



BALCH & BINGHAM LLP

LABOR AND
EMPLOYMENT
BULLETIN September 11,
2003

ANTITRUST
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CONDEMNATION, LAND USE AND
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COMPENSATION
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MERGERS & ACQUISITIONS
FINANCIAL INSTITUTIONS
FINANCIAL PRODUCTS & SERVICES
FINANCIAL SERVICES LITIGATION
GAMING
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LITIGATION
SPORTS AGENCY & REGULATION
STATE AND LOCAL GOVERNMENT
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TAX
TECHNOLOGY LAW COUNSELORS
TELECOMMUNICATIONS
WILLS, TRUSTS, ESTATES AND
WEALTH MANAGEMENT

**NON-SMOKING POLICIES MUST COMPLY
WITH ALABAMA CLEAN IN-DOOR AIR ACT BY
DECEMBER 1, 2003**

The recently passed Alabama Clean In-Door Air Act requires employers who have an enclosed place of employment and who have adopted or implemented a written smoking policy to contain specified minimum requirements by December 1, 2003. One of the minimum requirements to be included in the policy is the right of individuals to designate their own work areas as non-smoking and to have employer-provided "non-smoking" signs posted in their work areas. Significantly, the Act allows employers to designate any place of employment, or any portion thereof, as a nonsmoking area.

Accordingly, employers covered by the Act should pull out their old smoking policies and revise them to comply with the Act before December 2003.



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