

## Business

## Firms step up smoking restrictions

By ERIC GRIBBIN  
Staff Writer

A growing number of Fortune 500 and smaller companies restrict the habits of their nicotine-addicted employees, according to the recent 42nd annual Lindquist-Endicott Report.

Seventy percent of the 226 large and medium-sized U.S. companies surveyed either restrict or are planning to restrict their employees' smoking, said Dr. Victor Lindquist, the study's author.

The study also found that college graduates in this decade are less likely to smoke.

"I think it's been a decided trend," Lindquist said. "If you see a person out jogging and staying healthy and not smoking, you can bet that person is more likely to have a college degree. There's almost an inverse relationship between people's likelihood to smoke and the years of education that they have had."

That 70 percent figure should rise in the future, he said. "In the workplace, the people are more

attuned to the fact that people are affected in an adverse manner by even passive smoking," he said. "There are a number of companies that will pay for people to go to a clinic to stop smoking because people who don't smoke will be on the job because they are more healthy."

Companies vary in their approaches toward smoking, Lindquist said. "Companies have every imaginable variation upon the restriction of smoking, from absolute to simple containment. At one corporation, as soon as you stepped on company property, there was no smoking. At others, it doesn't matter whether you are custodian or CEO (Chief Executive Officer), you have to go to a smoking area," he said.

None of the companies surveyed said they specifically prohibited the hiring of smokers, but "some of the companies tell the people that there is a no-smoking policy, and if they have a problem with that then the interview is over," Lindquist said.

Research Triangle companies have

a variety of employee smoking policies.

"Over the years, we have changed our smoking policies," said David Denevidies, communications and community relations director for IBM in Raleigh. "We offer a voluntary smoking-cessation program called Plan for Life, which includes exercise. We have smoking areas set aside and no smoking in common areas such as lobbies and hallways. There are smoking areas set aside in the workplace."

But IBM does not discriminate against potential employees because of their smoking, Denevidies said.

"We do have a smoking policy," said Liz Morrey, temporary human resources assistant at Data General Corporation in Raleigh. "There are smoking areas. Selected areas, such as restrooms, elevators and lobbies, are designated as non-smoking areas. We have no specific kick-the-habit program. If an employee's health insurance policy covers such a program, then the company is willing to pay for it. Very few people at this

facility smoke; therefore there have been no problems that I know of."

Susie Sharsman, personnel supervisor at SEICOR in Raleigh, said the company is divided into many small units.

"It's left up to each division whether or not smoking is allowed. At SEICOR's headquarters in Hickory, there is no smoking at all in the building," she said. "I expect that this will eventually become a company-wide policy, but there is no specific policy at this facility at this time."

Susan Ehringhaus, assistant to UNC Chancellor Christopher Fordham, said the University has no overall smoking policy. "It's up to the unit in question. Some departments allow smoking and some do not. For those units which do allow smoking, there are smoking lounges," she said.

"We don't allow smoking in the offices," said Peggy Quinn, secretary of the art department. "Some people smoke in the hall. We have a large office here and we couldn't have people smoking."

## Program trains unemployed in job skills

By LAURA DIGIANO  
Assistant City Editor

Orange County's Department of Social Services is reaching out to local welfare recipients with more than just a monthly check.

Carol Laing coordinates the Community Work Employment Program (CWEP), which works to put individuals receiving aid into the workplace.

"They are given a task in a public agency that lets them get experience around people who are working," Laing said. "We want them to get into the work setting."

Approximately 700 Orange County residents are on welfare and 300 are registered for employment programs, Laing said. "Some of those who register are volunteers," she said. "But the others are referred to the programs because they have children over three years old and are able to leave the home."

CWEP works with a local cooperative sponsor such as the YMCA, Orange County Mental Health Association or Orange County Agricultural Extension Service to place program participants.

"These sponsors work wonders with the individuals," Laing said. "When they leave a job they have experience and a recommendation."

The goal of the program is to make participants "job-ready," she said. They are not paid for their work, but they continue to receive federal aid.

"We are not a work fair program," Laing said. "People who participate in CWEP are not working off welfare grants — they are just trying to get work experience."

Laing said Massachusetts has served as a model for other states as they try to orient social services toward long-term employment opportunities rather than jobs just for short-term stability.

"When you just help someone find a job, you are likely to see them again a few months later looking for another position," Laing said. "They become discouraged, want more money, or minor problems will throw them off."

CWEP encourages participants to think of their jobs as career possibilities — the first step on the ladder. "We tell them this is not just a job, but their first job," Laing said.

The education a participant receives in the workplace also makes a big difference, Laing said.

"Individuals on assistance do not have a lot of self-confidence or self-esteem," she said. "Our program lets them know they are needed."

Laing described one participant in the program who works for the Orange County Agricultural Extension Service.

"Mary works between 60-70 hours a month even though the program is usually set up for 40 hours," she said. "She is committed to her job because it makes her feel needed."

Mary's co-workers learn as well, Laing said. "They learn that welfare recipients are not junk, they are just people who have fallen out of the mainstream," she said.

CWEP is designed to change the narrow image society has of individuals receiving aid just coming to the door for money. "We are not a handout service," Laing said. "We want to get these people out on their own."

The program also provides for individuals who are between jobs or for those who are looking for longer-term, better-paying positions, Laing said.

"When someone in our program gets a job, we say, 'This is not the end — this is the beginning,'" she said.

In the past year, 111 individuals registered for employment programs have found jobs either on their own or from social service referrals, she said.

CWEP began in 1986 after several years of budget cutbacks and federal intervention. The program resembles

a 1970 federal aid project called the Work Incentive Program (WIN). The program emphasized training over merely finding employment.

Orange County was one of five North Carolina counties that participated in WIN, along with Wake, Durham, Cumberland and Mecklenburg counties. "Because of our small size and early interest in helping welfare recipients, we were considered the star of the crown," Laing

said.

As early as 1968, Orange County began to develop programs to help welfare recipients get training and eventual permanent employment, Laing said.

In 1982, employment programs became more oriented toward jobs and less toward training. The U.S. Department of Labor controlled much of the decision-making and oversaw most of the projects until

budget cuts forced many agency offices to close down.

"North Carolina was forced to cut back tremendously on its funding and the smaller counties such as Orange County lost out," Laing said.

New funding became available in 1984 and Orange County's employment programs were restored.

CWEP was created in 1986 to put emphasis on back on training and experience, Laing said.

## Calm week may be lull before storm for stocks

From Associated Press reports

NEW YORK — Stock prices showed no clear trend Monday in the quietest trading of the year as traders looked ahead to a potentially volatile week.

Takeover news and speculation and a late flurry of buying in blue chips provided the highlights of an otherwise uninspired session.

The Dow Jones average of 30 industrials gained 15.09 to 2,050.07.

But declining issues slightly outnumbered advances on the New York Stock Exchange, with 737 up, 794 down and 445 unchanged.

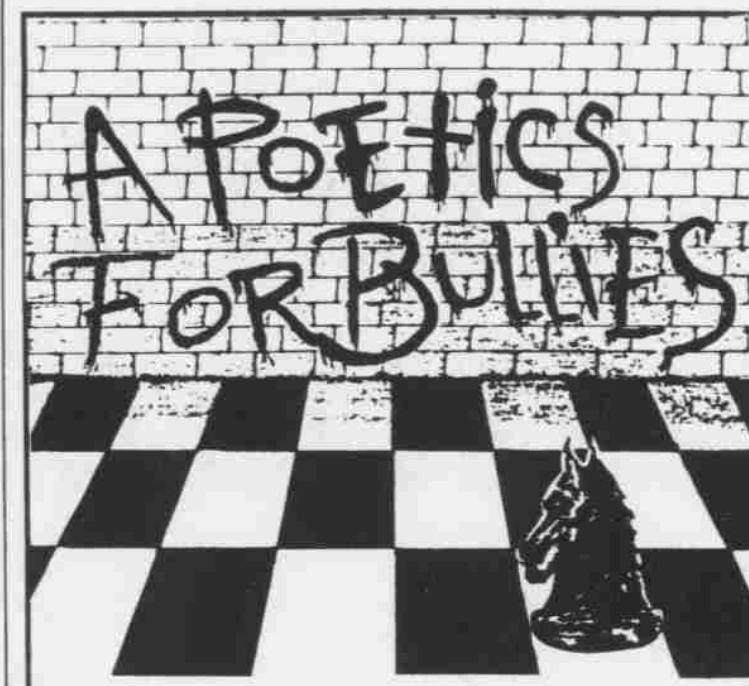
Big Board volume came to 131.89 million shares, down from

200.02 million in the previous session, and the lightest total since a 111.58 million-share day Dec. 29.

Analysts said traders were reluctant to take big positions in advance of the government's report Thursday on the nation's trade balance for January.

The trade deficit narrowed in the last two months of 1987, but some analysts expect the January data to show a modest increase in the gap between exports and imports.

This week's trade report will come just ahead of a quarterly "triple witching hour" involving a group of expiring options and futures on stock indexes.



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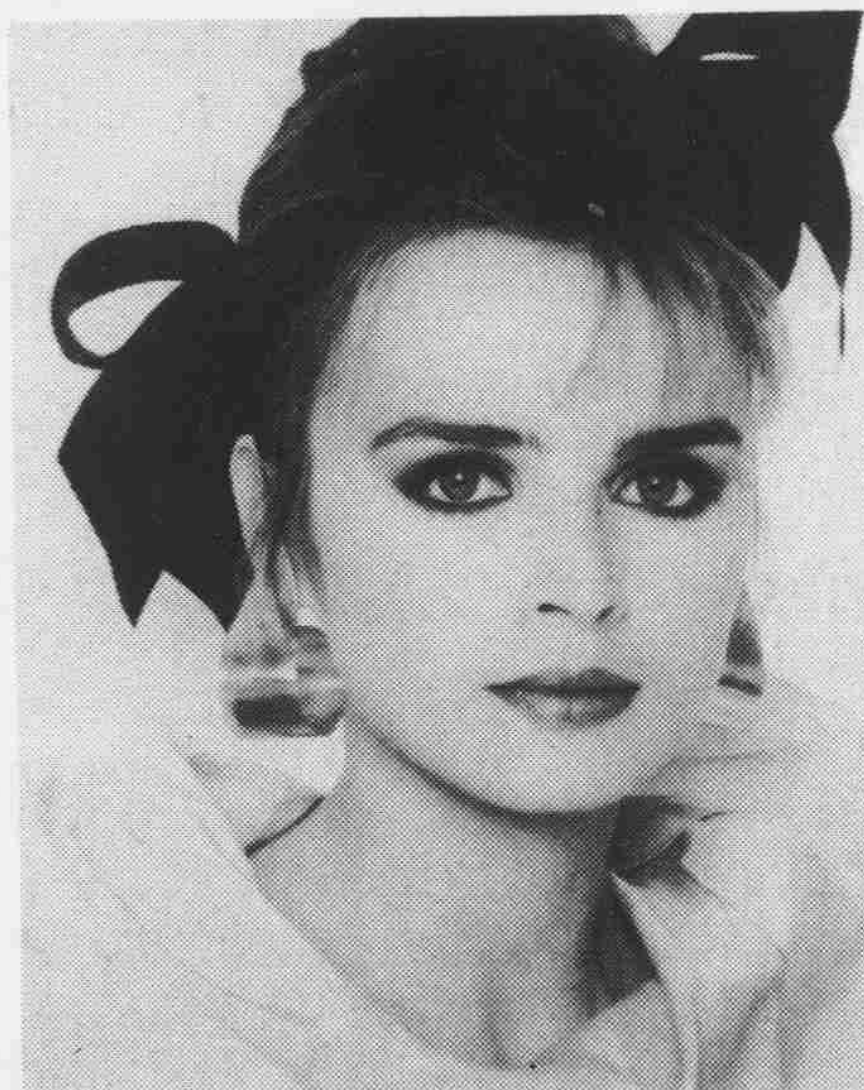
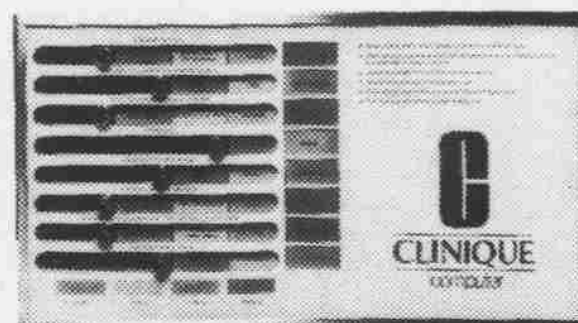
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