



1 hours.

2 (b) This Section does not apply to any employer that is a  
3 non-profit organization that, as one of its primary purposes or  
4 objectives, discourages the use of one or more lawful products  
5 by the general public. This Section does not apply to any  
6 for-profit employer that, as its sole business purpose or  
7 objective, provides medical or hospital treatment to patients  
8 who have a cancerous condition, and that refuses to hire or  
9 discharges any individual, or otherwise disadvantages any  
10 individual, with respect to compensation, terms, conditions,  
11 or privileges of employment because the individual uses tobacco  
12 products, including cigarettes, pipes, cigars, chewing  
13 tobacco, snus, snuff, clove cigarettes, electronic cigarettes,  
14 and similar products. This Section does not apply to the use of  
15 those lawful products which impairs an employee's ability to  
16 perform the employee's assigned duties.

17 (c) It is not a violation of this Section for an employer  
18 to offer, impose or have in effect a health, disability or life  
19 insurance policy that makes distinctions between employees for  
20 the type of coverage or the price of coverage based upon the  
21 employees' use of lawful products provided that:

22 (1) differential premium rates charged employees  
23 reflect a differential cost to the employer; and

24 (2) employers provide employees with a statement  
25 delineating the differential rates used by insurance  
26 carriers.

1 (Source: P.A. 87-807.)

2 Section 99. Effective date. This Act takes effect upon  
3 becoming law.".