

**PRO-ACTIVE PROPOSAL
HIRING DISCRIMINATION**

MISSOURI

LEGISLATIVE ACTION: September 20, 1990

STATE/LOCALITY: Missouri

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.

SPONSOR: Senator John Bass (likely)

INTRO DATE: Prefile on December 5, 1990

COMMITTEE: Senate Labor

LEGISLATIVE STATUS: Anticipated 1991 legislative action

INDUSTRY ACTION:

Senator Bass, who chairs the Senate Labor Committee, filed this legislation in both the 1989 and 1990 legislative sessions. The legislation, although it passed the Senate, died in the Missouri House.

Early introduction and a prompt committee hearing will be sought for the 1991 version of this bill. If viable opposition to it surfaces, all available resources will be marshalled to secure its passage. Early activity will include attempts to obtain support from Missouri members of the NFIB and neutralize any opposition.

RESOURCES NEEDED?	YES/NO	DATE NEEDED
ECONOMIC ANALYSIS/FACTSHEET?YES		1st Qtr. 1991

The Legislative Research Office has previously prepared erroneous fiscal impact statements for this legislation. In order to refute this inaccurate information, The Tobacco Institute will prepare an accurate fiscal impact estimate for the proposed legislation.

LEGAL MEMORANDUM?	YES	1/1/91
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Legal considerations involving discrimination against smokers will be shared with appropriate lawmakers.

EXPERT WITNESSES? YES 1st Qtr 1991

Scientific and air quality testimony, as well as civil rights - type testimony, in one-on-one sessions with lawmakers and at committee hearings should be provided to reinforce lobbyists' messages.

COALITION ALLIES? YES Throughout session
State Labor Council and ACLU support are key to the bill's success. Contacts with key legislators will be provided by the wholesaler and vending associations, as well as the Missouri Council for Burley Tobacco.

TI GRASSROOTS MOBILIZATION? YES 1st & 2nd Qtrs 1991

Letters and phone calls to legislators will be needed if opposition to the bill surfaces. TAN activists will be used to generate such messages.

COMPANY RESOURCES? YES 1st & 2nd Qtrs 1991
Close cooperation in direct lobbying with other industry legislative counsel will be needed. Member company activist lists may be needed to generate grassroots contacts with legislators.

PUBLIC AFFAIRS/MEDIA RESOURCES? Possible As needed

Media tours and meetings with editorial board staffs may be necessary if issue gains significant public attention. Assistance in cementing labor/ACLU rapport may be necessary.

ADDITIONAL NEEDS? None presently N/A
anticipated