

G4.81/4.82 Controlling exposure to environmental tobacco smoke (ETS) and e-cigarette vapour

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Regulatory excerpt

Section 4.80.1 of the *OHS Regulation* ("Regulation") states:

In sections 4.81 and 4.82, "activated e-cigarette", "e-cigarette" and "tobacco" have the same meaning as in the *Tobacco and Vapour Products Control Act*.

Sections 4.81(a) and 4.82 of the *Regulation* state:

4.81 Controlling exposure

Subject to section 2.41 of the *Tobacco and Vapour Products Control Act* and section 4.23(2)(c) of the Tobacco and Vapour Products Control Regulation, an employer must control the exposure of workers to environmental tobacco smoke and e-cigarette vapour at a workplace by doing all of the following:

(a) prohibiting the following activities in the workplace:

- (i) smoking tobacco;
- (ii) holding lighted tobacco;
- (iii) using an e-cigarette;
- (iv) holding an activated e-cigarette;

...

4.82 Exceptions

(1) An employer must ensure that a worker does not work in an indoor area where the activities referred to in section 4.81(a) are permitted under section 4.23(2)(a) or (b) of the Tobacco and Vapour Products Control Regulation unless

- (a) the worker must enter the area to respond to an emergency endangering life, health or property,
- (b) the worker must enter the area to investigate for illegal activity, or
- (c) the tobacco smoke or e-cigarette vapour has been effectively removed.

(2) If necessary to prevent tobacco smoke or e-cigarette vapour from entering a workplace, a room where the activities referred to in section 4.81(a) are permitted under section 4.23(2)(a) of the Tobacco and Vapour Products Control Regulation must be provided with a separate, non-recirculating exhaust ventilation system that

- (a) is designed in accordance with expected occupancy rates,
- (b) maintains adequate air flows from areas in which smoking tobacco or using activated e-cigarettes is prohibited to areas in which smoking tobacco or using activated e-cigarettes is permitted,
- (c) discharges directly to the outdoors, and
- (d) meets all other requirements, specified in the *American Society of Heating, Refrigerating and Air-conditioning Engineers Standard 62-1989, Ventilation for Acceptable Indoor Air Quality*, for a lounge in which smoking tobacco or using activated e-cigarettes is permitted.

As of September 1, 2016, changes to the *Tobacco Control Act* and Tobacco Control Regulation, now called the *Tobacco and Vapour Products Control Act (TVPCA)* and the Tobacco and Vapour Products Control Regulation (TVPCR) came into force.

Two significant changes are as follows:

- In addition to tobacco smoking or holding lighted tobacco, the prohibited activities in proximity to a doorway, window, or air intake of an indoor workplace have been expanded to include use of an e-cigarette or holding an activated e-cigarette.
- The prescribed distance restricting prohibited activities from a doorway, window, or air intake of an indoor workplace has been increased from 3 metres to 6 metres.

WorkSafeBC does not directly enforce the requirements of the *TVPCA* or *TVPCR*. However, sections 4.81 and 4.82 of the *Regulation* have been amended to align with the *TVPCA* and *TVPCR*. The *Cannabis Control and Licensing Act (CCLA)* which came into force October 17, 2018 sets out requirements to control exposure to environmental cannabis smoke and e-cigarette vapour in much the same way as the *TVPCA* does for tobacco. However, as sections 4.81 and 4.82 of the *Regulation* have not yet been amended to include cannabis and align with the *CCLA*, these sections cannot be used to deal with a cannabis-related workplace complaint. Prohibitions on cannabis smoking and vaping in the workplace are currently included in the *CCLA*. It is expected that *CCLA* enforcement will be carried out by the director of the *CCLA* and also by the enforcement officers who deal with tobacco and liquor violations (e.g., police officers, park rangers, park wardens, and tobacco enforcement officers).

Purpose of guideline

This guideline provides an overview of sections 4.81, 4.82, and related requirements of the *Regulation* that control smoking and the use of e-cigarettes in the workplace, in the context of the provincial *TVPCA* and *TVPCR* which came into effect on September 1, 2016.

Requirements of the Regulation

For the purposes of this guideline, e-cigarette vapour is the vapour produced by an activated e-cigarette.

1. Application of the Regulation ETS and E-Cigarette Vapour Requirements

The basic requirements for controlling worker exposure to tobacco smoke and e-cigarette vapour are found in sections 4.81 and 4.82 of the *Regulation*.

Section 4.81(b) of the *Regulation* restricts tobacco smoking and e-cigarette vapour to a safe outdoor location that is a minimum of 6 metres from a doorway, window, or air intake of an indoor workplace, subject to an exception addressing patios. Section 4.22(1) of the *TVPCR* increased this prescribed distance from 3 metres to 6 metres.

Section 4.81 establishes the basic framework for controlling exposure by prohibiting smoking and e-cigarette use in the workplace, restricting those activities to a safe outdoor location or, in certain circumstances, prohibiting work in an indoor area where smoking or e-cigarette use is permitted. In turn, section 4.82(1) provides the exceptional circumstances where a worker may work in an indoor area where smoking and e-cigarette use is permitted under the *TVPCA*.

Section 4.82(2) lays out the requirements necessary to prevent tobacco smoke and e-cigarette vapour from entering a workplace for the cases where smoking or the use of e-cigarettes is permitted under the *TVPCA*. These obligations for the design and operation of indoor designated smoking areas apply where smoking or e-cigarette use is permitted under the *TVPCA* (for example, for residents in community care facilities and for certain motel/hotel rooms). Workers must not enter such areas except as permitted by section 4.82(1).

The requirements of sections 4.81 and 4.82 are intended to prevent workers from being exposed to airborne tobacco smoke and e-cigarette vapour at work. They do not apply to the non-airborne components of ETS, such as tar residues, or to the odour associated with a designated smoking area, which may remain after ETS or e-cigarette vapour has dissipated from the air.

Other requirements of the Regulation on smoking: There are a number of requirements in the *Regulation* that explicitly or otherwise have the effect of prohibiting smoking, whether indoors or outdoors. Examples of these provisions are shown in Table 1 below.

Table 1: Some other provisions that control smoking		
Part	Section	
Chemical Agents and Biological Agents	5.27(1), (2) 5.84	Ignition sources Prohibition
Substance Specific Requirements	6.56	Personal hygiene
Blasting Operations	21.40(1)	Ignition sources prohibited
Underground Workings	22.40(b) 22.154	Battery charging stations No smoking
Oil and Gas	23.7(1)	Fire hazards
Laboratories	30.17(2)	Personal protection

WorkSafeBC prevention officers will apply other provisions of the *Regulation* that control smoking in the workplace, such as those outlined in Table 1, as well as requirements in [Part 4 \(General conditions\)](#) of the *Regulation* on indoor ventilation, where related to the issue of smoking. For example, under section [4.72 \(Design and operation\)](#) of the *Regulation*, indoor ventilation systems must be operated in a manner that meet criteria including provision of an adequate supply of outdoor air. Typically this will mean keeping air intakes open. The *TVPCR* permits smoking and e-cigarette use on a patio of a hospitality establishment under certain conditions, including closure of any air intake that is mounted in the wall between the patio and the indoor area of the facility. The employer needs to comply with both sets of requirements, and has the option of either prohibiting smoking and e-cigarette use on the patio or moving the air intake away from it.

2. Requirements of the provincial TVPCA and TVPCR

The Province of British Columbia has enacted provisions, under the auspices of the Minister of Health, to control smoking and e-cigarette use under the *TVPCA*, which became effective September 1, 2016. Each regional health authority has tobacco enforcement officers who are responsible for enforcement of the *TVPCA* and *TVPCR*. Some of the main provisions are outlined below - additional information about the

TVPCA and TVPCR is available at <http://www2.gov.bc.ca/gov/content/health/keeping-bc-healthy-safe/tobacco-vapour>).

- In workplaces and public spaces which are "fully or substantially enclosed," smoking and e-cigarette use is prohibited. These workplaces and public spaces include offices, industrial establishments, restaurants, bars, pubs, night clubs, and bingo halls. The prohibition also applies to all vehicles used for business purposes, such as buses, taxis, and work or commercial trucks. In addition, it applies to a workplace located in a private dwelling during any period in which a person performs services in return for compensation.
- A place is "fully or substantially enclosed" if it has a roof or other covering, and more than 50% of the nominal wall space is enclosed by any material that does not permit air to flow easily through it. The "nominal wall space" is the area determined by calculating the length, in metres of the perimeter of the building, structure, vehicle, or place, and multiplying it by 2.7 metres. (Note: Ministry of Health officials advise that the nominal wall space concept is best applied to walls that are more than 2.7 metres high, when covered by a roof.)
- Smoking and using an e-cigarette are also prohibited in transit shelters, and in common areas of apartment buildings, condominiums, and dormitories.
- Exemptions from the prohibition on smoking or use of e-cigarettes indoors have been made for the following:
 - A person who is in care or a resident in a community care facility, assisted living residence, or hospital, who may smoke or use an e-cigarette in a room designated for smoking by the facility
 - A person who is registered as a hotel/motel guest who may smoke or use an e-cigarette in the room or building in which the guest and the guest's party, if any, have been assigned exclusive accommodation
 - The ceremonial use of tobacco by Aboriginal people
 - Subject to certain requirements set out in the TVPCR, a retailer who sells or distributes vapour products
- For patios used in conjunction with a public place such as a restaurant, bar, casino, or bingo hall, smoking and e-cigarette use is permitted only if **all** the following conditions apply:
 - The predominant use of the public place is to sell food or beverages or both, or as a casino or bingo hall
 - Any doorway between the public place and the patio is closed at all times while the patio is in use except when someone is passing through it
 - Any window or air intake between the patio and the public place is closed at all times when the patio is in use
 - The patio is not fully or substantially enclosed. (Note: Ministry of Health officials advise that where a patio has a roof over only part of it, then for the purposes of applying the test of full or substantial enclosure, the patio can be considered to have two sections, one with a roof over it and one without) (Refer to guideline [G4.81\(b\) Safe outdoor location](#))

G4.81(b) Safe outdoor location

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Regulatory excerpt

Section 4.81(b) of the *OHS Regulation* ("Regulation") states:

Subject to section 2.41 of the *Tobacco and Vapour Products Control Act* and section 4.23(2)(c) of the Tobacco and Vapour Products Control Regulation, an employer must control the exposure of workers to environmental tobacco smoke and e-cigarette vapour at a workplace by doing all of the following:

(b) subject to section 4.22(3) of the Tobacco and Vapour Products Control Regulation, restricting the activities referred to in paragraph (a) of this section to a safe outdoor location that is a minimum of 6 m from a doorway, window or air intake of an indoor workplace;

As of September 1, 2016, changes to the *Tobacco Control Act* and Tobacco Control Regulation, now called the *Tobacco and Vapour Products Control Act* (TVPCA) and the Tobacco and Vapour Control Regulation (TVPCR) came into force.

Two significant changes are as follows:

- In addition to tobacco smoking or holding lighted tobacco, the prohibited activities in proximity to a doorway, window, or air intake of an indoor workplace have been expanded to include use of an e-cigarette or holding an activated e-cigarette.
- The prescribed distance restricting prohibited activities from a doorway, window, or air intake of an indoor workplace from 3 metres to 6 metres.

WorkSafeBC does not directly enforce the requirements of the TVPCA or TVPCR. However, sections 4.81 and 4.82 of the *Regulation* have been amended to align with the TVPCA and TVPCR. The *Cannabis Control and Licensing Act* (CCLA) which came into force October 17, 2018 sets out requirements to control exposure to environmental cannabis smoke and e-cigarette vapour in much the same way as the TVPCA does for tobacco. However, as sections 4.81 and 4.82 of the *Regulation* have not yet been amended to include cannabis and align with the CCLA, these sections cannot be used to deal with a cannabis-related workplace complaint. Prohibitions on cannabis smoking and vaping in the workplace are currently included in the CCLA. It is expected that CCLA enforcement will be carried out by the director of the CCLA and also by the enforcement officers who deal with tobacco and liquor violations (e.g., police officers, park rangers, park wardens, and tobacco enforcement officers).

Purpose of guideline

This guideline discusses what is meant by a "safe outdoor location."

Safe outdoor location

Section 4.81(b) of the *Regulation* restricts environmental tobacco smoke (ETS) and e-cigarette use to a safe outdoor location that is a minimum of 6 metres from a doorway, window, or air intake of an indoor workplace, subject to an exception addressing patios. This is consistent with the restriction set out in section 4.22(1) of the TVPCR.

For the purposes of section 4.81(b), "safe outdoor location" refers to a location that is safe with regard to any of the hazards identified in the *Regulation*. For example, such a location will have a safe means of access and egress, will not expose users to vehicle traffic, and will be clear of any flammable materials. The potential for hazards such as cold stress should also be considered. There is no obligation under this section for the employer to provide amenities such as canopies or seating for worker comfort, although the employer may do so.

The safe outdoor location should be arranged or located in such a way that smoke or e-cigarette vapour from the outdoor area does not readily enter any indoor work area; for example, through a doorway, window, or air intake. (Note: Provincial and applicable Municipal legislation specify various minimum distances from such portals.)

Typically, the outdoor location may be a ground surface, floor, or deck area; and a roof or awning may cover it. Any structure, including a temporary structure, such as a tent that significantly obstructs the movement of air, may bring the area within the meaning of an indoor area. For example, an area that has natural airflow obstructed on more than two sides by the presence of windbreaks, such as walls, fences, or other adjacent structures or objects, may be deemed to be indoors for the purpose of this section. Low-height walls (half-height or less) or chain-link fencing or similar open structures that minimally obstruct airflow will normally not be considered as a windbreak.

While the above information describes a typical configuration for a safe outdoor location, an employer may choose another design that minimally obstructs natural airflow and does not allow the accumulation of ETS or e-cigarette vapour. For example, a freestanding, gazebo-type structure, with a roof and a low-height wall that surrounds all sides of the seating area, may be acceptable. A very narrow type of structure with wind breaks on three sides, but with large openings at top and bottom on all sides, may also be effective at preventing ETS or e-cigarette vapour accumulation. Note that the configuration of an outdoor area will need to work in a variety of atmospheric conditions - for example, from calm to windy days.

G4.82(1) Entry into indoor areas where smoking and e-cigarette use is permitted

Formerly Issued as part of G4.82(1) and (2), and G4.82(3) - Re-issued as G4.82(1) January 1, 2009; Editorial Amendment October 22, 2010; Preliminary Revision September 1, 2016; Revised consequential to May 1, 2017 Regulatory Amendment; Revised October 30, 2018 consequential to the enactment of the *Cannabis Control and Licensing Act*

Regulatory excerpt

Section 4.82(1) of the *OHS Regulation* ("*Regulation*") states:

An employer must ensure that a worker does not work in an indoor area where the activities referred to in section 4.81(a) are permitted under section 4.23(2)(a) or (b) of the Tobacco and Vapour Products Control Regulation unless

- (a) the worker must enter the area to respond to an emergency endangering life, health or property,
- (b) the worker must enter the area to investigate for illegal activity, or
- (c) the tobacco smoke or e-cigarette vapour has been effectively removed.

As of September 1, 2016, changes to the *Tobacco Control Act* and Tobacco Control Regulation, now called the *Tobacco and Vapour Products Control Act* (*TVPCA*) and the Tobacco and Vapour Control Regulation (TVPCR) came into force.

Two significant changes are as follows:

- In addition to tobacco smoking or holding lighted tobacco, the prohibited activities in proximity to a doorway, window, or air intake of an indoor workplace have been expanded to include use of an e-cigarette or holding an activated e-cigarette.
- The prescribed distance restricting prohibited activities from a doorway, window, or air intake of an indoor workplace has been increased from 3 metres to 6 metres.

WorkSafeBC does not directly enforce the requirements of the *TVPCA* or TVPCR. However, sections 4.81 and 4.82 of the *Regulation* have been amended to align with the *TVPCA* and TVPCR. The *Cannabis Control and Licensing Act* (*CCLA*) which came into force October 17, 2018 sets out requirements to control exposure to environmental cannabis smoke and e-cigarette vapour in much the same way as the *TVPCA* does for tobacco. However, as sections 4.81 and 4.82 of the *Regulation* have not yet been amended to include cannabis and align with the *CCLA*, these sections cannot be used to deal with a cannabis-related workplace complaint. Prohibitions on cannabis smoking and vaping in the workplace are currently included in the *CCLA*. It is expected that *CCLA* enforcement will be carried out by the director of the *CCLA* and also by the enforcement officers who deal with tobacco and liquor violations (e.g., police officers, park rangers, park wardens, and tobacco enforcement officers).

Purpose of guideline

This guideline

- Notes the circumstances where smoking or using an e-cigarette indoors is permitted under the *TVPCA* and TVPCR)
- Discusses circumstances under *Regulation* section 4.82(1) in which a worker may enter an indoor area where smoking is permitted under

the TVPCR

- Provides detailed information on what needs to be done to clear indoor air of environmental tobacco smoke (ETS)
- Provides a strategy for home care service providers to consider to help ensure worker safety in the circumstances where the occupant(s) are cannabis or tobacco smokers or use e-cigarettes
- Discusses control measures for entry in the event of emergencies or investigation of illegal activities

For the purposes of this guideline, e-cigarette vapour is the vapour produced by an activated e-cigarette.

Indoor locations where smoking or use of e-cigarettes indoors is permitted

Under the provisions of the *TVPCA* and section 4.23(2) of the TVPCR, smoking or use of an e-cigarette indoors is only permitted in the following circumstances (note that no such permissions are included in the *CCLA*):

- A person who is in care or a resident in a community care facility, assisted living residence, or hospital, who may smoke or use an e-cigarette in a room designated for smoking by the facility
- A person who is registered as a hotel/motel guest who may smoke or use an e-cigarette in the room or building in which the guest and the guest's party, if any, have been assigned exclusive accommodation
- Subject to specific circumstances, a person who uses an e-cigarette or holds an activated e-cigarette within the premises at which a retailer deals in, sells, offers to sell or distributes vapour products
- The ceremonial use of tobacco by Aboriginal people

Also, the *CCLA*, *TVPCA*, and TVPCR do not apply to a private dwelling, except during the times when a person performs services in the dwelling in return for compensation; thus they permit smoking tobacco or cannabis, or the use of an e-cigarette prior to the worker's entry.

Worker entry into an indoor area where smoking or the use of an e-cigarette is permitted

In a situation where smoking or the use of an e-cigarette is permitted by the *TVPCA*, *Regulation* section 4.82(1) permits a worker to enter the area only in the following three circumstances where:

- The worker must enter the indoor area to respond to an emergency endangering life, health, or property
- The worker must enter the indoor area to investigate for illegal activity
- The tobacco smoke or e-cigarette vapour has been effectively removed

Entry in the event of emergencies or investigation of illegal activities

Sections 4.82(1)(a) and (b) are intended to permit one or more workers to quickly respond to an investigation for illegal activities or an emergency of a magnitude that outweighs the risk to the worker resulting from short-term exposure to ETS or e-cigarette vapour. Exposure to ETS or e-cigarette vapour is not typically an immediate danger to life or health. Entry in these cases may be for reasons such as the following:

- An occupant may require immediate attention by a medical practitioner, caregiver, or first aid attendant
- Activation of a fire alarm may result in the need for workers to enter a room designated for tobacco use to locate the source of the problem
- A mechanical system failure, such as a ruptured water pipe, inside a room designated for tobacco use may require immediate attention
- A serious accident or incident may require immediate investigation
- A hazard that poses a serious risk to workers or others may require immediate attention
- Illegal activity may necessitate immediate access by an appropriate regulatory authority for the purpose of collecting evidence or otherwise discharging their statutory duties

If it is necessary for workers to enter an indoor area in these circumstances, the exhaust ventilation system should, when practicable, remain in operation while they are inside and smoking or use of e-cigarettes should not be allowed. Workers should minimize the time spent in the area if there is residual exposure to ETS or e-cigarette vapour. In order to achieve these outcomes, it is important that employers review their emergency entry plans with staff and train them accordingly.

Effective removal of tobacco smoke

As a result of *Regulation* section 4.82(1), except in the rare situation of an emergency or an investigation for an illegal activity, the employer cannot assign or allow work duties that would require a worker to enter an indoor area where smoking or e-cigarette use is taking place or if ETS or e-cigarette vapour has not been effectively removed.

The question for employers and entry workers is: when is it safe to enter a room after smoking has stopped?

The following information is provided for three circumstances: a room designated for tobacco use meant for multiple smokers in a community care facility, assisted living residence, or hospital; a hotel room; and a private dwelling. The information is based on general principles of exhaust ventilation and estimations of time required for evacuation of air within a defined space.

1. Rooms designated for tobacco use

As per *Regulation* section 4.82(2)(1), if necessary to prevent tobacco smoke from entering a workplace, a room designated for tobacco use within a community care facility, assisted living residence, or hospital must be provided with a separate, non-recirculating exhaust ventilation system that meets the following requirements:

- Is designed in accordance with expected occupancy rates.
- Maintains adequate air flows from non-smoking to smoking areas. A minimum of 60 cfm (0.03 cubic metres per second) per person of outside air needs to be supplied to the room, and at least 70 feet per minute air velocity must be maintained through wall openings.

- Discharges directly to the outdoors.

The tobacco smoke load in a designated room can be substantial when a number of smokers are present at the same time. As a guide, before a worker is allowed to enter the designated room, the air of the room should be allowed to experience a minimum of four air changes following cessation of smoking. This will remove about 94% of the original load providing the layout of the room allows good ventilation flow-through and the effectiveness of the exhaust ventilation system is not compromised by problems such as short-circuiting. Note that each subsequent air change results in only marginal improvement in air quality. It is estimated it would take another three air changes to achieve 99% removal of contaminants.

Note: Information pertaining to ETS and ETS-free areas can also be found in clause 5.18 of *ANSI/ASHRAE Standard 62.1-2007 Ventilation for Acceptable Indoor Air Quality*.

2. Hotel guestrooms

The *Hotel Guest Registration Act* defines "hotel" as including an inn or building in which private rooms are maintained for the accommodation of the public. The tobacco smoke load for hotel guestrooms will likely be less than for a typical room designated for tobacco use since typically only one or two persons utilize a typical hotel guestroom, and for a relatively short duration. As a result, due to the significantly lower initial tobacco smoke load, two air changes after cessation of smoking prior to entry of the worker is considered reasonable.

Note: ETS from hotel guestrooms should not migrate to worker-frequented areas. A guestroom in which smoking is allowed needs to be provided with a dedicated exhaust system to prevent recirculation of ETS-contaminated air through the general heating or HVAC system, and the room needs to be maintained under negative pressure relative to adjacent, worker-frequented areas such as hallways. If these requirements cannot be met, a "no smoking" status needs to be assigned to the guestroom.

Note: Information pertaining to ETS and ETS-free areas can also be found in clause 5.18 of *ANSI/ASHRAE Standard 62.1-2007 Ventilation for Acceptable Indoor Air Quality*.

3. Protecting home care service workers from ETS, cannabis smoke, and e-cigarette vapour:

The *TVPCA*, *CCLA*, and the *Regulation* do not apply to a private dwelling, except during the times when a person performs services in the dwelling in return for compensation. Examples of such services include home care, appliance repair, home cleaning, and real estate services. Home care service work is a particular concern given that services are often provided on a repetitive basis, and in close proximity to the occupant of the dwelling. The *Regulation* does not prohibit tobacco or cannabis smoking or e-cigarette use prior to the worker's entry.

The home care service employer must ensure that measures are taken to protect these workers from exposure to ETS, cannabis smoke, and e-cigarette vapour. This can be achieved through a written agreement drawn with the employer and the client and/or the owner of the residence, outlining the measures and conditions that will be required to be in place before the home care worker can enter the residence. The agreement should cover the following:

1. The obligation to prohibit smoking or e-cigarette use inside the residence for at least 1 (one) hour before the home care worker commences his or her duties. Where exhaust fans are available in a residence, such as those found in kitchens or bathrooms, it is important to ensure at least one fan is operated during this time, provided it does not result in uncomfortable cooling. Persons wishing to smoke can do so outdoors during this period of time while the worker is in the residence.
2. If prohibiting smoking or e-cigarette use or going outside is not practicable, the agreement should restrict smoking or e-cigarette use to a room that is provided with an exhaust fan. The worker will not enter this room. This restriction would begin one hour before the worker's arrival and be maintained while the worker is in the residence.
3. When a worker arrives at the residence and finds the client and/or the owner has not respected the agreement regarding smoking or use of e-cigarettes, the worker can do the following:
 - Arrange to reschedule the visit for another time when the client or owner of the residence will respect the agreement. The worker would report the incident to the supervisor or employer.
 - If it is not practicable at the time of visit to reschedule to a later time (such as in situations where there is an urgent need of care), the worker would insist that smoking and/or e-cigarette use be prohibited while in the home and would advise the client and/or owner that further service may not be undertaken if the client and/or owner of the residence does not comply with the agreement. The worker would report the incident to the supervisor or employer.

Note: This exception would apply only to workers that are not at undue risk due to a pre-existing medical condition. It is not appropriate for an immunologically compromised worker to enter the residence in these circumstances.

If it turns out that the client or owner consistently violates the contractual agreement, then the employer is in a position to suspend provision of services or cancel the contract.