



TO: The Honorable C.T. Wilson, Chair
Members, House Economic Matters Committee
The Honorable Jheanelle K. Wilkins

FROM: Danna L. Kauffman
Pamela Metz Kasemeyer
Christine K. Krone
410-244-7000

DATE: February 23, 2024

RE: **OPPOSE** – House Bill 525 – *Employment Discrimination – Use of Cannabis Products*

On behalf of the LifeSpan Network, the Maryland Association of Adult Day Services, and the Maryland-National Capital Homecare Association, we submit this joint letter of **opposition** for House Bill 525.

House Bill 525 prohibits an employer from discriminating against an individual because of the individual's use of cannabis products. All three associations represent entities that provide health care services to individuals, either in residential or community-based settings or in their own home. Often, those served are Maryland's aging and disabled populations. Due to the complexity and the challenges presented in providing health care services, employers need to retain the flexibility to make the determination of whether an employee may be impaired and can provide care. Employers are ultimately responsible for the actions of their employees and will be responsible if an employee commits an act while under the influence of cannabis that harms an individual.

Therefore, because of the safety concerns posed by this bill as it relates to patient care, we respectfully request an unfavorable vote.