

CHAPTER 42

SMOKING

42-1. GENERAL.

It is recognized that smoking is a significant health hazard. Employees are entitled to a worksite environment that is reasonably free of the effects of secondhand smoke.

42-2. POLICY.

In accordance with Fort Bragg Master Policy #34, dated October 9, 1999, employees are entitled to a workplace that reasonably protects them from the effects of secondhand smoke. Management may continue to utilize current designated smoking areas in their facilities to accommodate smokers, (See section 42-4 below).

42-3. SMOKING IS PROHIBITED.

a. In all interior space owned, rented or leased over which Department of the Army has custody and control, with the exception to areas which are designated areas.

b. In any outdoor area in front of air intake ducts.

c. In all government owned and leased vehicles. If an employee fails to comply and the Department of the Army is charged for the cost of cleaning the affected vehicles/aircraft beyond normal detailing procedures to remove tobacco odor or residue or repairing damage caused by tobacco use, a report of survey will be initiated and liability may be assessed to recoup the cleaning charge.

d. Where it presents a safety hazard; i.e., designated safety areas at firing ranges, ammunition storage areas, fuel dumps, motor pools, and equipment maintenance shops

e. At entryway/exit used by visitors and employees who are nonsmokers.

42-4. DESIGNATION OF SMOKING AREAS IN OCCUPIED BUILDINGS.

Smoking may be authorized by management in designated smoking areas that are enclosed and exhausted directly to the outside and away from air intake ducts, and which are maintained under negative pressure (with respect to surrounding space) sufficient to contain tobacco smoke with the designated area. Management may designate smoking areas with the endorsement of the Public

Safety Business Center and Occupational Health, Womack Army Medical Center. Nonsmokers shall not be required to enter and/or accomplish any assigned task in such areas while smoking is ongoing.

42-5. ACCOMMODATION OF SMOKERS.

a. Where smoking is not permitted in enclosed areas, smokers will be provided designated smoking areas, within walking distance which provide some overhead cover for protection from inclement weather.

b. Management will offer each Federal employee who smokes and desires to quit one (1), one-time smoking cessation class course. The Federal employee's personal physician will determine the course that is most advantageous for successful smoking cessation and will determine if the prescription medication, Welbutrin, is medically sound. This examination is at the employee's own expense. Occupational Health must authorize the private sector prescriptions for Welbutrin before medication is filled by the WAMC pharmacy. Management will determine the size and length of the class. This one time class may be during duty time. There will be no charge for the class. Any additional smoking cessation attempts/classes; etc. will be the employees' personal responsibility.

42-6. DISPUTE RESOLUTION.

Disputes arising over this smoking policy shall be processed in accordance with the negotiated grievance procedure, or the DA grievance procedure, as appropriate.