

# New legislation regulates smoking at work effective Jan. 1, 1990

Labor Minister Gerry Phillips is encouraging employers to begin preparations now for Ontario's new smoking-in-the-workplace law which comes into effect Jan. 1, 1990.

"Ontario is the first province to regulate smoking in the workplace," Phillips said. "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.



Legislation coming into effect Jan. 1, 1990, will limit smoking in the workplace to a maximum of 25 per cent of the floor area of the business. Employers could face a fine of up to \$25,000 and employees up to \$500 for violations.

"This is a relatively straightforward piece of legislation, which will be relatively easy for employers to implement," Phillips said. "The law comes into effect Jan. 1 and employers must have their smoking-in-the-workplace policy in place by then."

Phillips said employers should begin planning how they will meet the requirements of the legislation.

If the employer decides not to designate a smoking area, smoking is prohibited in the workplace, he 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 employees 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," he said. "This puts the employer in a position to

make an informed decision."

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.

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.

Employers, whether they have designated a smoking area or chosen to prohibit smoking, are required, within reason, to ensure

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# Steelworkers claim false information being spread in move to unionize

Dear Editor:

It has come to the attention of the United Steelworkers of America that an organizing campaign is currently underway for the employees at the Minnova Mine in Schreiber, Ontario.

It has been stated that false information about the Steelworkers is being used to get employees of Minnova to sign Mine Mill Union cards.

To clarify a few things for these employees it should be noted that a Bonus Miner cannot pay dues that exceed 3 times his basic hourly rate, regardless of the amount of production bonus that he is paid.

For an employee to pay \$90 in one month (as some have been told) he would have a base hourly rate of \$30 per hour, not including any production bonus.

For an employee not earning production bonus, the average rate of pay would have to be \$36 per hour to pay \$90 a month in dues.

All dues paid by Canadian Steelworkers STAY IN CANADA. This money is banked, invested, and used to service Canadian members in Canada.

This money does not go to the United States as some people have explained during their organizing efforts.

Clarification on this or any other matter may be obtained from any Steelworker office or the writer at the Thunder Bay office, (807)-344-6961.

Moe Sheppard, Staff  
For the Steelworkers,  
Jerry Doucette

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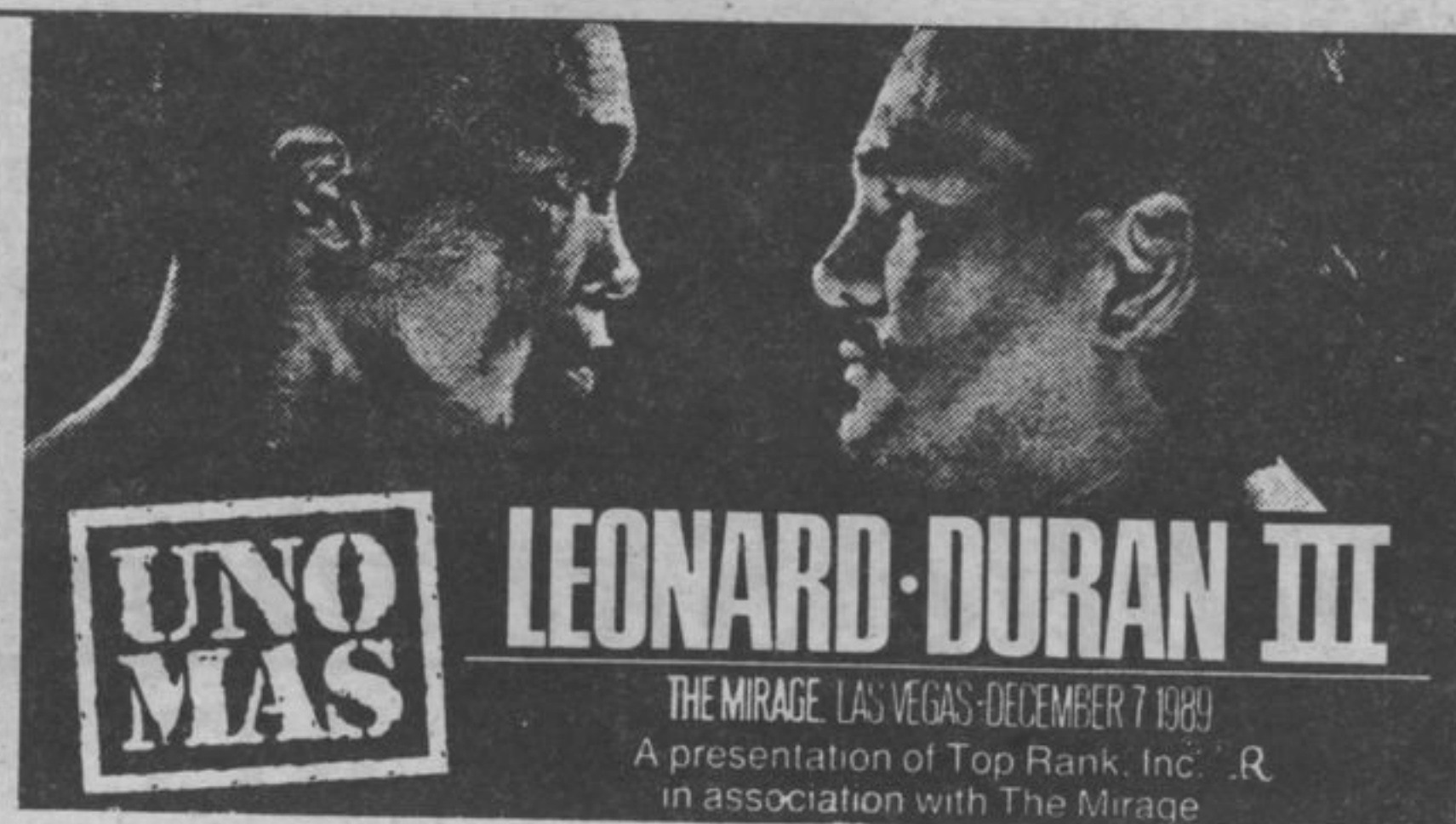
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