

MISSOULA COUNTY SMOKE FREE AND TOBACCO FREE WORKPLACE POLICY

Purpose

This policy establishes Missoula County as a tobacco-free and smoke-free workplace to protect employees and members of the public from the adverse effects of exposure to tobacco in all its forms.

Scope

This policy is applicable to all County owned buildings and vehicles.

Administration

Department heads are responsible for implementation of this policy within their departments, including its application to members of the public, and enforcement in a manner consistent with Missoula County Human Resources Policies, Section 313, "Disciplinary Action." Employees share the responsibility to promote policy compliance by respectfully and tactfully explaining it to anyone using tobacco products in the workplace environment.

References

Missoula County Policy 2006-04 "Smoke Free Environment"; MCA 50-40-1, Montana Clean Indoor Air Act; PL 111-148 Patient Protection and Affordable Care Act.

Policy

In accordance with the Montana Clean Indoor Air Act, the Affordable Care Act and the Missoula County Tobacco and Smoke Free Policy, the use of tobacco or any smokable products including, but not limited to cigarettes, cigars, pipes, electronic cigarettes, marijuana, and smokeless tobacco products, is prohibited in enclosed public places, including government issued vehicles. In addition, to prevent smoke from entering a building through doorways, windows, or ventilation systems, smoking is not permitted within 25 feet of any government building.

Contracts with vendors whose employees work in County buildings should include a clause requiring compliance with Missoula County's smoke free and tobacco free policy.

Other Information

Missoula County employees are encouraged to contact the MT Quit Line for cessation support.

Relevant Affordable Care Act screening and intervention benefits for those who participate in Missoula County Medical Benefits Plan, including coverage of tobacco treatments recommended by the US Public Health Service, are:

- Screening for those ready to quit;
- Counseling for cessation;
- Support for over the counter prescriptions for Nicotine Replacement Therapy approved by FDA.

Missoula County Benefits Plan includes coverage for medications prescribed for smoking cessation, and employees are encourage to call the Risk and Benefits Office for details.

No Missoula County Department shall accept promotional items, gifts, funds or other consideration from a tobacco company.