



## Great American Smokeout November 19

Source: [www.cancer.org](http://www.cancer.org)

The American Cancer Society marks the 34th Great American Smokeout on November 19 encouraging smokers to use the date to make a plan to quit, or to plan in advance and quit smoking that day. Researchers say that quitting smoking can increase life expectancy; those who quit at age 55 gain about five years; and even long term smokers who quit at 65 gain three years.

Research shows that people who stop smoking before age 50 can cut their risk of dying in the next 15 years in half compared with those who continue to smoke. Smokers who quit also reduce their risk of lung cancer—ten years after quitting, the lung cancer death rate is about half that of a continuing smoker's. Some of the health effects of quitting are almost instant, too—heart rate and blood pressure drop 20 minutes after quitting.

Important facts about tobacco use:

- Tobacco use remains the single largest preventable cause of disease and premature death in the U.S.
- Cigarette smoking accounts for about 443,000 premature deaths—including 49,400 non smokers.
- Thirty percent of cancer deaths, including 87 percent of lung cancer deaths, can be attributed to tobacco.
- Smoking also accounts for \$193 billion in health care expenditures and productivity losses.
- Great progress is being made in reducing tobacco use in the U.S., with adult smoking rates in 2007 declining among all adults to 19.8%.

For more information on the Great American Smokeout and for tips on how to promote a Tobacco-Free Workplace go to [www.cancer.org](http://www.cancer.org) where you can find posters, payroll stuffers, stickers and many other fact sheets on how to quit. For a copy of the Tobacco-Free workplace Tool Kit go to: [http://www.cancer.org/downloads/GAHC/TobaccoFree\\_WorkplaceToolkit\\_2009.pdf](http://www.cancer.org/downloads/GAHC/TobaccoFree_WorkplaceToolkit_2009.pdf)

## Compliance Corner—

### FMLA UPDATE

Source: Steve Kraus—HR Affiliates

On October 28, 2009, President Obama signed into law the Fiscal Year 2010 National Defense Authorization Act (H.R. 2647). The new law includes an expansion of the recently-enacted exigency and caregiver leave provisions for military families under the Family and Medical Leave Act of 1993 (FMLA).



In January 2008, Congress amended the FMLA to provide:

- **Exigency leave**— up to 12 weeks of leave for urgent needs related to a reservist family member's (spouse, son, daughter, or parent) call to active service.
  - **H.R. 2647** expands the exigency leave benefits to include family member of active duty service members. Under current law, only family members of National Guard and Reservists are eligible for "exigency leave".
- **Caregiver leave**—up to 26 weeks of unpaid leave to an employee to care for a family member (spouse, son, daughter, parent, or next of kin) who is injured while serving on active military duty.
  - **H.R. 2647** expands the caregiver leave provision to include veterans who are undergoing medical treatment, recuperation or therapy for serious injury or illness that occurred any time during the five years preceding the date of treatment.

These provisions were effective upon enactment.

#### Neace Lukens Spotlight

Source: Neace Lukens Press Release  
September 21, 2009

Neace Lukens is pleased to announce the addition of Jerry Batt as the New President of Employee Benefits. Jerry will be responsible for the entire Employee Benefits Sales and Service Operations within Neace Lukens.

Jerry comes to Neace Lukens with more than 15 years experience as a senior level executive. Most recently, Jerry served at Sky/Huntington Insurance as the President and CEO in Toledo Ohio. His responsibilities included the oversight and leadership of his staff of 450 employees in sales, marketing, human resources and accounting in Toledo, Ohio.



## How to keep your business off the Critical Care list during the H1N1 Flu Outbreak

Source: Agency Fuel & ready.gov/business

Small business are especially susceptible to the negative economic impacts of a flu pandemic. An estimated 25 percent of businesses do not reopen following a major disaster, according to the Institute for Business and Home Safety. Benefits of planning are:

- Minimizing disruption to business activities
- Protecting employees' health and safety
- Limiting the negative impact to the community, economy and society.



Regardless of the size or type of your business, a bit of planning now can put strategies into place that will help protect the business and its employees, when 2009 H1N1 flu hits. It is important that the following list of recommendations be reviewed carefully and applied in the most appropriate way to your business/

**Identify a workplace coordinator** who will be responsible for dealing with 2009 H1N1 flu issues and their impact at the workplace, including contacting local health department and health care providers in advance and developing and implementing protocols for response to ill individuals. The coordinator should not wait for flu season to start in order to establish those contacts and relationships, and check online resources of local public health officials immediately to learn what you should be doing.

**Examine policies for leave, telework, and employee compensation** and review will all employees so they are up-to-date on sick leave policies and employee assistance services that are covered under any of your employee-sponsored health plans. Leave policies should be flexible, non-punitive, and well-communicated. They should allow workers who have the flu to stay home and away from co-workers. Also, plan to have workers stay home if they have to care for sick family members. Be prepared, in the event that there are school closures, to allow workers flexible schedules or other accommodations so they can mind their children and keep them safe at home. Explore the possibility of some of your workers working from home with appropriate infrastructure support.

**Determine who will be responsible for assisting** ill individuals in the workplace, and make sure at least one person can serve as the "go to" person if a worker becomes sick at the workplace.

**Identify essential employees, essential business functions, and other critical inputs** (e.g. raw materials, suppliers, subcontractor services/products, and logistics) required to maintain business operations should there be disruptions during the 2009 H1N1 flu outbreak—and make plans on how to communicate with people that perform essential tasks to provide them assignments and work direction. Explore other ways you can continue business operations if there are supply chain or other disruptions.

**Share your pandemic plans with employees and clearly communicate expectations.** It is important to let your employees know your plans and expectations when 2009 H1N1 flu outbreaks occur in communities where you have a workplace. Consider ways to communicate with employees who do not speak English or those with disabilities.

**Prepare business continuity plans** so that if there is significant absenteeism or changes in the way you need to conduct business in the workplace during this outbreak you can maintain operations. School dismissals and childcare provider closures may increase absenteeism in the workplace. Health officials may also advise that workplaces take multiple steps to increase the space between people, also known as "social distancing" to reduce the spread of illness during a more severe outbreak.

**Establish an emergency communications plan.** This plan includes identification of key contact (with back-ups), chain of communications (including suppliers and customers), and processes for tracking and communicating business and employee status.



The Center for Disease Control has developed a 37 page communication toolkit for Businesses and Employers. To access this toolkit go to: <http://www.cdc.gov/h1n1flu/business/toolkit/> Additional information is also available at [www.flu.gov](http://www.flu.gov)