

**SILVER LAKE WATER AND SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 723**

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE SILVER LAKE WATER AND SEWER DISTRICT, SNOHOMISH COUNTY, WASHINGTON, ESTABLISHING A “TOBACCO FREE” POLICY AND REPEALING RESOLUTION NO. 605.

WHEREAS, on March 9, 2006, the Board of Commissioners adopted Resolution No. 605, establishing the District as a “Tobacco Free” workplace; and,

WHEREAS, the use of tobacco and other nicotine products continue to cause or contribute 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; and,

WHEREAS, tobacco and nicotine use poses certain “second hand” threats to others who do not use tobacco or nicotine; and,

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

WHEREAS, since the adoption of Resolution No. 605, the District Headquarters Facility and vehicles are cleaner without the need to pick up cigarette butts, empty ash trays, and remove the smell of tobacco; and,

WHEREAS, the use of E-cigarettes and other vaping products have grown significantly without sufficient study of the long term health impacts since the adoption of Resolution No. 605; and,

WHEREAS, the concentrated liquid used in E-cigarettes and other vaping products are toxic until vaporized; and,

WHEREAS, the District desires to address the health issues that tobacco and nicotine use poses for its employees, to protect from the second hand effects of tobacco and nicotine use on 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 and nicotine use, and to protect and preserve the condition and value of District property from deterioration caused by tobacco and nicotine use;

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

WHEREAS, the District's health insurance may provide assistance to employees who use tobacco and nicotine products the means and opportunity to discontinue their tobacco and nicotine use.

NOW THEREFORE, BE IT RESOLVED by the Board of Commissioners of the Silver Lake Water and Sewer 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's "tobacco and nicotine 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 the policy.
4. **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" is attached.

ADOPTED by the Board of Commissioners, at a regular meeting of the Silver Lake Water and Sewer District, Snohomish County, Washington this 10th day of March, 2016.



President and Commissioner



Secretary and Commissioner



Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 723, adopted by the Board of Commissioners of the Silver Lake Water and Sewer District, this 10th day of March, 2016, as said Resolution appears in the records of the Silver Lake Water and Sewer District.



Secretary of the Silver Lake Water and Sewer District's Board of Commissioners

EXHIBIT "A"

TOBACCO FREE POLICY

It is the District's intent to create a tobacco and nicotine-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.

E-cigarettes and other vaping products use liquid chemicals, including nicotine. While the long term health risks of E-cigarettes, including second hand exposure, has not been fully researched, the chemicals contained in the concentrated liquid is toxic. In addition, there are reports that the lithium batteries used to power e-cigarettes or vaporizers are exploding, posing a significant risk to people and property.

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

The District's facilities and job sites shall be a "tobacco and nicotine free" environment. No employee or member of the public shall be permitted to smoke, vape with e-cigarettes, or use chewing tobacco products while present upon any District owned facility. This includes all outdoor areas which constitute District property. No employee shall be permitted to use tobacco or nicotine products during work time.

Employees who violate this policy on tobacco or nicotine 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's General Manager or designee.

This policy is one of the most important steps that the District can take to improve its work environment. We rely upon the cooperation of all our employees. The District supports its employees' efforts to quit using tobacco and nicotine products. Certain costs

associated with quitting such tobacco and nicotine products may be covered by the District's health care plan(s). Employees seeking to quit their tobacco and nicotine use should see their health care provider for additional information relating to these benefits. The General Manager shall have the authority to review and approve an employee's medical cessation treatment that may include the interim use of tobacco and nicotine products, as proscribed or recommended by an employee's physician.

It shall also be the policy of the District to hire only personnel who do not use tobacco or nicotine products.