



Cancer prevention and screening keeps your workforce healthy

Research shows that employers who offer a cancer screening policy will experience a healthier and more productive workforce, as well as spending less on direct medical costs, workers' compensation/disability costs, replacement costs for ill/injured workers, and costs for recruiting and training new workers.²

PAID LEAVE POLICY EXAMPLE:

This is a turnkey package and may be replicated in its entirety for quick implementation.

Employees may request to take up to eight (8) hours of paid time off (PTO) each calendar year at regular pay for cancer screenings including those for breast, cervical, colorectal, prostate, skin, and lung cancers. This leave is not charged against employee's regularly allotted PTO. The employee may be required to

provide their supervisor with a healthcare provider's signature noting the type of screening performed. Employees should make a reasonable attempt to schedule screenings during times with the least disruption to daily operations. If additional time is needed the employee may request PTO.



Cancer is the second leading cause of death in the Silver State, taking the lives of more than 5,400 Nevadans each year. *Cancer screening can help detect cancer early, when it is easier to treat.* In some cases it can prevent cancer from developing.

POLICY FRAMEWORK COMPONENTS:

- Statement that time off will be paid at the regular pay rate
- Statement that time off will not be taken out of regularly allotted vacation and sick time
- Consider specifying types of cancer screenings that will be included
Example: Breast, cervical, colorectal, prostate, skin, and/or lung cancers
Example: Includes time off for any cancer screening deemed appropriate by a physician or advanced practitioner
- Specify total amount of hours allotted per year or per test
Example: Take up to eight (8) hours of paid time off each calendar year
- Explain if proof of screening will be required - note that this should not require personal details or results to be provided
Example: Required to provide supervisor with a healthcare provider's signature noting the type of screening performed



MORE WAYS TO PROMOTE CANCER PREVENTION AND EARLY DETECTION

- » Host an employee wellness fair
- » Bring in a lunchtime guest speaker on wellness and prevention
- » Promote cancer screenings in employee communications and newsletters
- » Include incentives for completing recommended screenings or for cancer prevention efforts such as joining an exercise program
- » Develop a smoke free workplace
- » Arrange on-site flu vaccinations
- » Encourage walking meetings

NEVADA CANCER COALITION IS HERE TO HELP!

If you would like us to attend an employee health fair, be a guest speaker, share information for your employee newsletters, or provide other resources, please contact us today.

REFERENCES:

1. Cancer Action Network: American Cancer Society. The Costs of Cancer. 2020 Edition.
2. <http://www.tobaccopolicycenter.org/documents/Cancer%20Screening%20FINAL.pdf>