

We have a no smoking policy in our building, but we do not currently have a policy on “chewing tobacco” in our building. Is it possible to find out how other organizations in GLGA are handling this, possibly see their smoking/chewing policies?

Summary: most responders are using a “no tobacco products” policy.

We don't allow any tobacco products to be used in the building, along with the new E-sigs. We are a small company (14 employees) so we allow employees to take a quick smoke break if they need it when they need it as long as it doesn't get out of hand. So far so good, never had a problem with any abuse of the non-written policy.

We have a "no tobacco" policy: which includes cigarettes, chew, etc. as well as no electronic cigarettes in both of our plants.

Our policy clearing states no tobacco substance of any kind. With that statement, an employer has pretty much everything covered.

We've also had to add no e-cigarettes, due to the popularity of them among employees.

To make it comprehensive the policy should also include electronic and vapor smoking devices.

Our Smoking Policy does not include smokeless tobacco.

Smoking Policy -

Smoking is prohibited in Company buildings, loading docks, and in all Company vehicles. For the sake of our visitors, smoking is also prohibited in the front of the building. Smoking will only be allowed a reasonable distance from the back of the building in the parking lot or on the grassy areas on the sides of the parking lot. Employees who smoke should not use excessive break time to smoke outdoors.

Tobacco-Free Workplace Policy

Purpose:

To define the standards with regard to personal use of tobacco products at the location.

Applicability:

This policy applies to all visitors, contractors, contract employees, customers, and regular employees of the local facility.

Policy:

It is the Company's responsibility to provide a safe, clean and healthy work environment for its employees. This policy is intended to protect our employees and customers from secondhand smoke, which can cause life-threatening diseases, including heart disease, lung cancer and poor respiratory health. Secondhand smoke is a known cancer-causing agent. **Smokeless tobacco – snuff and chew – contains cancer-causing elements and other harmful substances; and spitting is unsanitary.** Because of these considerations, this Tobacco-Free Workplace policy has been established.

Procedures:

This policy prohibits the use of tobacco within 30 feet of any entrance to the facility. Tobacco usage is defined in this policy as including the use of tobacco products through pipes, cigars, cigarettes, **smokeless tobacco**, and the use of e-cigarettes regardless of whether they contain tobacco. The Tobacco-Free Workplace policy applies to:

- All areas of buildings occupied by company employees.
- All company-sponsored off-site conferences and meetings.
- All vehicles owned or leased by the company.
- All visitors (customers and vendors) to company premises.
- All contractors and consultants and/or their employees working on company premises.
- All temporary employees.

- All student interns.

Tobacco usage and/or “vaping” with e-cigarettes is permitted only in the following designated smoking areas:

- (location one).
- (location two).

Tobacco usage is never permitted near (designated locations).

Tobacco usage is limited to those periods before the start of an employee’s shift, after the employee’s shift, and during authorized unpaid break/lunch periods.

Consequences of Violating This Policy

Noncompliance with this policy will result in the following:

- Visitors to the facility who are non-employees will be advised of our policy and asked to immediately cease smoking or using tobacco products while in the building. Failure to do so may result in their being escorted from the building. Continued disregard for the policy may result in the visitor being permanently banned from the premises.
- Employees who violate this smoking policy will be subject to counseling and/or disciplinary action up to and including immediate discharge. Depending upon the facts and circumstances, the company reserves the right to proceed to separation of employment without prior disciplinary action.

Facility Policies:

Where any federal, state or local law imposes restrictions on the implementation of this Policy, their language will supercede the terms of the Company and facility policy.

We currently have in our company policy that any tobacco products or e-cigarette usage is NOT allowed inside the building and must remain at least 15ft from any entrance of the building. With the words tobacco products, this includes "Chew". We have designated areas that employees are allowed to use these products. We have built a pavilion to keep employees in that specified area. We also have stressed the new law for Illinois about throwing your " Butts" on the ground. We have put it in the employees hands to keep their privilege of even being allowed to smoke on the property.

Our smoke-free environment policy does not include chewing, but it could/should. Meanwhile, if we had an isolated problem, we would address it individually.

In the past, we have allowed chewing, but we were sticklers about them keeping a 'spit container' of some sort up and away from others. No spitting into trash cans, etc. We haven't had anyone with the habit in the past several years and I think at this point we may revise our no drug/alcohol policy to include all tobacco products as well.

In keeping with the Company's intent to provide a safe and healthful work environment, the company is a smoke-free premises. Use of tobacco products (smoking and chewing) is not permitted on company property. This policy applies to all employees, clients, contractors, and visitors.

Employees are required to punch out for a 30 minute unpaid lunch (1 per day) if they choose to leave the premises to smoke. A 30 minute unpaid lunch takes the place of the 15 minute paid lunch. Employees do not have the option to take both types of break. Any employee who violates this policy will be subject to disciplinary action, up to and including termination.

Tobacco Policy

There is no tobacco use permitted anywhere on our property. This extends to smoking out in the parking lots, by the dock doors, in cars in the parking lots, or in our company vehicles. Our tobacco policy extends to all forms of tobacco, smokeless tobacco is also prohibited anywhere on our property. Violations will be subject to disciplinary actions.

If you are interested in participating in a smoking cessation program, you may call our EAP program or contact our Employee Relations Manager.

Our policy indicates that the smoking of any tobacco product or the use of smokeless tobacco is prohibited inside any of the Company facilities.

We do not allow the use of tobacco in our facility. This includes chewing tobacco and e-cigarettes.

Our actual policy is found below – by simply changing the language from “smoke free” to “tobacco free” it covers all the bases. The second piece of our policy is to assist in a pre-approved cessation offer – the proverbial carrot or “We want to help!”

One thing that is not in our written policy (it will be in our next EE Handbook as part of this policy) is the use of or payment for E-Cigarettes but we clearly do NOT support their use (not allowed on our premises)for a number of reasons:

1. The medical evidence of a negative impact on one’s health is substantial,
2. Second hand “smoke” is reported as worse than regular cigarettes,
3. Used within an environment of moving equipment the temptation is so huge to grab a falling e-cigarette - causing injuries to extremities.

TOBACCO FREE ENVIRONMENT

With the exception of the area designated outside in the back parking lot, The Company provides a tobacco free environment in all areas of our facility and on all Company property. Employees found violating this policy will be subject to corrective action, up to and including termination.

It is The Company’s preference that employees only use tobacco products during lunch periods or before/after work periods, but will allow smoke breaks as permitted by your Department Manager to the extent that both your productivity and that of your department are not affected. Employees must punch out for smoke breaks. Bear in mind that “smoking breaks” are a privilege – they should not be excessive, either in duration or frequency.

The Company will reimburse any employee for the cost of a smoking cessation class offered through a reputable health agency or a non-profit organization. Employees must receive written approval from the Company before taking the class. Reimbursement forms may be obtained in the Human Resources Department. The Company reserves the right to approve or disapprove any given class or workshop at its own discretion.

We treat them as “one in the same”, it’s a tobacco product. The next issue would have been allowing someone to “vape”

Our policy refers to all tobacco products, not just smoking, and includes e-cigarettes as well.

Our company prohibits all tobacco products and all vehicles for transporting nicotine into your body; including e-cigarettes or any new invention.

This is one of those things that is impossible to police. We have put out memos when the “mess associated with spitting” has gotten out of hand threatening to ban it; and when we designated outdoor smoking areas, we thought about adding “chewing tobacco”; but it is really hard to tell whether someone has it in or not and no one really wants to monitor.

Not much help, but empathy for the issue.

Our policy covers all tobacco use, smoking, chew and “e-cigs”

We include all tobacco products in our smoking policy. Only during breaks in designated areas.

Look on the internet and get some cancer images of tobacco cancer of jaw , lips & tongue. Years ago such cancer was obviously seen and presented a problem at our shop. Then after WW1 Grand Dad restricted chewing to the toilets and sink area where the spittoons were located. By 1972 one person was still chewing, the press foreman had asked Dad years before to let him move the spittoon to his shop desk if he cleaned it- not the porters. He retired after 55 years working without cancer and left the spittoon. The point of the story is this habit is the same as smoking over the long run and is dirty, even with the changes in styles the consequences are the same. The changeover enacted by law has taken up our HR time, has been twisted by staff when first implemented generally a chore for all. Today I see neighboring smokers must go out to the public side walk to smoke- off Co. property. We allow smoking on our property at the picnic table and treat tobacco according to State smoking policy.

Smoking

The Company’s policy on smoking is designed to provide a healthy, safe, and productive work environment for all employees. Smoking or use of any tobacco products is not allowed inside Company facilities or within 15 feet of any entrance to a Company facility. Smoking outside must be confined to the designated smoking areas. Please be courteous and extinguish your cigarettes in the provided receptacles. Any violation of this policy will result in corrective action, up to and including termination.

We have a non-smoking policy for anywhere on the property – not even in employees cars. We do not have a “chewing” policy, the issue has never come up.

We have a no tobacco policy. This covers both smoking and chewing.

SMOKING/CHEWING TOBACCO

The company discourages its associates from smoking (regular cigarettes as well as electronic cigarettes/vaporizers) and chewing tobacco because they are regarded as poor health habits.

We have a no smoking policy, but it does not cover chewing tobacco. Of course this can be a hot topic with smokers! Our stance is that there is no second hand smoke with chewing tobacco.

_____ has a smoke-free environment. Smoking is not allowed in any company facility or vehicle. Smoking outside on Company property in the designated areas is considered a privilege. Abuse of the following expectations for those who use tobacco products could result in loss of that privilege.

- Smoking is allowed only outside of the buildings in designated areas and at a reasonable distance from the entrances to those areas.
- Smoking is allowed only during scheduled lunch or breaks.
- Employees are expected to dispose of cigarette butts and chewing tobacco in the proper receptacles furnished in designated smoking areas. (Disposal of chewing tobacco residue must be done in a safe and sanitary way so as not to expose others to possible health risks.)
- The use of Electronic smoking device is not allowed in the building and use is allowed only in designated smoking areas.

Tobacco/Nicotine users who wish to quit are encouraged to contact Human Resources for information on tobacco cessation options available to them.



SMOKING POLICY

Per State Statute 101.123 Wisconsin Act 12, which went into effect July 5, 2010, as well as to contribute to the health and well-being of all employees, The Company provides a smoke-free workplace. Additionally, the use of all tobacco products, including chewing tobacco, or “vaping” with e-cigarettes is banned from the workplace, except as designated in this policy.

Smoking is prohibited in all of the enclosed areas within The Company worksites, without exception. Smoking is defined as the use of tobacco products through pipes, cigars and cigarettes, as well as the use of e-cigarettes regardless of whether they contain tobacco. This includes common work areas, the manufacturing facilities, conference and meeting rooms, private offices, hallways, the lunchrooms, stairs, restrooms, employer owned or leased vehicles, and all other enclosed facilities.

The only designated smoking/vaping areas at The Company are outdoors, (designated locations). No one may smoke/vape along any path way or walk way leading to or from the designated smoking area, nor may employees smoke/vape at the picnic tables nor outdoors in any of the grassy areas or the parking lots.

Additionally, employees may smoke/vape in their personal vehicles, but the smoke/vape and tobacco products must be completely contained within the vehicle. It is not acceptable that either smoking or non-smoking employees are subjected to smoke that they must walk through to reach their vehicle or any other destination on The Company’s premises.

While The Company makes these areas available to smokers/vapers, it in no way has any legal responsibility to do so. Employees who choose to use these smoking areas do so at their own risk. No additional breaks are allowed to any employee who smokes/vapes. Finally, smokers/vapers and users of tobacco products must dispose of the remains in the proper containers. This helps to keep a neat and clean environment for all employees and our visiting suppliers and customers.

Failure to comply with all of the components of this policy will result in disciplinary action up to and including termination.