

EMPLOYEE BEHAVIOR & EXPECTATIONS

4.02 SMOKING and TOBACCO

Rule

All City of Portland facilities are "smoke and tobacco free" areas. Use of chewing tobacco during work hours is similarly prohibited. City employees share in the responsibility for adhering to this rule and for bringing it to the attention of persons visiting City buildings and facilities.

Additionally, any site where employees are performing work, including but not limited to field work, may be designated as a "smoke free" area.

Smoking Instruments and Tobacco Products

Any cigar, cigarette, pipe, e-cigarettes, vaping or other smoking equipment, and chewing tobacco.

Smoking and Tobacco Use in City Vehicles

City vehicles are considered designated work areas under this rule and as such are "smoke and tobacco free" except as designated.

Smoking Outside of City Owned Buildings

Smoking or carrying any lighted smoking instrument is prohibited within 50 feet of the exterior of any building the City of Portland owns and is occupied by City employees. The no smoking area does not extend into the roadway, but does include driveways, planting strips, sidewalks and pedestrian ways within 50 feet of the building.

Smoking Breaks

No additional breaks or rest periods will be granted to employees who smoke or use chewing tobacco. For employees who perform work in the field in areas designated as "smoke free", bureaus shall establish guidelines for allowing employees to spend breaks in designated areas where smoking or chewing tobacco is allowed. For information on breaks and rest periods, see <u>Administrative Rule on Hours of Work</u>.

References

City Code 8.65

Administrative Rule History

Adopted by Council March 6, 2002, Ordinance No. 176302 Effective April 5, 2002 Revised May 9, 2008 Revised December 4, 2013 Revised April 25, 2016