

Tobacco Testing Policy

PURPOSE

To provide a method for determining compliance with an employee's agreement to abstain from tobacco use in exchange for a reduction of the premium for the employee's chosen health care plan.

SCOPE

This policy applies to all employees who accepted the Non-Tobacco Use Agreement when enrolling for benefits under one of the state's health care plans.

STATEMENT OF POLICY

The state of Indiana recognizes that the use of tobacco products has an adverse effect on overall personal health and associated costs of health care, and has therefore, provided an incentive in the form of a reduced premium to employees who agreed not to use tobacco products during the course of the plan year. In order to determine and maintain the integrity of the health care plan and reap the benefits of improved overall health and lower costs for the covered population, testing of an individual state employee may be appropriate either randomly or when there are reasonable grounds to suspect that an employee is violating his or her agreement to abstain from using tobacco products. Such testing shall be at the state's expense.

An employee who lies about abstaining from tobacco use and has accepted the economic benefit of that deceit will be dismissed from employment for dishonesty.

REFERENCES

State's Health Care Plans

EFFECTIVE DATE March 10, 2014

APPROVAL _____



Anita K. Samuel, State Personnel Director

Date: March 10, 2014