

**PRO-ACTIVE PROPOSAL**

**OKLAHOMA  
HIRING DISCRIMINATION**

**LEGISLATIVE ACTION**

September 26, 1989

**STATE/LOCALITY:**

Oklahoma

**ISSUE:**

Employment Discrimination

**SUMMARY:**

Secure enactment of legislation prohibiting employers from refusing to hire, discharging or otherwise disciplining an employee for the use of tobacco products outside the course of employment.

**LEGISLATIVE STATUS:**

Anticipated 1990 legislative action

**INDUSTRY ACTION**

Institute legislative counsel Ken Nance is working with other industry lobbyists to identify a legislator who will be a viable sponsor for legislation of this nature. Missouri Senate Bill 440, filed in the 1989 session, is being used as a model for the Oklahoma legislation. Before the Oklahoma legislature convenes in January of 1990, legislative counsel will have met with key members of the leadership and arranged for a favorable committee referral.

Until it becomes known what opposition, if any, the Oklahoma bill will face, great care must be taken as it moves through the legislative process lest it be amended in some way unacceptable to the industry.

**RESOURCES NEEDED**

**YES/NO**

**DATE NEEDED**

**ECONOMIC ANALYSIS/FACTSHEET?**

NO

**LEGAL MEMORANDUM?**

YES

1/1/90

Legal considerations in discrimination against smokers to be shared with lawmakers.

**EXPERT WITNESSES?**

YES

1st Qtr 1990

Testimony on legal considerations may be necessary, as will one-on-one briefings with lawmakers.

**COALITION ALLIES?**

YES

Throughout session

Support will be sought from organized labor and the American Civil Liberties Union in addition to traditional allies such as the OATD.

**TI GRASSROOTS MOBILIZATION?**

**YES**

**1st Qtr 1990**

Targeted key legislators will receive telephone calls and letters from TAN activists.

**COMPANY RESOURCES?**

**YES**

**1st Qtr 1990**

Close cooperation with other industry lobbyists will be needed in the direct lobbying effort. Member company activist lists may be needed to generate grassroots contacts with legislators.

**PUBLIC AFFAIRS/MEDIA RESOURCES?**

**NO**

**ADDITIONAL NEEDS?**

**NO**