

**PRO-ACTIVE PROPOSAL
HIRING DISCRIMINATION**

WYOMING

LEGISLATIVE ACTION October 2, 1990

STATE/LOCALITY: Wyoming

ISSUE: Employment discrimination legislation

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: Not determined

INTRO DATE: Prefile by November 15, 1990

COMMITTEE: Not assigned

HEARING DATE: Not scheduled

LEGISLATIVE STATUS: Anticipated 1991 legislative action

INDUSTRY ACTION

TI legislative consultant Bill Thomson and member company lobbyists are presently working to secure introduction of a free-standing bill for elimination of discriminatory practices in employment against those persons who use tobacco products off the job. Such legislation will likely be filed in both houses of the Wyoming legislature and a favorable committee referral sought.

If viable opposition to the bill surfaces, all available resources will be marshalled to secure its passage. Early activity will include attempts to obtain support from business and commercial interests, as well as civil rights and labor organizations.

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

Economic issues staff of the Tobacco Institute will need to prepare an accurate fiscal impact estimate for this proposed legislation.

TIOR 0019811

LEGAL MEMORANDUM? YES 1/1/91

Legal considerations involving instances of discrimination in employment practices against smokers are needed to share with appropriate lawmakers and members of leadership.

EXPERT WITNESSES? NO N/A

COALITION ALLIES? YES Throughout session

State Labor Council, retail and small business, and civil rights support are key to the bill's success. Contacts with key legislators will be provided by the wholesaler and vending associations, as well as TI legislative consultant and member company lobbyists.

TI GRASSROOTS MOBILIZATION? Possibly 1st Qtr 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 Qtr 1991

Close cooperation in direct lobbying with other industry legislative counsel will be crucial. Member company activist lists may be needed to generate grassroots contacts with legislators.

PUBLIC AFFAIRS/MEDIA RESOURCES?

Possible assistance in developing labor allies.

ADDITIONAL NEEDS? None presently anticipated N/A