



Ontario Nurses' Association

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To: Local Coordinators, Bargaining Unit Presidents

From: Linda Haslam-Stroud, RN, President

A handwritten signature in black ink that reads 'Linda Haslam-Stroud'. The signature is written in a cursive style with a long, sweeping tail on the 'd'.

Date: June 11, 2009

Re: Policy for Developing Scent-Free Workplaces

C: Board of Directors, District Service Teams, Provincial Service Team

As you are aware, the use of scented products can represent a serious health and safety risk to some of our membership. For this reason, Local Coordinators/Bargaining Unit Presidents have asked for assistance in developing policies regarding scent-free workplaces. Attached are some documents that I hope you will find helpful in this regard:

1. A "Policy for Developing a Scent-Free Workplace" produced by the Lung Association, which recommends steps to follow in developing a policy and an ongoing education program.
2. A sample policy from the Queensway Carleton Hospital. Generally a good policy but would not recommend a worker with severe allergic reactions having to approach the person wearing scented products (Step 1 in Procedure).
3. A poster from Queensway-Carleton Hospital advising staff and visitors of their policy regarding latex and scented products.

We advise that the Joint Health and Safety Committee (JHSC), if it has not already done so, make a recommendation to the Employer that a risk assessment be done regarding scents in the workplace, and that a policy be developed to prevent individuals from exposures that would cause them to suffer an allergic reaction. Hopefully, the attached documents will assist in such policy development. Should we come across any more helpful resources we will forward them to you.

Should you have any questions or encounter difficulties with your Employer in developing appropriate scent-free policies, please speak with your Labour Relations Officer.