enhanced Options from Blue Balance**
 - **Internet Support: QuitNet.com**
 - **On-site Group Support: Freedom From Smoking**
 - **Lunch-time Appointment and Medication Evaluation**



Stop-Smoking Support Options

- **Ongoing Options**
 - **Phone Support:BluePrint for Health**
 - **Medication Support**
 - **Employee Assistance Program**



Your Questions



Ask now

Ask your supervisor or manager

Send an e-mail to Benefits on Lotus Notes

HR consultants are resources to managers