

**U-Haul's Anti-Smoking Workplace Wellness
Tucker Sechrest**

1 – Are there legitimate reasons for U-Haul for restricting its employees' off-duty behavior? Is this really any different than an employer deciding against hiring a candidate because of their social media profile?

2 – Why shouldn't an employer be able to set policies like U-Haul's anti-nicotine one? Employees are free to find another job that better suits them and their lifestyle, and employers should have the freedom to determine for themselves which kind of workers they want.

3 – Workplace wellness initiatives at other businesses utilize financial incentives to encourage employees to exercise more and eat healthier; your paycheck can be impacted by how many steps you get or how many salads you eat. Are any of these policies more or less objectionable? Can we really fault companies for having your best interests in mind and encouraging you to do the things you say you'd like to?