

SENATE BILL No. 117

DIGEST OF INTRODUCED BILL

Citations Affected: IC 22-5-4-1.

Synopsis: Employee tobacco use incentives. Permits an employer to implement financial incentives allowed under federal law related to an employee's use of tobacco.

Effective: July 1, 2006.

Gard

January 9, 2006, read first time and referred to Committee on Tax and Fiscal Policy.

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Introduced

Second Regular Session 114th General Assembly (2006)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2005 Regular Session of the General Assembly.

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SENATE BILL No. 117

A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 22-5-4-1 IS AMENDED TO READ AS FOLLOWS
2 [EFFECTIVE JULY 1, 2006]: Sec. An employer may not:
3 (1) require, as a condition of employment, an employee or
4 prospective employee to refrain from using; or
5 (2) discriminate against an employee with respect to:
6 (A) the employee's compensation and benefits, **except as**
7 **allowed under the federal Health Insurance Portability**
8 **and Accountability Act of 1996 (P.L.104-191);** or
9 (B) terms and conditions of employment;
10 based on the employee's use of;
11 tobacco products outside the course of the employee's or prospective
12 employee's employment.

