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**SENATE FLOOR AMENDMENTS**

Amendments proposed by Senator Heitmeier to Reengrossed House Bill No. 378 by Representative Hoffmann

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1 AMENDMENT NO. 1

2 On page 1, line 1, after "1300.256 and to enact R.S. 23:966 (E), (F) and (G)" and change "to  
3 prohibition of smoking;" to "to smoking; to provide for exceptions to the prohibition on  
4 smoking discrimination"

5 AMENDMENT NO. 2

6 On page 1, between lines 9 and 10 insert the following:

7 "Section 1. R.S. 23:966(E), (F) and (G) are hereby enacted to read as follows:

8 §966. Prohibition of smoking discrimination; Exceptions

9 \* \* \*

10 E. The provisions of this Section shall not apply to any health care  
11 organization or its subsidiary that, as of May 10, 2012, is designated as nonprofit  
12 under Section 501(c)(3) of the Internal Revenue Code and is a non-university-based  
13 independent academic medical center which sponsors no less than eighteen graduate  
14 medical education training programs that are accredited by the American Council on  
15 Graduate Medical Education as of the 2011-2012 academic year.

16 F. Notwithstanding nay other provision of the law to the contrary, the  
17 provisions of Subsection E of this Section shall only apply to offers of employment  
18 made on or after July 1, 2012, or to any employment agreement that is created as a  
19 result of an offer of employment made on or after July 1, 2012, and nothing  
20 contained in this Section shall prevent an employer who meets the requirements of  
21 Subsection E of this Section from making employment decisions based on the use  
22 or non-use of tobacco after July 1, 2012.

23 G. Nothing in this Section shall be construed to disqualify any employee  
24 from receiving unemployment compensation if he would otherwise qualify."

25 AMENDMENT NO. 3

26 On page 1, line 10, change "Section 1." to "Section 2."

27 AMENDMENT NO. 4

28 On page 5, line 3, change "Section 2." to "Section 3."