

Tobacco Cessation program:

- Begins June/July 2013
- 6 month commitment
 - Once a month meeting (over phone or in person) with clinician/health coach
 - Even if you stop in the first few months you will need to have your monthly meetings with the clinician/health coach
 - Meetings last 5-30 minutes
 - Bring or have a list of your current medications
 - The clinician/health coach will work with you to determine the best plan for you
 - Your medical information and any information discussed is between you and the clinician/health coach
 - If at any time during the program you decide not to participate or fail to meet the requirements of the program, your tobacco cessation coverage and/or reimbursements shall be forfeited, and you may be responsible for repaying the expenses of the cessation tools
- Pace will only receive an attendance report and which cessation tool(s) you will use in order to notify BCBS to cover the prescription or to expect a reimbursement submission
 - Reimbursements should be submitted within 30 days of purchase date using the Pace Tobacco Cessation Reimbursement form
- Eligible members
 - All Pace full and part time associates
 - Spouses covered under a Pace insurance program
- Pace will cover cost of cessation tools
 - Cessation tools covered (must be an FDA approved cessation tool)
 - Varenicline (Chantix)
 - Bupropion (Zyban, Welbutrin)
 - Nicotine Patches
 - Nicotine Gum
 - Lozenges
- We will utilize State and Federal cessation programs to have access to cessation tools
- Non-eligible members (at this time)
 - Spouses not on a Pace health insurance plan
 - Adult children
 - **Pace will help them join State and Federal programs that will cover most if not all of their cost of the cessation tools (1-800-Quit-Now)**

Tobacco Free Campus Policy:

- Pace will expand the current smoking policy to become a Tobacco Free campus workplace
 - The policy will cover the smoking of **any** tobacco product, the use of oral tobacco products or "spit" tobacco, and the use of any other tobacco/nicotine product (e-cigarettes, snuff, etc.)
 - FDA-approved tobacco cessation tools will be allowed while on the Pace Tobacco Cessation program
 - The policy will apply to all associates, contractors, security staff, and visitors
 - The policy will cover inside and outside on any Pace owned, rented, or leased property
 - The policy will cover any Pace owned, rented, or leased vehicle
 - There will be no use of any tobacco products at any off-property, company-sponsored meeting or event
- Pace will have the final policy available to associates by July 2013
- The Policy will be effective September 1, 2013
- Pace will post signs on Pace property and on main entry doors indicating Tobacco Free Campus

Pace Tobacco Surcharge:

This part of the tobacco plan only applies to Employees and Spouses covered on a Pace health insurance plan. Due to increased healthcare costs associated with tobacco use, Pace will implement a tobacco surcharge for tobacco users. A tobacco surcharge for tobacco users avoids having to increase insurance cost for all members because of a small percentage who choose to use tobacco. The surcharge details are still in the draft stage. The goal is to have the final details to associates July 2013.

- Tobacco Surcharge
 - Will be in effect starting January 1, 2014
 - Will be applied per member to both employee and spouse (if applicable; No surcharge for tobacco using Adult children at this time)
 - If an employee and spouse are both eligible for the surcharge, that means they will have two surcharges (one for the associate and one for the spouse)
 - If only one employee or spouse is eligible for the surcharge, then only one surcharge will be applied
 - Surcharge will be between \$25-\$35 per week per member (see above)
 - Final draft and dollar amount will be available as soon as possible
 - CDC report says a tobacco user costs an extra \$1,623 per year in healthcare cost (1995-1999)
- All Associates and Spouses covered under Pace health insurance will be required to fill out and turn in a Tobacco Use Certificate
 - The Tobacco Use Certificate will be available for review July 2013
 - Both Associate and Spouse (if applicable) will have to turn in the certificate
 - The Tobacco Use Certificate declares the member is:
 - Tobacco user
 - Someone who uses tobacco products in some form or chooses not to disclose the status as it relates to tobacco use
 - Non-Tobacco User
 - Someone who is not currently using tobacco products, and who has not used any tobacco products in any form (cigarettes, cigars, pipe, e-tobacco, chewing tobacco, etc.) within the last 4 months.
 - If not on Pace's cessation program, members will need to be tobacco free by September 1, 2013 to avoid the tobacco surcharge on January 1, 2014
 - Or*
 - Someone who is not currently using tobacco products in any form, enrolled in Pace's tobacco cessation program, **and** who has not used tobacco products in any form within the last 3 months.
 - If signed up on the Pace Cessation program, members would need to be tobacco free on October 1, 2013 to avoid the tobacco surcharge on January 1, 2014
 - Tobacco users and members who do not turn in a Tobacco Use Certificate by December 20, 2013
 - Will incur the tobacco surcharge for each eligible member (see above)
 - Will be able to drop the tobacco surcharge when/if they turn in an updated Tobacco Use Certificate that changes their status to a "Non-Tobacco User" (see above)