Jason Habinsky in HR Dive: Employers Ban Vaping as the Trend's Reputation Goes Up in Smoke

By Jason Habinsky | December 16, 2019

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HR Dive quoted Haynes Boone Partner Jason Habinsky in an article about how employers are amending workplace policies in response to the rise of vaping and e-cigarettes.

Here is an excerpt:

Given the popularity and risk associated with vaping, it's made an impact on employers. "Vaping and the use of e-cigarettes pose many of the same risks of cigarette smoking to employees and the workplace," Haynes Boone Partner Jason Habinsky said in an email to *HR Dive*. What's more, workers who choose to use e-cigarette products can put those who share their space at risk as well.

[Adding vaping to no-smoking policies] is a good thing, according to Habinsky. "[I]t is important that employers review all policies which regulate smoking or other health and safety considerations and modify the scope of such policies to include vaping and e-cigarettes," he said.

Additionally, employers will need to note that vaping and e-cigarette use "may also be prohibited in certain industries and work environments where health and safety may be at risk," said Habinsky.

Unlike traditional cigarettes, "[a]n e-cigarette can also malfunction or even explode, causing harm to individuals in the workplace," said Habinsky.

Once employers have updated or created vaping policies, it's up to them to make sure employees know about the changes.

"Employers should also update any related employee training to include a discussion of such prohibitions," said Habinsky. "Employers should also examine any wellness policies and employee education to ensure the inclusion of such use."

To read the full article, click here.

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