

Ottawa County Government
Workplace Wellness Policy
Tobacco Free/Vapor Free Policy

Resolution Number 2020-2 Committing Ottawa County Government to Adopt and Implement a Workplace Wellness Policy including a Tobacco Free/Vapor Free Policy.

FINDINGS

WHEREAS, the health, safety, and well-being of the employees of Ottawa County Government are critical for a prosperous and sustainable County and

WHEREAS, research shows that 50% of adults in Oklahoma report eating fruits less than once a day¹ and 27% of adults in Oklahoma report eating vegetables less than once a day¹; and

WHEREAS, research shows 80% of adults do not participate in the recommended amounts of physical activity²; and

WHEREAS, poor diet and lack of physical activity are key contributors to obesity³; and

WHEREAS, obesity is a chronic condition associated with heart disease, stroke, cancer, and diabetes—preventable diseases that are among the leading causes of death in the United States⁴; and

WHEREAS, Oklahoma has one of the highest rates of type 2 diabetes in the country⁵; and

WHEREAS, a higher percentage of Oklahoma adults smoke than the national average⁶; and

WHEREAS, tobacco use is the number one cause of preventable death in the United States, killing more than 7,500 Oklahomans every year⁷; and

WHEREAS, tobacco use causes cancer, heart disease, and respiratory illnesses⁸; and

WHEREAS, tobacco smoke contains at least 250 harmful chemicals and at least 69 known carcinogens,⁸ and there is no safe level of exposure to secondhand smoke⁹; and

WHEREAS, many vapor products have been shown to emit chemicals known to cause cancer^{10, 11, 12, 13, 14, 15, 16}; and

WHEREAS, approximately 24% of adults in Oklahoma have tried vapor products,¹⁷ and

vapor product use has the potential to expose children, youth, pregnant women, and other people to aerosolized nicotine¹⁸; and

WHEREAS, chronic diseases place a high burden on the economy due to illness-related loss of productivity, compromised employee performance, and increased health costs¹⁹; and

WHEREAS, Oklahoma has spent more than \$1.7 billion in a single year, or \$588 per adult, on obesity-related costs²⁰; and

WHEREAS, Oklahoma has spent \$1.62 billion in a single year on smoking-related medical care and lost \$2.1 billion in one year due to smoking-related lost productivity⁷; and

WHEREAS, tobacco use annually costs employers at least \$5,800 per person who smokes in direct health care expenses, lost productivity due to sick days and smoke breaks, and lower productivity because of nicotine addiction²¹; and

WHEREAS, health care costs for inactive adults are approximately \$1,400 higher than the costs for active adults²²; and

WHEREAS, the state of Oklahoma is already implementing a workplace wellness program for state employees^{23, 24}; and

WHEREAS, more than 55 peer-reviewed research studies have shown that tobacco-free policies reduce tobacco use, exposure to secondhand smoke, and tobacco-related illnesses and death²⁵; and

WHEREAS, the Centers for Disease Control and Prevention's review of nearly 200 peer-reviewed research studies found that multicomponent worksite obesity prevention programs and tobacco-free policies are cost-effective and improve health within 5 years²⁶; and

WHEREAS, employee participation in workplace wellness programs has been found to increase exercise frequency, decrease smoking, and improve weight control,¹⁹ all of which help to reduce the risk of developing chronic diseases, such as hypertension, heart disease, type 2 diabetes, and obesity⁴; and

NOW THEREFORE BE IT RESOLVED that Ottawa County Government adopts the following Workplace Wellness Policy, attached hereto and incorporated herein as Exhibit A, to help improve the health and wellness of its employees by creating a wellness team, committee, or champion and by providing and promoting healthy food and beverage options, opportunities for physical activity, and tobacco-free and vapor-free environments. This Resolution is not intended not to expand, reduce, or otherwise alter

any municipal activities already regulated by federal or state law.

EXHIBIT A

The Ottawa County Government Workplace Wellness Policy:

SECTION I. DEFINITIONS

Ottawa County Government establishes the following definitions for the words and phrases used in this Policy, unless context clearly requires otherwise:

- a. "Hosting" means the use of municipal facilities or other resources for a function, an event, or an activity. Examples include fairs, community gardens, classes, support groups, sporting or athletic events, concerts, etc.
- b. "Indoor Area" means any enclosed area used or visited by municipal employees, regardless of whether work is being performed. Indoor Area includes work areas, employee lounges, restrooms, conference rooms, classrooms, employee cafeterias, hallways, parking garages, municipal vehicles, and any other spaces used or visited by employees, as well as all space between a floor and ceiling that is predominantly or totally enclosed by walls or windows, regardless of openings such as doors, doorways, open or closed windows, or stairways.
- c. "Municipal Property" means all buildings, Indoor Areas, and Outdoor Areas, including but not limited to recreational areas and other property, or portions thereof, owned or operated by the Ottawa County Government including but not limited to vehicles and equipment owned by the municipality.
- d. "Outdoor Area" means any area that is not an Indoor Area, and includes outdoor recreational areas.
- e. "Smoking" means the carrying by a person of a lighted cigar, cigarette, pipe, or other lighted smoking device.
- f. "Sponsoring" means providing financial or in-kind support of resources and services for programs, classes, farmers markets, or other types of events and activities promoting healthy living.
- g. "Tobacco Product" means any product that contains tobacco and is intended for human consumption. Tobacco Product does not include any product approved by the United States Food and Drug Administration (FDA) for sale as a tobacco cessation product.
- h. "Vapor Product" means any noncombustible product, that may or may not contain nicotine, that employs a mechanical heating element, battery, electronic circuit, or other mechanism, regardless of shape or size, that can be used to produce a vapor in a solution or other form. Vapor Product includes any vapor cartridge or other container with or without nicotine or other form that is intended to be used with an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe, or similar product or device and any vapor cartridge or other

container of a solution, that may or may not contain nicotine, that is intended to be used with or in an electronic cigarette, electronic cigar, electronic cigarillo, or electronic smoking device.

SECTION II. WELLNESS PROGRAM SUPPORT

Ottawa County Government commits to creating a workplace environment that is conducive to eating healthy, being physically active, and living tobacco free and vapor free by doing the following:

1. Establishing and providing support for a wellness committee to implement the Wellness Policy, to identify and pursue opportunities to improve health, and to monitor the success of the Policy;
2. Promoting healthy behaviors and choices through appropriate communications resources, such as pamphlets, brochures, posters, newsletters, webinars, and meetings;
3. Establishing wellness programs for employees;
4. Expanding wellness programs, resources, and benefits to make them available to family members of employees, as appropriate;
5. Conducting ongoing evaluations of wellness policies and programs; and
6. Hosting, Sponsoring, or promoting health events, such as health fairs, classes, and races.

SECTION III. NUTRITIOUS FOODS AND BEVERAGES

Ottawa County Government commits to making healthy food and beverage options widely available and easily accessible to its employees by doing the following:

- A. Selling and offering foods and beverages throughout the workplace that follow these guidelines:
 - (1) 100% of juice will be unsweetened and will contain 100% juice;
 - (2) 100% of vegetable juice will contain no more than 230 mg of sodium per serving; and
 - (3) Providing bottled water in the vending machines at a lower cost than soda;
- B. Promoting good nutrition and healthy eating habits through these activities and services:
 - (1) Making cool drinking water available throughout the day at no cost;

- (2) Providing employees with access to a refrigerator, microwave, and sink with a water faucet;
- (3) Encouraging employees to bring healthy foods to special occasions such as events, birthdays, and retirement parties, or celebrating with nonfood items;
- (4) Ensuring access to a private space (other than a restroom) that has an electrical outlet, and providing flexible paid or unpaid break times to allow mothers to express breast milk and/or breastfeed;
- (5) Providing nutritional information on foods and beverages sold and offered in the workplace;
- (6) Identifying healthy food and beverage menu items with signs, symbols, and/or colors;
- (7) Offering smaller portion sizes;
- (8) Promoting the purchase of healthy foods and beverages through practices such as pricing strategies, posting flyers, or using other communication tools
- (9) Providing nutrition education through activities such as workshops, classes, meetings, and newsletters; and
- (10) Promoting a farmers market on or near County Government Property that is open to community members.

SECTION V. TOBACCO FREE AND VAPOR FREE

Ottawa County Government commits to supporting employees' access to clean air by limiting exposure to secondhand tobacco smoke and secondhand vapor by doing the following:

- A. Supporting existing local and state laws that prohibit Smoking and the use of Tobacco Products and Vapor Products in Indoor Areas and on Municipal Property, through educational materials, requisite signage, and enforcement assistance where applicable;
- B. Updating and enforcing the Tobacco Policy in the Ottawa County Government handbook.
- C. Prohibiting employees from Smoking or using Tobacco Products or Vapor Products in personal vehicles during all hours of employment while such

vehicles are on Municipal Property;

D. Providing cessation support for employees by doing the following:

- Referring employees interested in quitting use of Tobacco Products and Vapor Products to the Oklahoma Tobacco Helpline and other cessation resources, if available;
- Promoting the Oklahoma Tobacco Helpline (1-800-QUIT-NOW or OKHelpline.com) to ensure awareness of the statewide services that are available;
- Providing insurance benefits and access to the following types of assistance with no prior authorization or out-of-pocket cost to the employee:

(A) Group, individual, and phone counseling:

- A minimum of 4 counseling sessions of at least 10 minutes each per attempt
- Two quit attempts per year
- Free cessation counseling is also offered by the Oklahoma Tobacco Helpline (1-800-QUIT-NOW)

(B) All 7 FDA-approved cessation aids;

- Communicating and promoting the available tobacco cessation benefits and insurance coverage for employees to all prospective employees, new employees at the time of hire, and all existing employees on an annual basis; and

E. Providing specific implementation and enforcement support for the local and state laws mentioned above, including but not limited to:

- Posting any required signs informing people of applicable tobacco-free and vapor-free laws and policies at entrances to all buildings on Municipal Property; and
- Including copies of applicable tobacco-free and vapor-free laws and policies in relevant municipal policy manuals, handbooks, or employee training materials. Employees are responsible for familiarizing themselves with these laws and policies and their applicable enforcement measures.

SECTION VI. GENERAL STATEMENT OF POLICY

It is the intent of the Ottawa County Government that this Resolution is a general statement of Ottawa County Government policy that cannot form the basis of a private right of action.

SECTION VII. SEVERABILITY

If any section, subsection, subdivision, paragraph, sentence, clause, or phrase of this Resolution, or its application to any person or circumstance, is for any reason held to be invalid or unenforceable, such invalidity or unenforceability shall not affect the validity or enforceability of the remaining sections, subsections, subdivisions, paragraphs, sentences, clauses, or phrases of this Resolution, or its application to any other person or circumstance. The Ottawa County Board Of Commissioners of the Ottawa County Government hereby declares that it would have adopted each section, subsection, subdivision, paragraph, sentence, clause, or phrase hereof, irrespective of the fact that any one or more other sections, subsections, subdivisions, paragraphs, sentences, clauses, or phrases hereof be declared invalid or unenforceable.

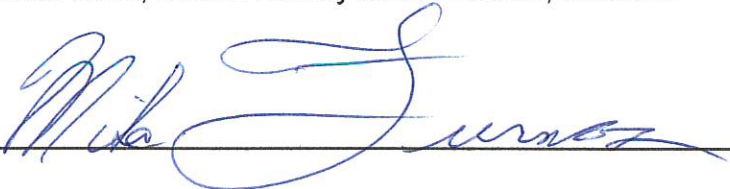
Effective Date: 2-24-2020



Chad Masterson, Ottawa County Commissioner, District 2, Chairman



Russell Earls, Ottawa County Commissioner, District 3



Mike Furnas, Ottawa County Commissioner, District 1

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