

AFFIDAVIT OF NON-TOBACCO USE FOR EMPLOYMENT

I acknowledge that the Snohomish County Health Department is dedicated to providing a healthy, comfortable and tobacco-free work environment for all employees. The reasons for moving to a practice of hiring non-tobacco users only are simple:

1. Economics

- The Centers for Disease Control and Prevention (CDC) reported the annual smoking-attributable productivity costs during the period of 1995-1999 at \$1,760 per smoker.
- The CDC also reports smoking-attributable medical expenditures for 1999 at more than \$75 billion.

2. Productivity

- On average, smokers are absent from work 60% more often than non-smokers.
- In addition, second-hand smoke exposure raises risk of ear infection, asthma, pneumonia and bronchitis in small children, thus adding to increased employee absenteeism to care for family illness.

3. Prevention & Objectives

- Tobacco Prevention and Control is one of the Health Department's primary objectives. It is important that we demonstrate healthy behaviors by our actions and through our policies that support the education and marketing of tobacco prevention efforts within the Snohomish County community.
- The former U.S. Surgeon General, Dr. David Satcher, stated that "Tobacco use will remain the leading cause of preventable illness and death in the Nation...until tobacco prevention and control efforts are commensurate with the harm caused by tobacco use."

I understand that the Snohomish County Health Department serves the Snohomish County community and that tobacco-use prevention is a primary objective. Further, I acknowledge that as an employee of the Health Department, I will be expected to demonstrate tobacco-free behavior by my actions and by my compliance with Health Department policies. Hence, I agree as a condition of my employment to be tobacco-free upon hire and to remain tobacco-free during my employment with the Snohomish County Health Department. I acknowledge that by demonstrating such behaviors, I will be educating and promoting tobacco prevention efforts to our Snohomish County community.

I acknowledge that Health Department employees hired prior to this policy that use tobacco are being "grandfathered" and not required to be tobacco-free, but also that they will be encouraged and assisted to quit.

I understand that tobacco use will be strictly prohibited within all work areas and within 25 feet of any entrance to the Health Department's buildings and vehicles for both employees and clients alike. Further, I acknowledge that I will do my part to educate those persons who violate the 25 foot standard where smoking is prohibited.

My signature below acknowledges that upon hire, I will be expected as a condition of my employment to be tobacco-free, and to remain tobacco-free during my employment with the Snohomish County Health Department.

(Signature of Applicant)

(Date)

(Print First and Last Name of Applicant)

(Signature of Manager)

Affidavit