



MUNICIPAL DISTRICT OF PEACE NO.135

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| AMENDED BY: Barbara Johnson REVISED BY: Margaret McClarty | ADOPTED BY: Council | NUMBER: ADM – 17 |
| TITLE: Smoking Policy | | AMENDED: Feb. 12, 2019 Sept 12, 2023 |
| PURPOSE OF THIS POLICY: To provide for the establishment of a Smoking Policy under Bill 45, the “Smoke-Free Places (Tobacco Reduction) Amendment Act” | | |
| POLICY STATEMENT: The Municipal District of Peace No.135 will not permit smoking in the workplace. Pursuant to the Smoke-Free Places (Tobacco Reduction) Amendment Act, the word "workplace" is defined as: all or any part of a building, structure or other enclosed area in which employees perform the duties of their employment, whether or not members of the public have access to the building, structure or area as of right or by express or implied invitation, and includes reception areas, corridors, lobbies, stairwells, elevators, eating areas, washrooms, lounges, storage areas, laundry rooms, enclosed parking garages and work vehicles This definition includes heavy equipment as vehicles. After three written warnings an employee who continues to smoke within the workplace will be put on a two day suspension without pay. Three written warnings in one year will make the employee ineligible for any pay increases for a period of one year. | | |