

**PRO-ACTIVE PROPOSAL  
HIRING DISCRIMINATION**

**NEW YORK**

**LEGISLATIVE ACTION:** September 30, 1990

**STATE/LOCAL:** New York

**ISSUE:** Discrimination

**SUMMARY:** Declares that discrimination by an employer or licensing agency against a person because of smoking tobacco while not working to be an unlawful discriminatory practice

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**INDUSTRY ACTION:**

Discrimination legislation passed both the Assembly and Senate in the 1990 session, however, was vetoed by Governor Cuomo. A bill will be introduced next year and will contain language which conforms to recommended employment discrimination standards that can be supported by the Governor's Office and the business community.

The same strategy and sponsorship used in 1990 will be utilized in the 1991 session. This measure is to be advocated by the labor community. If it becomes public knowledge that the tobacco industry is a prime mover of this proposal, it will not move.

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

**ECONOMIC ANALYSIS/FACTSHEETS?** NO

**LEGAL MEMORANDUM?** NO

**EXPERT WITNESSES?** POSSIBLE

The feasibility of an expert witness on this subject has merit. This will only be utilized when and if organized labor requests our assistance.

**COALITION ALLIES?** NO

This is solely a labor program with no outward appearance from the tobacco industry.

**TI GRASSROOTS MOBILIZATION?** NO

**COMPANY RESOURCES?** YES To Be Determined

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The legislative strategy for this measure should focus primarily on direct one-on-one lobbying. It is important that the industry distance itself on this issue. The industry's role is to supply background information, quietly lobby friendly legislators, and maintain direction and control over the project.

**PUBLIC AFFAIRS/MEDIA RESOURCES?**    YES                      To Be Determined

Public Affairs to assist with securing necessary labor contacts and support.

**ADDITIONAL NEEDS?**                                      NO