

EXHIBIT A

RESOURCE INVENTORY
PUBLIC SMOKING PROJECT

I. **Witnesses**

A. **Law Solmon, Economist and Graduate Dean of
Education, UCLA**

1. **Expert witness** available to refute William Weis claims that smokers are more costly to their employers than nonsmokers.
2. Most effective before business forums and in direct debate with Weis.
3. Contact Susan Stuntz.

B. **Al Vogel, Vice President, Response Analysis Corp.,
Princeton, N.J.**

1. **Expert witness** available to discuss the issue of smoking and productivity in the workplace. Vogel has directed hundreds of employee attitude and organizational effectiveness studies for a variety of American companies.
2. Most effective as part of a panel of experts making presentations before business groups, chambers of commerce, etc.
3. Contact Susan Stuntz.

C. Stephen I. Schlossberg, Attorney, Former General Counsel, United Auto Workers

1. Expert witness available to discuss how smoking restrictions undermine union bargaining prerogatives.
2. He also is available to assist unionized employees who are fighting management-imposed smoking restrictions.
3. Most effective speaking before union audiences and business groups including union shops.
4. Contact Susan Stuntz.

D. Robert Klotz, Former Deputy Chief of Police, Washington, D.C.

1. Expert witness available to testify on police attitudes toward enforcement of minor ordinances.
2. He would be most effective speaking before police groups, and in state legislatures and city councils considering smoking restriction legislation that requires police enforcement.
3. Contact Susan Stuntz.

E. Marcy Allingham, Vice President, Environetics, Inc.
Office Planning Consultants

1. Expert witness available to testify on difficulties office planners -- those who are responsible for deciding who sits where -- face when trying to implement smoking restriction regulations.
2. She will be most effective before business forums, as part of a panel discussion, and in presentations before other office design groups and individuals.
3. Contact Susan Stuntz.

F. Robert Ethridge, President, American Association for Affirmative Action

1. Expert witness available to discuss how workplace smoking restrictions disproportionately affect minorities and women and are, therefore, an indirect means of discrimination.
2. He will be most effective as part of a panel appearing before business groups and before city councils considering workplace restrictions.
3. Contact Susan Stuntz.

G. Local economists have been identified who are available to speak on the economic impact of smoking restriction legislation in 42 states.

H. Tobacco Industry Labor Management Committee

1. The committee may call upon the resources of state and regional labor unions to assist in fighting smoking restriction legislation.
2. Unions will argue that restrictions imposed unilaterally by management infringe on collective bargaining rights. Also, that workers are more concerned with far more serious health hazards in the workplace.
3. The Committee will be most effective in mobilizing support for legislative or voter initiatives.
4. Contact Peter Sparber or Susan Stuntz.

II. Materials

- A. Voter Survey, designed to demonstrate that people don't want smoking restriction legislation.
1. The survey is designed for use in any state and/or city, to be conducted by local polling firms.

2. Sample size is 500 names pulled from the voter registration lists.
 3. The survey is most effective when used in private meetings with legislators/committees, to demonstrate lack of public enthusiasm for smoking restrictions.
 4. Contact Susan Stuntz.
- B. **Economic Impact Study**, designed to determine potential costs of smoking restriction legislation, to build and strengthen ally support.
1. The survey can be plugged into any state or city facing smoking restriction legislation. Cost ranges are provided based upon specifics in proposed legislation.
 2. Jim Savarese coordinates data collection and analysis; local economists are available to discuss survey findings.
 3. To enhance credibility, third-party dissemination of survey results is desired.
 4. Contact Susan Stuntz.
- C. **Convenience Store Manual**, which details issues, organizations and players in the convenience store industry, is designed to help field staff cultivate this potential ally.

D. **Airline Manual**, which details issues, players and groups within the airline industry, will help staff anticipate and deflect future threats to smoking sections on airlines. It also will help staff develop and cultivate better relations with airline companies and their trade associations.

E. **Grocery Store Manual**, which describes the many issues, associations and corporations within the grocery store industry, will help field staff work more closely with this industry.

F. **Restaurant Manual**, which will take an exhaustive look at the restaurant industry and its issues, will assist in coalition building efforts with this industry.

G. **Articles**

1. "The Other Side of the Smoking Worker Controversy," by Lew Solmon. Personnel Administrator, March 1983. Refutes cost claims by William Weis.

2. "In Defense of Smokers," by William J. O'Connor, Philip Morris. Business and Health, November 1984. One-page article outlines economic, productivity, legal and health arguments against workplace restrictions.

3. **An Assessment of the Current Legal Climate Concerning Smoking in the Workplace.** This legal backgrounder, prepared for employers, reviews relevant case law in the workplace smoking arena.

4. **Smoking in the Workplace -- A Union Perspective,** by Stephen I. Schlossberg. This paper addresses the workplace smoking restriction issue from the union perspective, reviewing relevant case law on the issue.

5. **Smoking -- An Equity Issue,** by Robert Ethridge. This article, by the president of the American Association for Affirmative Action, will address smoking restrictions and their effect on minorities and women.

6. Marcy Allingham, Environetics, Inc., is preparing an article for design publications describing the findings of the Environetics study. Reprints will be available when it is published.

7. Management World will publish an article by Al Vogel, on the Response Analysis productivity findings, in the spring of 1985. Reprints will be made available then.

H. Publications

1. **Workplace Smoking Restrictions: Some Considerations.** This "leave-behind" kit addresses seven areas of concern to employers considering workplace restrictions. It is intended for one-on-one meetings between TI staff and corporate leaders. Contact Susan Stuntz for copies.

2. Smoking and Productivity in the Workplace.

Complete reports of the Response Analysis survey of first-level supervisors are available for:

- a. Overall
- b. Construction Industry
- c. Finance, Insurance and Real Estate Industries
- d. Government
- e. Manufacturing Industry
- f. Retail Trade Industry
- g. Services Industry
- h. Transportation, Communications and Utilities Industries
- i. Wholesale Trade Industries

These should be used in one-on-one meetings between staff and corporate leaders in the industries involved.

- 3. Smoking and Productivity in the Workplace -- Executive Summaries.** Summaries from the ten survey reports noted above are available for general distribution, and as enclosures in the workplace leave-behind kit.

4. **Public Smoking Topic Sheets.** These address enforcement, courtesy, and cost concerns with smoking restrictions legislation. Topic sheets also are available targeted specifically toward workplace and restaurant restrictions. They are available for general distribution.

5. **Cigarette Smoke and the Nonsmoker.** This annotated paper reviews the health side of the public smoking controversy, concluding there is no conclusive evidence that cigarette smoke poses a health hazard to the nonsmoker. It is available for general distribution.

6. **Environmental Tobacco Smoke Workshops 1983-1984.** This paper describes findings from three scientific workshops convened to review research on the claimed health effects of cigarette smoke on the nonsmoker. Each workshop reported no conclusive evidence of health harm. It is available for general distribution.

7. **Public Smoking: A letter-writing campaign.** This brochure is a "how-to" course in writing effective letters to the editor opposing public smoking restrictions. It is available for general distribution in two forms: one, with the TI logo and address on the back, may be used with industry allies and TAN activists. A second format, with a blank back cover, can be imprinted with the logo of other organizations interested in doing the distribution. Contact Lisa Osborne for special needs.
8. Copies of the final report on the Environetics survey, along with an executive summary of the findings, will be available by March 15.

Key:

Bold = In place

Regular = Upcoming