



## THE MARYLAND HOUSE OF DELEGATES ANNAPOLIS, MARYLAND 21401

Chairman C.T. Wilson  
Economic Matters Committee  
House Office Building, Room 230  
Annapolis, Maryland 21401

Chairman Wilson, Vice-Chair Crosby, and Members of the Economic Matters Committee:

In Maryland, our medical cannabis program has proven beneficial for many individuals suffering from serious health conditions—from chronic pain to PTSD. Unfortunately, first responders who rely on medical cannabis to manage their symptoms currently risk losing their careers, despite holding a valid certification and following all legal guidelines.

HB1408 acknowledges the high-risk nature of fire and rescue workers and recognizes that many need to use medical marijuana. Injuries are common in these jobs, and allowing the usage of medical marijuana can aid in this recovery process. HB 1408 recognizes the delicate balance between protecting qualified employees who responsibly use medical cannabis while recognizing employers' critical need to maintain safe, unimpaired workforces

HB1408 achieves this balance by:

- Preventing the discharge, discipline, or other discriminatory treatment of fire and rescue employees who hold a valid written certification for medical cannabis or test positive for cannabis if they are certified patients. This ensures that workers who use and require medical cannabis remain protected and stops employers from discriminating against them.
- Allowing employers to implement policies that prohibit employees from using cannabis within 12 hours before their shift or being impaired while on duty. This makes sure that employers can maintain a safe work environment while respecting the rights of the workers.
- Preserving federal compliance by guaranteeing that employers are not required to violate federal law, ensuring that federal funding is not affected. This preserves the integrity and fiscal stability of our state's public safety operations.

HB1408 recognizes that first responders deserve the same respect and protection for their medical decisions as any other qualified patient in Maryland. It ensures that these hard workers who save lives are able to use medical marijuana without compromising their jobs or receiving discrimination. Simultaneously, it preserves employers' authority to maintain the safest possible working conditions for those who protect our communities day and night.

For these reasons, I respectfully request a favorable report on HB1408.

Thank you,

A handwritten signature in black ink, appearing to read "Adrian Boafo".

Delegate Adrian Boafo