

**PRO-ACTIVE PROPOSAL
HIRING DISCRIMINATION**

OKLAHOMA

LEGISLATIVE ACTION September 19, 1990

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 1991 legislative action

INDUSTRY ACTION

Institute legislative representative Ken Nance is working with other industry lobbyists to identify a legislator who will be a viable sponsor for legislation of this nature. The Colorado law, passed during the 1990 session, is being used as a model for the Oklahoma legislation. Before the Oklahoma legislature convenes in February of 1991, our legislative consultant 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 anyway unacceptable to the industry.

RESOURCES NEEDED? YES/NO DATE NEEDED

ECONOMIC ANALYSIS/FACTSHEET?NO N/A

LEGAL MEMORANDUM? YES 1/1/91

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

EXPERT WITNESSES? YES 1st Qtr 1991

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

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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 1991

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

COMPANY RESOURCES? YES 1st Qtr 1991

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?

Possible assistance in developing labor support

ADDITIONAL NEEDS? NO