

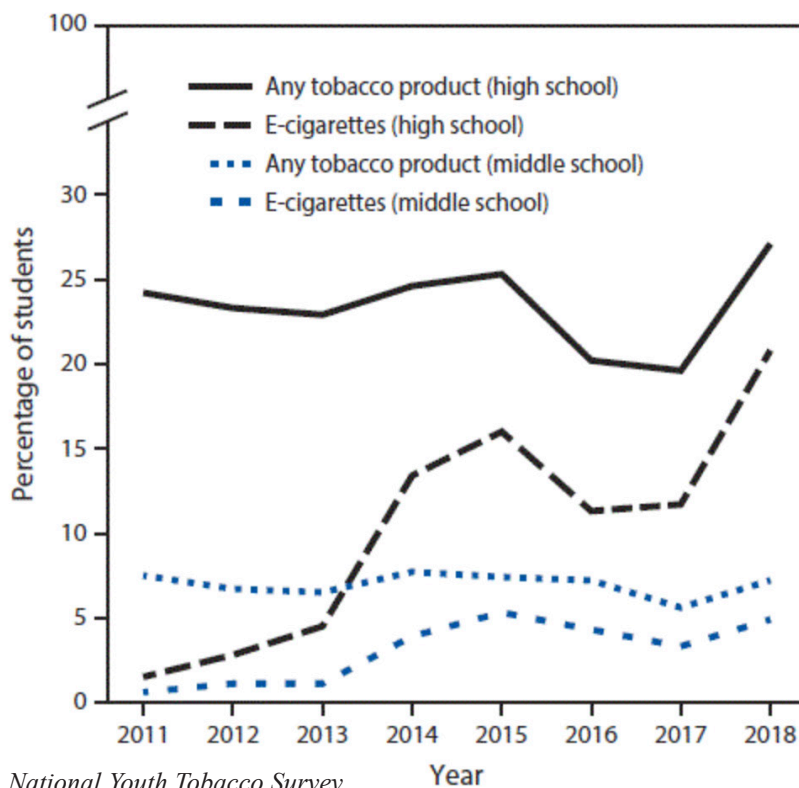
E-CIGARETTES & WORK

E-cigarettes (also called vape pens) are devices that heat a liquid into an aerosol (air) that the user inhales (called vaping). E-cigarette liquid contains: nicotine, flavoring, plus as many as 10 chemicals that can cause cancer and birth defects in future children of smokers. Nicotine in e-cigarettes (like regular cigarettes) is addictive and called a poison. Nicotine poisoning was rare in the past, but becoming more common today because of the use of e-cigarettes, nicotine gum, and nicotine patches. Symptoms of nicotine poisoning happen in two stages. First stage: excess saliva in mouth, feeling sick, stomach ache, vomiting, dizziness, tremors (shaking), confusion, rapid breathing, fast heart rate, and high blood pressure. Second stage: low blood pressure, slow heart rate, diarrhea, weakness, and pale skin. Nicotine poisoning can include: seizures, passing out, and breathing failure.



Teen years are important years for brain growth. The brain grows from birth to about age 25. Nicotine exposure (smoking and breathing second-hand smoke) causes harm in the growing brain. E-cigarettes are popular with young people. Today, more high school students use e-cigarettes than regular cigarettes. The use of e-cigarettes is higher among high school students than adults.

Young adults are more likely to use JUUL e-cigarettes — electronic smoking devices that look like thumb drives, charge in a computer's USB port, use replaceable "pods" filled with nicotine and flavored liquid, and



easy to secretly use. Some youth think that a JUUL does not contain nicotine when one JUUL pod contains as much nicotine as a pack of cigarettes. Smoking is often called "JUULing."

Vapers draw smoke into their mouths and hold it there before inhaling into their lungs. Inhaling into the lungs delivers smoke where the nicotine and chemicals are taken very quickly into bloodstream. Then, the nicotine and chemicals use the bloodstream to go to all parts of the body (heart, brain, arms, stomach, sex organs, legs) until all body parts contains the nicotine and chemicals — even the eyeballs. Smoke that vapers exhale is not steam or water vapor. E-cigarette smoke is just as dangerous to nearby people as regular cigarette smoke.

What are the laws about using E-cigarettes at work?

E-cigarettes are a new problem for states, cities, and work sites. By 2019: a) 15 states passed new laws to forbid e-cigarettes in smoke-free places anywhere within that state (such as work sites, restaurants, government buildings, and more places). b) In states that do not have smoking laws, 1,485 cities passed new laws to forbid e-cigarettes in smoke-free places anywhere within that city (work site, restaurants, government buildings, and more places.)



Most employers require the same rules for e-cigarettes and regular cigarettes. Employers have the right to make rules for the company such as: 1) Make the workplace smoke free. 2) Name a certain area as the "smoking area" so that other workers are not exposed to second-hand smoke. 3) Warn workers that secret smoking of e-cigarettes or regular cigarettes will get you fired.



Is it legal for employers to hire only non-smokers?

Yes. Employers are free to hire whomever they want. Federal and state laws prohibit discrimination against people for some reasons, such as race, sex, national origin, and others things — but laws do not offer discrimination protections for job seekers who smoke. And, employers may fire workers if the worker's smoking habit gets in the way of his or her job duties.

QUICK CHECK:

1. E-cigarettes are also called what?
2. List 3 things that e-cigarette liquid contains.
3. Why is nicotine poisoning becoming common?
4. Describe 3 symptoms of nicotine poisoning in the: a) First stage. b) Second stage.
5. a) When does the brain grow? b) What causes harm in the growing brain?
6. a) Which e-cigarettes are young adults more likely to use? b) What do these look like? c) Where are they charged? d) What is replaceable? e) How much nicotine does a JUUL contain?
7. a) After inhaled into the lungs, where do the nicotine and chemicals quickly go? b) What do the nicotine and chemicals use to go into all parts of the body? c) List 4 parts of the body that then contain the nicotine and chemicals. d) How dangerous is the smoke that vapers exhale?
8. CHART: a) What percent of students in high school used e-cigarettes in: a) 2011? b) 2018?
9. What percent of students in high school used any tobacco product in: a) 2011? b) 2018?
10. a) By 2019, how many states passed new laws to forbid e-cigarettes in smoke-free places? b) In states without smoking laws, how many cities passed new laws about e-cigarettes?
11. List 3 rules employers have the right to make.
12. a) Is it legal for employers to hire only non-smokers? b) Do laws offer protections for job seekers who smoke? c) When may employers fire workers who smoke?
13. Pretend that you are a manager of a retail store: a) Would you hire job applicants who smelled of smoke? b) Give a reason for your answer. c) Write down rules you would have for your workers who wanted to smoke. d) What would you say to a customer who vaped in your store?