

**RESOLUTION NO. 2019-18**

(2/13/19)

**RESOLUTION AUTHORIZING THE SMOKING POLICY**

**WHEREAS**, the Village of Caledonia is reviewing Personnel Manual policies to ensure consistency and legal compliance;

**WHEREAS**, the current Smoking Policy needs to be updated to add smokeless tobacco and e-cigarettes (vaping);

**WHEREAS**, the Village has drafted a Smoking Policy to replace the current Smoking Policy in the Personnel Manual and is attached hereto as **Exhibit A**;

**WHEREAS**, the Personnel Committee of the Caledonia Village Board has reviewed the new Smoking Policy, recommends adopting the new Policy; and

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board the new Smoking Policy as of February 18, 2019 replaces the current Smoking Policy.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this 15<sup>th</sup> day of February, 2019.

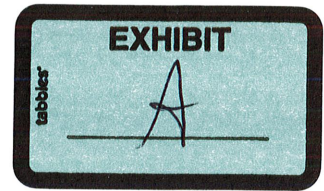
**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_

James R. Dobbs  
Village President

Attest: \_\_\_\_\_

Karie Torkilsen  
Village Clerk



49. SMOKING POLICY

In keeping with the Village's intent to provide a safe and healthful work environment, the use of tobacco products, including chewing tobacco and other smokeless tobacco products is prohibited in all Village buildings, Village vehicles and while performing any job function. This policy applies to all employees, customers and visitors. Employees smoking outside of Village facilities shall be limited to outside designated smoking areas.

The Village also prohibits the use of Electronic Nicotine Delivery Systems (ENDS) including but not limited to electronic cigarettes (e-cigarettes), vape pens, mechanical MODs and Juul devices in all Village buildings, Village vehicles and while performing any job function.

Violation of this policy will result in disciplinary action, up to and including termination.

Revised: 2/13/19  
Effective: February 19, 2019  
Resolution: 2019-18

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