

RANCHO MURIETA COMMUNITY SERVICES DISTRICT

Category:	Personnel	Policy # P2019-02
Title:	Use of Tobacco Products During Work	

PURPOSE

The purpose of this policy is to confirm Rancho Murieta Community Services District's (District) commitment to provide a safe and healthy environment for employees and the general public.

BASIC POLICY AND GUIDELINES

Ample research exists demonstrating the health hazards of the use of tobacco products, including but not limited to smoking and chewing tobacco. Therefore, in the best interest of the health and safety of employees and the general public, smoking and use (e.g., chewing) of tobacco products by District employees during the course of work is:

- a. Restricted to the employee's scheduled work breaks and lunch time.
- b. Banned completely within any and all District buildings, structures, and/or confined spaces (as required by California Labor Code section 6404.5).
- c. Banned completely in any District owned, leased, and/or operated vehicle.
- d. Allowed at a distance of at least 20 feet from the outside of any entrance and/or exit to any District building, structure, and/or confined space (subject to subsection (a) above).
- e. Where the use of tobacco products is allowed, the using employee shall be responsible for the appropriate non-hazardous containment and disposal of the tobacco wastes including cigarettes, cigars, butts, ashes and chewing tobacco spittle.
- f. District employees who violate this policy will be subject to disciplinary action, up to and including termination.

The successful implementation of this policy depends upon the thoughtfulness, consideration and cooperation of smokers and non-smokers. All individuals on District premises share in the responsibility of this policy.

The following definitions apply to this policy (derived from California Labor Code section 6404.5 and Business and Professions Code section 22950.5):

"Smoking" means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated tobacco or plant product intended for inhalation, whether natural or synthetic, in any manner or in any form. "Smoking" includes the use of an electronic smoking device that creates an aerosol or vapor, in any manner or in any form, or the use of any oral smoking device for the purpose of circumventing the prohibition of smoking.

“Tobacco product” means any of the following: (a) A product containing, made, or derived from tobacco or nicotine that is intended for human consumption, whether smoked, heated, chewed, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means, including, but not limited to, cigarettes, cigars, little cigars, chewing tobacco, pipe tobacco, or snuff; (b) An electronic device that delivers nicotine or other vaporized liquids to the person inhaling from the device, including, but not limited to, an electronic cigarette, cigar, pipe, or hookah; or (c) Any component, part, or accessory of a tobacco product, whether or not sold separately. “Tobacco product” does not include a product that has been approved by the United States Food and Drug Administration for sale as a tobacco cessation product or for other therapeutic purposes where the product is marketed and sold solely for such an approved purpose.

Adopted by Rancho Murieta Community Services District Board of Directors	Date Adopted April 17, 2 019
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