

SENATE BILL 969

E4

5lr2752
CF 5lr2755

By: **Howard County Senators**

Introduced and read first time: January 28, 2025

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Howard County – Department of Fire and Rescue Services – Current and**
3 **Prospective Employee Medical Cannabis Use**

4 FOR the purpose of prohibiting the Howard County Department of Fire and Rescue
5 Services from taking certain adverse employment actions against an employee or
6 prospective employee solely because of the employee’s or prospective employee’s
7 authorized use of medical cannabis; authorizing the Department to prohibit an
8 employee from working while impaired by cannabis or using cannabis at a certain
9 time; and generally relating to the Howard County Department of Fire and Rescue
10 Services.

11 BY adding to
12 Article – Public Safety
13 Section 7–405
14 Annotated Code of Maryland
15 (2022 Replacement Volume and 2024 Supplement)

16 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
17 That the Laws of Maryland read as follows:

18 **Article – Public Safety**

19 **7–405.**

20 **(A) IN THIS SECTION, “DEPARTMENT” MEANS THE HOWARD COUNTY**
21 **DEPARTMENT OF FIRE AND RESCUE SERVICES.**

22 **(B) THE DEPARTMENT MAY NOT FAIL OR REFUSE TO HIRE, DISCHARGE, OR**
23 **OTHERWISE DISCRIMINATE AGAINST AN INDIVIDUAL WITH RESPECT TO THE**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 INDIVIDUAL'S COMPENSATION, TERMS, CONDITIONS, OR PRIVILEGES OF
2 EMPLOYMENT SOLELY BECAUSE THE INDIVIDUAL IS:

3 (1) A QUALIFYING PATIENT UNDER TITLE 36, SUBTITLE 3 OF THE
4 ALCOHOLIC BEVERAGES AND CANNABIS ARTICLE; OR

5 (2) AUTHORIZED TO USE MEDICAL CANNABIS UNDER THE LAWS OF
6 ANOTHER STATE.

7 (C) THE DEPARTMENT MAY PROHIBIT AN EMPLOYEE FROM:

8 (1) PERFORMING THE EMPLOYEE'S DUTIES WHILE IMPAIRED BY
9 CANNABIS; OR

10 (2) USING CANNABIS WITHIN THE 12 HOURS IMMEDIATELY
11 PRECEDING THE EMPLOYEE'S SHIFT.

12 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
13 October 1, 2025.