

Bill Summary
1st Session of the 57th Legislature

Bill No.:	SB 305
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Author:	Sen. Daniels
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Bill Analysis

SB 305 prohibits employers from hiring or firing a person based solely on the basis of such applicant's or employee's status as a medical marijuana licensee unless otherwise required by federal law. The measure also clarifies instances in which an employer may take action against a person who tests positive for marijuana. A person who does not possess a license, consumes marijuana at the place of employment or during the fulfillment of employment obligations, or maintains a position involving safety-sensitive, as defined by the measure, duties is subject to dismissal and discipline.

The measure further clarifies that employers will not be required to facilitate the use of medical marijuana on their premises or reimburse a person for costs associated with the use of medical marijuana. Employers are authorized by the measure to develop written policies regarding drug testing and impairment.

The measure also clarifies that the status and conduct of a medical marijuana licensee shall not, by itself, be used to restrict or abridge custodial or parental rights.

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