

RESOLUTION #1 OF 2022
TOBACCO FREE WORKPLACE

PURPOSE:

In 2008, the Commonwealth of Pennsylvania enacted into law the Clean Indoor Air Act, which prohibits smoking in a public place or workspace. This policy seeks to expand the application of a smoke free environment to a 100% Smoke and Tobacco Free County Policy that prohibits all smoking and use of all tobacco products.

DEFINITIONS:

Tobacco Product- includes cigarettes, smokeless tobacco, snuff, chew, snus, cigars, hookah, pipes and electronic smoking devices/electronic nicotine delivery systems (ENDS), such as e-cigarettes, e-hookah, and vape pens.

Tobacco Product does not include the following-

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 approved purpose, as long as the product is not inhaled.

County Property- includes all interior and exterior areas owned and/or operated by Forest County including the Courthouse, Justice Building, Annex Building, Children & Youth Services Offices, Visitor Center, Transportation Building, District Court Office in Marienville and all adjacent parking areas.

POLICY:

This policy applies to all Officials, employees, volunteers, visitors, contractors, sub-contractors and vendors.

The use of tobacco products is prohibited on all County Properties within, through or outside of any public buildings and grounds owned and operated by the County. No ash receptacles or smoking shelters shall be provided on tobacco-free properties. Breaks shall not be extended to accommodate smokers under this Policy. Supervisors shall discuss the issue of taking breaks with their staff, both smokers and non-smokers, so as not to disrupt with work productivity.

There is increasing recognition of the need to restrict smoking in the workplace for medical, legal and financial reasons, including recognition of the health effects of passive smoking, of the need to manage the risk of liability from diseases caused by passive smoking and of encouraging smoking cessation as part of health promotion in the workforce.

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Medical evidence clearly shows that smoking is harmful to the health of smokers. Medical research has also established that second-hand smoke is a significant health hazard to non-smokers, which, if not controlled, has short-term effects such as irritation to the eyes, throat and respiratory tract, as well as long-term effects including impaired lung function and lung cancer.

The objective of this Tobacco Policy is to protect non-smokers from exposure to second-hand smoke, thereby enhancing the air quality of the work environment for employees of the County. It is also anticipated that the ban on smoking in the workplace will yield supplementary benefits, such as providing leadership on this issue for the County and reducing the level of leave benefits required by employees.

ENFORCEMENT:

Effective implementation of this policy shall depend upon the courtesy, respect and cooperation of all County Officials and staff.

Effective February 1, 2022, any person, including employees, who shall violate this policy will be subject to civil penalties. Employees who violate this policy shall receive a written warning for a first offense and disciplinary action as determined by the Department Head and in conjunction with the Board of Commissioners/ President Judge will result for subsequent violations.

Enforcement of this policy shall be by the Forest County Sheriff. Any person who observes a violation of this policy should contact the Sheriff's Office (814-755-3541)

ADOPTED THIS 5th DAY OF JANUARY, 2022

BOARD OF COMMISSIONERS

Mark S. Kingston, Chairman

Robert J. Snyder, Jr., Commissioner

Basil D. Huffman, Commissioner

ATTEST:

Lynette Greathouse, Chief Clerk