



Reminder: E-cigarettes are Banned in Workplaces in New Jersey

Publication:

Labor & Employment Alert June 2015

Has your organization yet faced the question about how it should address e-cigarettes?

New Jersey banned smoking in the workplace and indoor public spaces in 2006. In 2010, New Jersey's Smoke-Free Air Act was amended to also ban e-cigarettes in indoor public places and workplaces. New Jersey was the first state in the nation to ban the use of e-cigarettes in the workplace and in indoor public spaces.

E-cigarette bans in the workplace are not universal, but are becoming more common nationwide. North Dakota, Utah, and Hawaii all have e-cigarette bans similar to New Jersey's law. It is important for organizations to familiarize themselves with their state, county, and local laws regarding the use of e-cigarettes and to monitor any changes. For example, New York City has recently added e-cigarettes to its ban on traditional cigarette smoking in public places, restaurants, bars, and private offices. Boston and Philadelphia have enacted similar bans.

Of course, employers may elect to ban e-cigarettes in their no-smoking policies even in jurisdictions that do not treat e-cigarettes as equivalent to regular cigarettes. If you have any questions about the use of e-cigarettes in your organization, please contact [Scott Ohnegian](#), [Daniel Zappo](#), or any member of Riker Danzig's [Labor & Employment Group](#).

Attorneys:

Scott A. Ohnegian · Adam J. McInerney · Fiona E. Cousland

Practice:

Labor & Employment Law

Headquarters Plaza, One Speedwell Avenue, Morristown, New Jersey 07962-1981 • t: 973.538.0800 f: 973.538.1984

50 West State Street, Suite 1010, Trenton, New Jersey 08608-1220 • t: 609.396.2121 f: 609.396.4578

500 Fifth Avenue, New York, New York 10110 • t: 212.302.6574 f: 212.302.6628

www.riker.com