



# BC FERRY & MARINE WORKERS' UNION

**Bulletin #3  
January 5, 2018**

## BCFS SMOKING BAN POLICY

A number of BCFMWU members have expressed concern about the implementation of the Smoking Ban Policy by BC Ferries starting on January 22, 2018.

Your Union has been monitoring the actions taken by BC Ferries to communicate to its employees since this issue became imminent months ago. We will continue to monitor any actions or communications that the Company presents on this issue and will ensure that these meet the standards available in your Collective Agreement and existing Labour Law in this province.

While we cannot halt the implementation of the Smoking Ban Policy, it is our goal to ensure that those who are most seriously affected by the policy get the appropriate supports. These supports include monitoring the enhanced benefits for cessation products from the Company as well as ensuring an individualized approach for each employee who struggles with quitting smoking or managing their habit. We know that each individual will need to approach this change in their specific way, whether that includes mitigation, alternative cessation products, other medical assistance, or quitting outright.

Some individuals may need to ask the Company for special assistance because they cannot quit or are at a loss as to what they can do to comply. In these cases, we will work with those members and the Company to find reasonable arrangements given their unique circumstances. If you find yourself in this situation, please contact [mailroom@bcfmwu.com](mailto:mailroom@bcfmwu.com).

All worksites are affected by the Smoking Ban so your Union is following these developments to ensure there is reasonable and lawful use of this rule.

Live-aboard vessels have a distinct feature that provides additional challenges for BC Ferries and the employees. The Labour Relations Officer tasked to this issue (the BCFS Smoking Ban) and responsible to the unlicensed Northern service areas, Anthony Jones, will be visiting Haida Gwaii and Prince Rupert next week to talk to some of the employees on this matter. Please check the Local 10 Facebook page or contact the Union Office for his schedule.

### **Shop Stewards: Please Post on Bulletin Boards"**

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