

**New Bedford Board of Health
Tobacco Products and Electronic Nicotine Delivery Systems**

Employee Agreement

Studies show that Massachusetts's youth under the age of 21 are able to purchase tobacco/ENDS products in many retail stores, even though it is illegal to sell these products to them. This employee agreement, which you must sign, will ensure that *this store does not sell tobacco products or electronic nicotine delivery system (ENDS) products to minors.*

I understand Massachusetts' law (105 CMR 665) and the New Bedford BOH's "Restricting the Sale of Tobacco Products and Electronic Nicotine Delivery Systems", prohibits the sale of tobacco products and ENDS products to youth under 21 years of age. I understand that my failure to follow store policy, state law, and local regulations could result in discipline; including loss of my job or a fine of one thousand (\$1000.00), two thousand (\$2000.00), or five thousand (\$5000.00) dollars and that my employer could permanently lose their permit to sell these products in the case of multiple violations.

- ♦ **I will not sell any tobacco products or ENDS products to anyone under the age of 21.**
- ♦ I will ask for ID prior to each tobacco or ENDS product transaction. I can only accept a valid government-issued photo I.D. (ex. driver's license, passport, military I.D., state ID). If there is any doubt about the person's age, I will not make the sale.
- ♦ I will not accept a note from an adult giving permission to a person under the age of 21 to buy tobacco products or electronic nicotine delivery systems for them.

In any of the above cases, management agrees to support my judgment in not making sales.

Employee's Name (Print)

Employee's Signature

Date

Store Manager's Signature

Date

Establishment Name

Street Address

Zip

* In accordance with New Bedford Board of Health Tobacco Control Regulations, a copy of this agreement must be kept on file in the establishment permitted to sell tobacco products and/or electronic nicotine delivery systems; it must be available for inspection by the Board of Health and/or their agents during normal business hours.