

## **NOTICE TO EMPLOYEES**

### **PROVISIONS OF THE SMOKE FREE AIR ACT**

You are hereby advised that the 2008 Acts of the Iowa Legislature passed House File 2212 entitled:

#### **AN ACT CREATING A SMOKEFREE AIR ACT AND PROVIDING PENALTIES**

Smoking is prohibited and a person shall not smoke in any of the following places:

- a. Public Places
- b. All enclosed areas within places of employment including but not limited to work areas, private offices, conference and meeting rooms, classrooms, auditoriums, employee lounges and cafeterias, hallways, medical facilities, restrooms, elevators, stairways and stairwells, and vehicles owned, leased, or provided by the employer unless otherwise provided under this chapter.

In addition, to the prohibitions specified above, smoking is prohibited and a person shall not smoke in or on any of the following outdoor areas:

- a. The seating areas of outdoor sports arenas, stadiums, amphitheaters and other entertainment venues where members of the general public assemble to witness entertainment events.
- b. Outdoor seating or serving areas of restaurants.

There are workplace areas where smoking is not regulated by the Smoke Free Air Act and where, therefore smoking is allowed:

1. The gaming floor of a licensed gaming establishment
2. Outdoor areas that are places of employment which includes golf courses.

Please be advised that smoking will continue to be allowed on the gaming floor, on the golf course and in the existing smoking section of the patio area outside the Break Room.

The law further provides that an employer may not retaliate against any employee or applicant for employment because they exercise any right provided to them by this act.

The law goes into effect on July 1, 2008.

Copies of the law are available in the Human Resources office. Rules implementing the act will also be available after they have been adopted by the Iowa Department of Human Services.

Please forward any inquiries to the Human Resources Office at 319-648-1234.