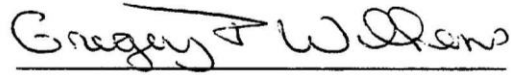


**SECTION 11.3**      **TOBACCO USE**

- A. Smoking, vaping and/or use of tobacco in any form is prohibited indoors in the Butler County Engineer's facility and vehicles. Any exception must be specifically approved by the Butler County Engineer and posted accordingly.
- B. Employee breaks for purposes of smoking and/or vaping or other tobacco use are governed under provisions of Section 7.4 (Break Periods), provided that tobacco users are entitled only to the same consideration for breaks as non tobacco users.



Gregory J. Wilkens, P.E., P.S.  
Butler County Engineer

July 2003  
January 2024