

# Smoking in the Workforce

## Costs You Money

*Reducing tobacco use in your workforce saves lives—and money. The American Cancer Society can help you profit by improving employee health.*



### Smoking affects your bottom line.

Smoking caused more than \$150 billion in annual health-related economic losses from 1995 to 1999—including \$81.9 billion in mortality-related productivity losses and \$75.5 billion in excess medical expenditures in 1998.

Employers spend an average of **\$3,383** annually per smoking employee in additional health care costs and lost productivity. Tobacco use affects absenteeism, productivity, insurance, workers' compensation, disability, mortality and more.

### Absenteeism

On average, smokers are absent 50 percent more often than nonsmokers.

Back in 1974, Dow Chemical discovered that smokers missed 5.5 more work days per year than their nonsmoking peers. A recent study of airline employees revealed that smokers were absent due to illness an average of 6.16 days per year, compared with 3.86 days for nonsmokers.

### Productivity

Smokers spend an average of 8 percent of their workday on the smoking ritual.

For a full time worker, that's approximately four weeks of lost time per year. Additionally, **some** studies show that smokers are less attentive—a **factor that may contribute to** inefficiency and errors.

### Insurance

Helping one smoker to quit reduces the medical costs associated with heart attack and stroke by \$47 in the first year, and by \$853 during the next seven years. In fact, the lifetime health care costs of a smoker exceed those of a nonsmoker by more than \$6,000.

For years, insurers have recognized the risks and have discounted life insurance premiums for nonsmokers up to 45 percent.

### Workers' Compensation and Disability

A recent study of over 3,000 Xerox employees found that smoking is one of the most costly individual health risks—concluding that workers' compensation costs average \$2,189 for smokers, compared to only \$176 nonsmokers. Smokers cost employers an extra \$45 per year for accidental injury and related workers' compensation costs. The cost of disability and premature mortality associated with smoking employees for American businesses is \$47 billion a year.

The American Cancer Society can provide tools to help your company address smoking in the workforce. Lead your company and your community—**partner with us.**