

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

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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	Corvalis	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
WI	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
WI	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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