**Tobacco Surcharge Policy**
The use of tobacco is one of the leading preventable health risks worldwide. TrueBlue is committed to promoting a culture of wellness and disease prevention, and also recognizes the costs associated with treating tobacco related health conditions. Tobacco users enrolled in a TrueBlue health plan will pay a bi-weekly surcharge in addition to the bi-weekly premium normally charged. Beginning January 1, 2014, the bi-weekly tobacco use surcharge will be $23.07.

All employees will be required to make a tobacco use declaration at the time you enroll in TrueBlue’s health plan. Although this program is being maintained on the “honor system”, any statements made that are later determined to be false may result in disciplinary action up to and including termination.

**Tobacco & Tobacco Use**
Tobacco use is the use of any tobacco product, including but not limited to: cigarettes, cigars, pipes, all forms of smokeless tobacco (chewing tobacco, snuff, dip, or any other product that contains tobacco), clove cigarettes and any other smoking devices that use tobacco such as hookahs, four (4) or more times a week within the last six (6) months. Non-tobacco users must not have used tobacco products within the past six (6) months from the day the declaration is made.

**Changing your Tobacco Use Declaration**
Employees that quit using tobacco products during the year must notify the Benefits Department at the time they quit. It will be the employee’s responsibility to follow up with the Benefits Department six (6) months later to confirm that the employee is still tobacco free. Failure to provide the Benefits Department with the initial and follow up notification will result in the continued surcharge being deducted from the employee’s bi-weekly paycheck.

**Exception to Tobacco Use Surcharge**
An exception to the tobacco use surcharge may apply for a tobacco user who has been diagnosed with an uncontrolled health factor and whose physician advises against stopping the use of tobacco. Tobacco users, who qualify under this provision, must submit a statement from their treating physician in order to waive the tobacco surcharge. The physician statement can be submitted anytime during the year to Benefits Department and the tobacco surcharge will be waived beginning the first of the month following submission of the form. An employee is responsible to submit a physician statement every plan year to qualify for an exception to the tobacco use surcharge.
Declaration of Tobacco Use or Non-Tobacco Use

By signing this form, I understand and agree that:

- “Tobacco products” include but is not limited to: cigarettes, cigars, pipes, all forms of smokeless tobacco (chewing tobacco, snuff, dip, or any other product that contains tobacco), clove cigarettes and any other smoking devices that use tobacco such as hookahs. “Tobacco user” is defined as an employee who uses tobacco four (4) or more times a week within the last six (6) months. The six (6) months is from the date this certification is signed.
- It is my obligation to submit an amended declaration if my tobacco use status changes during the year. I also understand that failure to do so is a violation of TrueBlue’s health plan rules.
- I understand that all tobacco surcharge payments will be based upon your current tobacco user status. I further understand that if I cease to be a tobacco user and I submit an amended declaration changing a tobacco user to a non-tobacco user, I will not be refunded any part of the tobacco user surcharge I have already paid.
- I understand that this program is being maintained on the “honor system”, any statements made that are later determined to be false may result in disciplinary action up to and including termination.
- By signing this statement, I acknowledge that the above are true and accurate statements.

The undersigned is enrolled in a TrueBlue health plan and submits the following information about himself or herself:

_______ Tobacco User  _______ Non-Tobacco User

__________________________________________  __________________________
Print Employee’s Name                      Employee ID

__________________________________________  __________________________
Employee’s Signature                      Date

Completed Tobacco Use declarations may be returned to the Benefits Department by email (benefitsdept@trueblue.com) or by fax (1-800-752-5751).