

**PRO-ACTIVE PROPOSAL  
HIRING DISCRIMINATION**

**TEXAS**

**LEGISLATIVE ACTION** July 19, 1990

**STATE/LOCALITY:** Texas

**BILL NUMBER:** Not assigned

**ISSUE:** Prohibition of discriminatory employment practices.

**SUMMARY:** Introduce a bill to prohibit hiring and employment discrimination practices against individuals who use tobacco products.

**SPONSOR:** Not yet determined

**INTRO DATE:** Prefile

**COMMITTEE:** To be assigned

**HEARING DATE:** None scheduled

**LEGISLATIVE STATUS:** None

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**INDUSTRY ACTION**

The industry will draft language providing for prohibition of discriminatory practices in the hiring and employment of smokers including off-premises usage of tobacco products. Institute legislative representatives Gaylord Armstrong is working with other industry lobbyists to identify members of the Texas House and Senate who will serve as viable sponsors for legislation of this nature. The Colorado law passed in 1990 is being used as a model for the Texas legislation. Before the Texas legislature convenes in January of 1991, our legislative consultant will have met with key members of leaderships and worked to secure a favorable committee referral. Until it is clear what opposition, if any, to the Texas bill surfaces, this matter must be moved through the legislative process with great skill and care so that any unfavorable amendments may be avoided or derailed at the earliest opportunity.

**RESOURCES NEEDED?** YES/NO **DATE NEEDED**

**ECONOMIC ANALYSIS/FACTSHEET?YES** N/A

**TIOR 0019767**

**ECONOMIC ANALYSIS/FACTSHEET?YES**

N/A

TI Economist will provide appropriate economic analysis related to impact on the state and cross-border states.

**LEGAL MEMORANDUM?**

YES

1st Qtr 1991

Testimony on legal aspects may be necessary, as well as one-on-one meetings and briefings with lawmakers.

**EXPERT WITNESSES?**

NO

N/A

**COALITION ALLIES?**

YES

Active throughout session

Support will be quietly sought from the ACLU and organized labor, and cooperation sought from minorities with heavy emphasis on Hispanic interests.

**TI GRASSROOTS MOBILIZATION? YES**

As needed

Will be determined in connection with TI legislative counsel Gaylord Armstrong, working with member company lobbyists and TI field staff after session starts. It may ultimately prove helpful if targeted key legislators receive timely telephone calls and letters from interested voters, as well as letters from TAN activists.

**COMPANY RESOURCES?**

YES

1st Qtr 1991

Close cooperation with other industry lobbyists will be essential for a successful direct lobbying effort. Member company activist lists maybe utilized in the generation of grassroots contacts with legislators.

**PUBLIC AFFAIRS/MEDIA RESOURCES**

Possible

N/A

Media tour and meetings with editorial board staffs maybe necessary to defuse any negative publicity and/or political attacks by anti-smoking interests.

**ADDITIONAL NEEDS?**

None presently anticipated

N/A