

STATE AND LOCALITIES WITH LEGAL HIRING DISCRIMINATION

| <u>STATE</u> | <u>LOCALITY</u> | <u>DATE</u> | <u>DESCRIPTION OF BILL</u> |
|--------------|-----------------|-------------|--|
| AZ | Phoenix | | All new firefighters to be non-smokers |
| CO | Bancroft | 3/3/86 | All new firefighters to be non-smokers |
| CO | Denver | 9/88 | All new firefighters to be non-smokers |
| CO | Denver | 1/89 | All new police officers hired must be non-smokers |
| CA | San Mateo | 1983 | All new firefighters to be non-smokers |
| CA | Manteca | 7/1/84 | All new police and firefighters to be non-smokers |
| CA | Downey | 1/8/85 | All new firefighters must sign non-smoker for one year prior to hiring and will continue to be non-smoker throughout employment |
| CA | Monrovia | 7/1/85 | All new firefighters must be non-smokers |
| CA | Orange | 8/1/85 | New police must be non-smokers |
| CA | Brea | 7/1/86 | New firefighters to be non-smokers |
| CA | Kern County | 12/15/86 | New firefighters must be non-smokers |
| CA | Laguna Beach | 11/18/86 | Preferential hiring of nonsmokers for police and firefighters |
| CA | South Pasadena | 2/5/86 | Non-smoker preferential hiring for all city jobs. New police and firefighters must sign agreement not to have smoked for a year before hiring date and a year after hired. Same contract signed for city jobs if wish to be hired as non-smoker. |
| CA | Montebello | 11/3/87 | All new firefighters must be non-smokers |
| CA | Watsonville | 2/13/87 | Ban smoking on duty for new firefighters |

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|---------------|-------------------|-------------|--|
| CA | Ventura | 5/88 | Bans hiring of smokers |
| CT | Branford | | All new firefighters to be non-smokers |
| CT | Glastonbury | | All new police officers to be non-smokers |
| CT | Manchester | | New police officers hired to be non-smokers |
| CT | Middletown | | Firefighters and police officers must be non-smokers |
| CT | New Britian | | New police officers hired must be non-smokers |
| CT | Vernon | | New police officers hired must be non-smokers |
| CT | West Haven | | New police officers hired must be non-smokers |
| CT | Westport | | New firefighters and police officers must not smoke |
| FL | Tallahassee | 1985 | New police officers hired must be non-smokers |
| FL | Hialeah | 12/3/87 | Firefighters must sign not to smoke on/off duty |
| IL | Skokie | | Firefighters and police officers must be non-smokers |
| KS | Wichita | 1984 | Firefighters hired must be non-smokers |
| KS | Lawrence | 8/29/86 | New firefighters must sign not to smoke |
| KS | Douglas Co. | 1987 | Employees hired by sheriff's dept. and ambulance service must be non-smokers |
| MD | Montgomery County | 3/3/88 | Prohibit new firefighters and rescue workers from smoking on/off |
| ME | Rockland | 1983 | Firefighters hired must be non-smokers |
| ME | Brunswick | 1985 | Firefighters hired must be non-smokers |

2043990535

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|--------------|-----------------|-------------|--|
| MA | Holden | 09/5/85 | New police officers must be non-smokers |
| MA | | 9/88 | All recruits will have to agree in writing to refrain from smoking, on and off the job |
| MN | Duluth | 2/2/87 | Ban new firefighters using tobacco on/off |
| ND | | 1986 | Hiring preference given to non-smokers in department jobs |
| OH | Shaker Heights | 1983 | New firefighters hired must be non-smokers |
| OH | Lakewood | 5/10/84 | New police and firefighters must sign to be non-smokers |
| OK | Oklahoma City | 1984 | New firefighters hired must be non-smokers |
| OK | Midwest City | | Firefighters hired must be non-smokers |
| OK | Norman | | New firefighters hired must be nonsmokers |
| OK | Tulsa | 12/31/85 | New firefighters hired must be non-smokers |
| OR | Salem | 1983 | New firefighters hired must be non-smokers |
| OR | Portland | 1986 | New firefighters hired must be non-smokers |
| OR | Corvallis | 1987 | New policeofficers hired must be non-smokers |
| RI | Narragansett | 09/8/86 | New firefighters must pledge not to smoke or "engage in substance abuse." |
| SD | Aberdeen | 01/7/85 | All new firefighters must be non-smokers |
| TN | Bartlett | 1988 | All city employees hired must be non-smokers |

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|--------------|-----------------|-------------|--|
| VA | Alexandria | 1977 | All new police officers hired must be non-smokers |
| VA | Alexandria | 1980 | All new firefighters hired must be non-smokers |
| VA | Arlington Co. | | All new firefighters and police hired must be non-smokers |
| VA | Fairfax County | 3/12/84 | New firefighters, Police, and Sheriff's deputies must sign to be non-smokers |
| VA | Virginia Beach | 1985 | All new firefighters and police must be non-smokers |
| WA | Walla Walla | 1/8/88 | Hiring preference for non-smoking applicants for city jobs |
| <u>WI</u> | Janesville | 4/15/85 | New firefighters can't smoke or use any kind of tobacco |
| WI | Waukesha | 10/27/86 | All new firefighters hired must be non-smokers. Education programs available for those firefighter wishing to quit |
| <u>WI</u> | Waukesha | 2/2/88 | Forbid new firefighters smoking on/off duty |
| WI | Brookfield | 2/17/87 | Ban new firefighters using tobacco on/off duty |

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