

Beartooth Electric Cooperative, Inc.

EMPLOYEE RELATIONS POLICY NO. 513

1. SUBJECT: NO SMOKING POLICY

2. OBJECTIVE:

- 2.1. In order to reduce health problems associated with the use of tobacco products (smoking and chewing), secondhand smoke and other undesirable effects, improve indoor air quality, provide potential long-term medical and fire protection benefits which assure a safe, productive and healthful work environment, Beartooth Electric Cooperative, Inc. (BEC) imposes and enforces this policy on use of tobacco products.
- 2.2. Nationally, labor law has supported an employer's right to limit or eliminate the use of tobacco products in the workplace, in part due to the occupational health and safety laws, the continued anti-tobacco use posture of the U.S. Surgeon General, and existing research on the effects of tobacco use and exposure to secondhand smoke. People who choose to use tobacco products have the right to do so, but the right of non-tobacco product users to breathe clean air takes precedence. The law protects a person's right to breathe clean air; therefore, the employer's right to enforce tobacco use bans is clear.

3. POLICY:

- 3.1. In keeping with BEC's intent to provide a safe and healthy work environment, smoking is prohibited in its entirety in all company buildings and inside company vehicles by employees, customers and visitors.

4. RESPONSIBILITY:

- 4.1. The General Manager, Managers and staff members shall ensure that the provisions of this policy are followed.

Adopted: 08/24/2012
Revised: 06/30/2015
Reference: LV Policy 604, BEC Policy VI-A-12
Review Date: June 2017

Attest: /s/ Richard Nolan
Secretary/Treasurer

Attest: /s/ Roxie Melton
Board President