

COLORADO

H1123

TO GOVERNOR

PRO-SMOKER PROVISIONS

PROHIBIT EMPLOYMENT DISCRIMINATION BASED ON SMOKING

SPONSOR : REP. REESER; SEN. WELLS

COMMITTEE : HOUSE AGRICULTURE, LIVESTOCK & NATURAL RESOURCES

As passed by House, would prohibit employers from terminating employment due to worker's engaging in any lawful activity during nonworking hours unless restriction is related to bona fide occupational requirement, is reasonably related to employment, or is necessary to avoid a conflict of interest. Would allow aggrieved persons to seek civil damages; attorney fees would be awarded to the prevailing party. Would apply to acts committed on or after 7/1/90.

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As introduced, would prohibit employers from requiring as a condition of employment that workers refrain from engaging in any lawful activity during nonworking hours. Would exempt situations where the restriction is a bona fide occupational requirement, would cause a conflict of interest, or is related to employment activities and responsibilities.

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01/11/90

Introduced.

01/24/90

House Agriculture, Livestock & Natural Resources Committee amended exemptions, then reported H1123 favorably to floor on 6-4 vote.

02/02/90

Scheduled for House floor vote, but postponed.

02/05/90

House gave tentative approval to H1123.

02/07/90

House passed bill with amendments on third reading by vote of 38-26, sending it to Senate.

02/14/90

H1123 was assigned to Senate Business Affairs & Labor Committee.

03/12/90

Senate Business Affairs & Labor Committee reported H1123 with amendment to provide that protected activity takes place off the employer's premises, then reported bill by vote of 6-2.

03/23/90

Senate passed Committee version of H1123. It returns to House for vote on concurrence.

03/30/90

House concurred with Senate amendments, sending H1123 to Governor Romer. He has ten days from presentation to act on bill, or it becomes law without his signature.

ROLL CALL AVAILABLE: 1

PROCESSED: 04/12/1990 06:08

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