

# Workplace smoking bill to take effect

by **BLAIR BURGESS**  
 Smokers beware! On January 1, Ontario's new smoking-in-the-workplace law comes into effect.

"Ontario is the first province to regulate smoking in the workplace," labor minister Gerry Phillips said recently. "This law enhances the government's effort to create a smoke-free environment in Ontario."

The law prohibits smoking in enclosed Ontario workplaces under provincial jurisdiction except in smoking areas designated by the employer. Designated areas in which smoking is permitted cannot exceed 25 per cent of the total space of the workplace.

Mr. Phillips said employers should begin planning how they will meet the requirements of the legislation. "The law comes into effect Jan. 1 and employers must have their smoking-in-the-workplace policy in place by then," he explained.

If the employer decides not to designate a smoking area, smoking is prohibited in that workplace, Mr. Phillips said.

If the employer is thinking about designating smoking areas, he or she is required first to consult with the joint health and safety committees at their place of business, or with a

similar committee in which employers participate or with the workers' health and safety representative.

If there are no such committees or a health and safety representative, the minister said experience shows that it still makes sense for employers to talk to their workers about the proposed policy.

"Several employers have told me that this is a good opportunity to find out the preferences of their employees and what problems some individuals may have with tobacco smoke," Mr. Phillips said.

If the employer decides to designate smoking areas, the maximum size of the area is limited to 25 per cent of the floor area of the workplace. Employers are required to post signs identifying designated smoking areas in the workplace.

Mr. Phillips said if an employee asks to be moved to a location away from a designated smoking area, the employer is required to make every reasonable effort to accommodate the request. This may involve moving the employee to another desk, section of work area or a separate office.



**GREAT CHRISTMAS GIFTS** NOV 89

Geraldine Taft (left) and Jessie Sproat were on hand to ensure everyone had plenty to buy at the St. Andrew's Presbyterian Church annual Christmas bazaar, held in Beamsville recently.

November 8, 1989



Frank Laundry, former civic leader, died last week at the age of 76.

## Civic leadership role spanned five decades

November 1, 1989



**AUGUST WEDDING**

Mary-Jo, daughter of Robert and Donnie Petsche, Beamsville, and Karl Mustoe, son of Jim and Margaret Dickhout, Lowbanks, Ont., were married on August 19, 1989, at the Woodland Gardens, Vineland Station. The couple resides in Toronto.