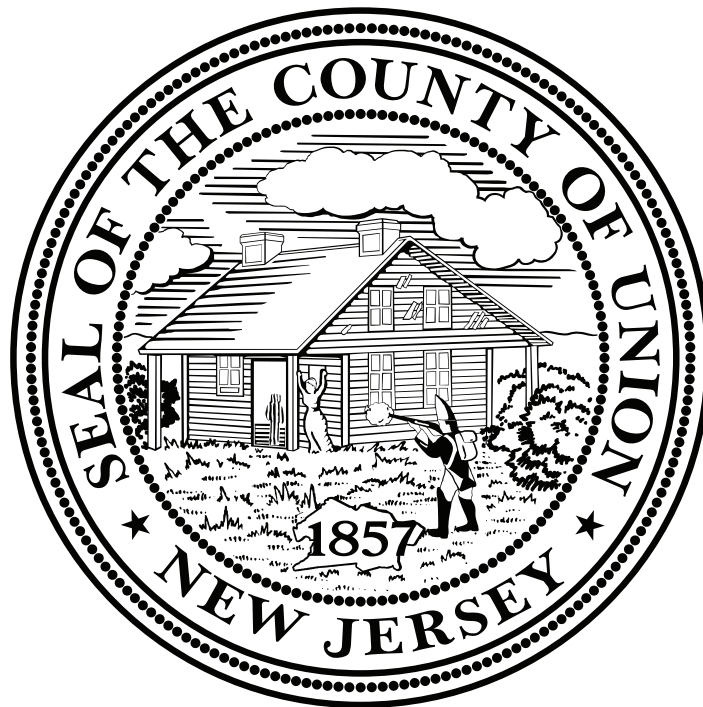


COUNTY OF UNION

Smoke-Free Workplace



Union County

We're Connected to You

A service of the

UNION COUNTY BOARD OF
CHOSEN FREEHOLDERS

SMOKE-FREE WORKPLACE

Smoking & Vaping Defined

For purposes of this policy, “**Smoking**” means the burning of, inhaling from, exhaling the smoke from, or the possession of a lighted cigar, cigarette, pipe, or any other matter or substance which contains tobacco or any other matter that can be smoked.

For purposes of this policy, “**Vaping**” refers to the use of electronic nicotine delivery systems or electronic smoking devices. These are commonly called e-cigarettes, e-pipes, e-hookahs and e-cigars.

Smoking and Vaping Prohibited.

Smoking and Vaping are prohibited in all areas of County buildings or structures, this includes but is not limited to all work areas, offices, conference rooms, hallways/vestibules, stairwells, rest rooms, elevators, cafeterias, and lounges, garages, parking structures, parking lots, any other areas where vehicles and/or equipment are located, and County-operated vehicles.

Smoking and Vaping are prohibited in all County-owned recreational areas/facilities including boating facilities (dock and structures), ice-skating facilities, playgrounds, running tracks, all snack bars, swimming pools, ball fields, tennis courts, Watchung Stables and restrooms which support County-owned recreational areas/facilities.

The County may prohibit Smoking and Vaping at County sponsored events, including concerts, fairs, festivals, movies and other such events, at the discretion of the County Manager and with the advice and consent of the Board of Chosen Freeholders. Appropriate signage will be displayed at all such events.

Smoking Outside of County Buildings.

Smoking shall not be permitted within 25 feet of ingress or egress to any County-owned or leased buildings; and within 50 feet of all County-owned recreational areas/facilities. Appropriate signage will be displayed at all affected County-owned or leased buildings, recreational areas/facilities, and including some County sponsored events to effectuate this requisite.

The time away from work for the purpose of smoking outside of County buildings and structures shall be limited to the scheduled and/or permitted break periods and meal breaks.

Implementation of Policy.

Department/Division Heads and Supervisors shall be directly responsible for the implementation of the policy and its enforcement within their areas of supervision and control.

Any questions pertaining to the interpretation or application of this policy should be directed to the Director, Division of Personnel & Labor Relations.

Violations and Penalties.

Appropriate disciplinary action will be taken against any employee who violates this Policy. Members of the public who violate this policy shall first be ordered to comply with the policy. If the person continues to smoke or vape in violation of the policy, then a fine shall be imposed upon the person in accordance with N.J.S.A. 26:3D-56 et seq.

A person, after being so ordered, who smokes or vapes in violation of the Ordinance is subject to a fine which will be imposed and a penalty shall be recovered in accordance with the provisions of subsections c. and d. of N.J.S.A. 26:3D-62.

(See Ordinance No. 785-2017§ 128-1:7 amended 6/22/17)