

BENEFITS OF IMPLEMENTING A PAID LEAVE POLICY FOR CANCER SCREENING

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Guam Breast and Cervical Cancer Early Detection Program

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GUAM CANCER FACTS

DATA



CANCER IS THE SECOND LEADING CAUSE OF DEATH ON GUAM

1,708

Individuals were diagnosed
from 2009-2013

760

Cancer deaths from
2009-2013



MAJOR CAUSE OF CANCER DEATH ON GUAM, 2009 -2013

	MEN	WOMEN
1	LUNG & BRONCHUS	LUNG & BRONCHUS
2	LIVER & INTRAHEPTIC BILE DUCT	BREAST
3	COLON & RECTUM	COLON & RECTUM
4	PROSTATE	LIVER & INTRAHEPTIC BILE DUCT
5	PANCREAS	PANCREAS

The image features a light purple background with a white horizontal band across the center. Two darker purple curved shapes are positioned on the left and right sides, partially overlapping the white band. The text "COST OF CANCER" is centered within the white band in a bold, dark purple, sans-serif font.

COST OF CANCER

COST OF CANCER



CANCER IS EXPENSIVE FOR EMPLOYERS

- In the U.S., people with cancer only represent about 1.6% of the commercial population but generate about 10% of an employer/insurer' annual medical claim costs.
Example: People without cancer: \$360
People with cancer: \$2,390
- Failure to detect cancer early to have cancer diagnosis is estimated to annually cost a business \$1,601 in productivity.

COST OF CANCER



CANCER IS EXPENSIVE FOR EMPLOYERS

- In a population of 100 working people:
 - 5% will have a history of cancer
 - 27.1% of employees with a history of cancer will be currently in treatment for cancer (1.3% of the working population)
 - 17 Short-Term Disability days for cancer
 - 10 Long-Term Disability days for cancer
- In the U.S., for every 100 employees in the workforce, cancer costs about \$19,000 annually for employers. An estimate of ¼ employees with a history of cancer are currently in treatment (at an average cost of \$7,000 per person). The total medical and pharmacy treatment costs for cancer amount to an estimate of \$9,100 for every 100 workers.

COST OF CANCER



CANCER IS EXPENSIVE FOR EMPLOYERS

- Workers with a history of cancer are absent 3.8 more days per year than people without cancer.
- For every miss work day, in addition to wage replacements, we assume that an employer experiences opportunity costs in lost revenues, overtime, and overstaffing equal to 38% of daily wages and benefits.
- Economic assumptions:
 - average daily wages and benefits cost for sick days are \$249
 - average daily wages and benefits cost for short-term disability days are \$185
 - average daily wages and benefits cost for long-term disability days are \$102

COST OF CANCER



CANCER IS EXPENSIVE FOR EMPLOYEES

- Employees with private insurances (SelectCare, NetCare, Takecare, Aetna) are eligible to receive a free cancer screening for breast, cervical, and colonoscopies.
- Some cancer screening tests can cost \$300 to over \$10,000 but treatments for cancer are much more expensive often higher than \$100,000 a year.



**BENEFITS OF IMPLEMENTING A PAID LEAVE
POLICY FOR CANCER SCREENING**

BENEFITS



HEALTHIER WORKFORCE

- Low absentee rate
- High productivity and employee morale



REDUCED COSTS

Reduce spending on worker compensation and disability costs, replacement costs for ill or injured employees who are absent, and recruitment and training costs for new employees.



DRAFT A CANCER SCREENING PAID LEAVE POLICY



DRAFT A CANCER SCREENING PAID LEAVE POLICY

1

DETERMINE WHETHER THE EMPLOYER CURRENTLY OFFERS ANY PAID TIME OFF OUTSIDE OF GENERAL PAID SICK OR VACATION LEAVE

2

ESTABLISH THE NUMBER OF PAID HOURS OFF ALLOTTED FOR CANCER SCREENING, CREATE, AND ADD POLICY TO EMPLOYEE HANDBOOK

3

MAINTAIN A RECORD OF EMPLOYEES USE OF THE LEAVE BENEFIT.

4

EVALUATE
&
IMPROVE



EXAMPLE POLICIES

**SCHENECTADY COUNTY, NY
SCHENECTADY, CTY.,
NY RES. NO. 2-15 (2015**

**BALTIMORE, MD
BALTIMORE, MD, ADMIN
MANUAL 203-4-1**

RELEVANT PROVISIONS

PROVIDES COUNTY EMPLOYEES FOUR HOURS OF PAID LEAVE PER CALENDAR YEAR TO OBTAIN ANY CANCER SCREENING OTHER THAN SCREENINGS FOR BREAST AND PROSTATE CANCER.

PROVIDES CITY EMPLOYEES FOUR HOURS OF PAID LEAVE PER CALENDAR YEAR FOR CANCER SCREENINGS.



SAMPLE CANCER SCREENING LEAVE REQUEST FORM



Cancer Screening Leave Request

New York State Civil Service Law entitles employees to take up to four hours of paid leave annually, without charge to leave credits, for both breast cancer and prostate cancer screening. Travel time is included in the four-hour cap. Absence beyond the four hours must be charged to leave credits. Employees who undergo screenings outside their regular work schedule do so on their own time.

To properly request this absence, please complete the information below. Return the completed form to your supervisor or Department Head for approval within ten (10) business days before the date on which you expect to be absent from work. Document the time off on your timesheet as an excused absence.

To be completed by employee (please type or print):

Employee Name: _____

Health Care Provider: _____

Date of Service: _____

Time expected to be absent from work (including travel time):

From: _____ to: _____

I hereby certify that this request for time off from work is for the purpose of obtaining a breast and/or prostate cancer screening pursuant to Sections 159-b and/or 159-c of the New York State Civil Service Law.

Signature of Employee Date

Approved: _____
Signature of Department Head Date

If request for leave is denied, please set forth the reasons: _____

Please detach and return this certification to the Personnel Office within ten (10) days of your cancer screening in order to receive payment for your screening as an excused absence. If necessary, forms can be faxed to (518)727-1768. If mailing this certification, please send to:

Town of Riverhead
Personnel Department
200 Howell Avenue
Riverhead, NY 11901

Certification of Health Care Provider

Patient Name (Please print)

This is to certify that I have provided a breast and/or prostate cancer screening of the individual listed above on _____ (date) at _____ (time).

Signature of Health Care Provider Date

THANK YOU! ANY QUESTIONS?

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RESOURCES:

- https://www.health.ny.gov/diseases/cancer/educational_materials/docs/developing_paid_leave_policy.pdf
- https://www.ibiweb.org/wp-content/uploads/2018/01/CDP_Cance_20140321.pdf
- https://www.cancergoldstandard.org/sites/default/files/research/2005_11_Milliman%20Report%20-%20Economics%20of%20Cancer%20Screening%20for%20Employers.pdf