

## SENATE BILL NO. 340

IN THE LEGISLATURE OF THE STATE OF ALASKA

SEVENTEENTH LEGISLATURE - SECOND SESSION

BY SENATORS DUNCAN, Ellason, Jones, Uehling

Introduced: 1/13/92  
Referred: Judiciary

## A BILL

## FOR AN ACT ENTITLED

1 "An Act prohibiting employers from discriminating against individuals who use legal  
2 products in a legal manner outside of work."

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

4 \* Section 1. AS 23.10 is amended by adding a new section to read:

5           Sec. 23.10.440. NONDISCRIMINATION FOR LAWFUL USE OF PRODUCTS. (a)  
6           An employer may not refuse to hire, discharge, or otherwise discriminate against an individual  
7           with respect to compensation, privileges, terms, or conditions of employment because the  
8           individual uses a lawful product in a lawful manner during nonworking hours and for the  
9           individual's personal consumption in places other than the premises or vehicles of the employer.

10           (b) In this section,

11                   (1) "employee" means a person employed by an employer;

12                   (2) "employer" means a person, including the state and political subdivisions in  
13           the state, who employs one or more persons in the state.