

## THE EMPLOYMENT RELATIONSHIP

02.09.08 Smoking

In keeping with PCCLD's intent to provide a safe and healthful work environment, smoking or other tobacco use (including the use of smokeless tobacco products, e-cigarettes, and unregulated nicotine products) in any PCCLD building or within 20 feet of an entrance is not permitted.

Proposed Revision: 03-18-2014 Adopted: 09-28-2006

02.09.08