

SILVER LAKE WATER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 605

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE SILVER LAKE WATER DISTRICT, SNOHOMISH COUNTY, WASHINGTON, ESTABLISHING A "TOBACCO FREE" POLICY.

WHEREAS, it is well established that tobacco use causes or contributes to significant health issues, including cancer, respiratory disease, eye and ear irritations, headaches, etc., and endangers the health and lives of those who use it;

WHEREAS tobacco use poses certain "second hand" threats to others who do not use tobacco;

WHEREAS, tobacco use has other undesirable effects, such as a decrease in productivity among employees who use tobacco, increased health care costs, and undesirable refuse effects;

WHEREAS the District desires to address the health issues that tobacco use poses for its employees, to protect from the second hand effects of tobacco use nonusers who are present upon the District's property and facilities, to encourage its employees to lead more healthful lifestyles, to increase the productivity of its workforce, to take meaningful steps to reduce significantly increasing costs to the District's health care benefits, to curtail refuse issues posed by tobacco use, and to protect and preserve the condition and value of District property from deterioration caused by tobacco use;

WHEREAS, in connection with the above-referenced goals, the District desires to make its property, facilities and vehicles "tobacco free zones";

WHEREAS, the District desires to afford its employees who use tobacco products the means and opportunity to discontinue their tobacco use;

NOW THEREFORE, BE IT RESOLVED by the Board of Commissioners of the Silver Lake Water District, Snohomish County, Washington as follows:

1. FINDINGS The Commissioners adopt as findings the preceding recitals to this Resolution.

2. ADOPTION OF POLICY The District "tobacco free" policy in the form attached hereto as Exhibit "A" is hereby approved. District management and staff are authorized and directed to implement the policy.

3. EFFECTIVE DATE The policy adopted hereby shall be effective as of the date set forth in that policy.

3. INCONSISTENT POLICIES RESCINDED All District resolutions, policies and procedures which are inconsistent with this resolution are hereby rescinded, modified and superseded to be in accordance with this resolution.

Exhibit A follows on the next page

ADOPTED by the Board of Commissioners at a regular open public meeting of the Silver Lake Water District, Snohomish County, Washington this 9th day of March 2006.



President and Commissioner

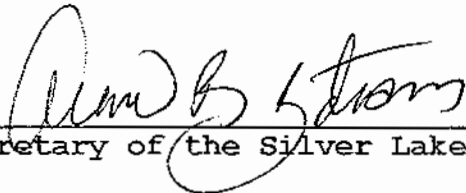


Secretary and Commissioner



Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 605 adopted by the Board of Commissioners of the Silver Lake Water District this 9th day of ~~February~~^{March} 2006 as said Resolution appears in the records of the Silver Lake Water District.



Secretary of the Silver Lake Water District

EXHIBIT "A"
TOBACCO FREE POLICY

[SEE ATTACHED]

Resolution No. 605

It is the District's intent to create a tobacco-free environment within District-owned facilities, including the District office and maintenance buildings, reservoir sites, vehicles, pump stations, etc.

Smoking is the major preventable cause of premature deaths today, killing 300,000 - 500,000 Americans annually. Nonsmokers, comprising over 70 percent of the adult population in the United States, may be harmed by secondhand or passive smoke. The hazards range from immediate reactions (eye and ear irritations, headaches, breathing difficulties) to long-term, serious health effects. Individuals exposed to smoke may develop lung cancer and may lose lung capacity. Additionally, certain District employees may be especially susceptible in a smoke-filled environment due to respiratory disease, heart disease or allergies.

Chewing tobacco is likewise a cancer causing agent that endangers the health and lives of those who use it. Although chewing tobacco does not pose the same documented "second hand" threats to non-users as smoking, the act of chewing tobacco is unsightly and creates unsanitary, unhealthy and undesirable waste remnants that may potentially expose non-users to health risks.

Additionally, tobacco use negatively impacts workplace productivity. It is also likely to have an undesirable refuse effect-- the District desires to eliminate the disposal of cigarette butts and chewing tobacco spittle upon District property, including its sidewalks and common entry ways.

Therefore, effective September 1, 2006 or the date upon which the District begins occupying its new office building, whichever occurs first, the District facilities and job sites shall be a "tobacco free" environment. No employee or member of the public shall be permitted to smoke or use chewing tobacco products while present upon or in any District owned facility. This includes all outdoor areas which constitute District property. No employee shall be permitted to use tobacco products during work time.

Employees who violate this policy on tobacco use shall be subject to discipline, up to and including termination. Employees who observe members of the public violating this policy should immediately report such violation to the District Manager or designee.

This policy is one of the most important steps that the District can take to improve our work environment. We rely upon the cooperation of all our employees. The District supports its employees' efforts to quit using tobacco products. Towards this end, certain costs associated with quitting such tobacco products may be covered by the District's health care plan(s), and employees may be eligible for nicotine withdrawal benefits under such plan(s). Employees seeking to quit their tobacco use should see their health care provider for additional information relating to these benefits.

Effective immediately, it shall also be the policy of the District to hire only non-smokers and non-chewing tobacco users.