

SMOKING POLICIES IN THE WORKPLACE SURVEY
PR NEWSWIRE (DIALOG FILE 613)
SEPTEMBER 17, 1992

7/9/1 (Item 1 from file: 613)
0395904 DC004

WORKPLACE SMOKING RESTRICTIONS ARE WIDESPREAD, SHRM-BNA SURVEY
FINDS

DATE: September 3, 1991 12:07 EDT WORD COUNT: 553

WASHINGTON, Sept. 3 /PRNewswire/ -- Workplace smoking policies have been adopted by the vast majority of U.S. employers, according to the latest survey by The Bureau of National Affairs, Inc. and the Society for Human Resource Management. Eighty-five percent of responding firms have smoking policies designed to address employee health and comfort, up from 54 percent in 1987 and 36 percent in 1986, when the first two SHRM-BNA surveys on the topic were conducted. BNA is a leading publisher of information services on business and economics, law, taxation, labor relations, the environment, and other public policy issues. SHRM is the world's largest membership organization devoted exclusively to human resources management.

More than one-third of all responding firms (34 percent) have declared their facilities "smoke-free." In 1987, only 7 percent of companies had established total bans on smoking, and just 2 percent had smoke-free work environments in 1986. Thirty-four percent of surveyed companies prohibit smoking in all open work areas, but stop short of a total ban.

The survey also finds that:

-- Smoking rules extend beyond work areas in virtually all companies with policies. Most organizations' policies prohibit smoking in hallways (90 percent), restrooms (87 percent), and conference rooms (85 percent). Bans on lighting up in private offices (63 percent), employee lounges (62 percent), and cafeterias or eating rooms (59 percent) are about twice as common in 1991 as in 1987.

-- Concerns about employee health or comfort prompted the development of about four out of five policies (79 percent), and 59 percent of firms established smoking restrictions in response to employee complaints. State or local laws helped bring about more than one-third of the policies (36 percent).

-- Non-smokers' morale has improved at 69 percent of the companies with smoking policies, while about one-quarter (27 percent) reported declines in morale among smokers. Smokers' breaks have become longer or more frequent in half of the firms with smoking policies.

-- Employees who want to quit smoking have been offered help or encouragement by more than three-fifths of all surveyed companies (64 percent). Organizations with smoking policies (68 percent) are twice as likely to help employees kick the habit than

2025488625

firms without smoking restrictions (34 percent). While employers take a wide range of approaches -- such as distributing literature (49 percent) and reimbursing workers for quit-smoking programs (32 percent) -- most have had only limited success in getting workers to quit.

-- Employers remain reluctant to use smoking as a hiring criterion, as non-smoking applicants receive hiring preference in fewer than one out of five companies. Only 2 percent hire non-smokers exclusively, and 8 percent have a stated preference for non-smoking applicants. Seven percent allow individual supervisors to use smoking as a hiring criterion.

The jointly sponsored SHRM-BNA survey was conducted in April 1991 among a random sample of SHRM members. Survey responses were received from 833 human resource and employee relations executives representing a cross-section of U.S. employers, both public and private.

The full report, "Smoking in the Workplace: 1991," also examines policy enforcement, communication efforts, complaint handling procedures, policy changes and employers' reasons for not establishing smoking policies. Analyses by type of policy, industry sector, work force size and region are included.

CONTACT: Emily Pilk of The Bureau of National Affairs, 202-452-4985

COMPANY NAME: THE BUREAU OF NATIONAL AFFAIRS; SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

STATE: DISTRICT OF COLUMBIA (DC)

SECTION HEADING: NATIONAL

2025488626