



February 8, 2024

Economic Matters Committee
The Honorable Delegate C. T. Wilson
Room 231
House Office Building
Annapolis, Maryland 21401

RE: HB 0525 - Employment Discrimination - Use of Cannabis Products - Oppose

Dear Delegate Wilson:

HB 0525 would prohibit employers from taking adverse action unless the employee is/was using on the work site or shown to be under the influence on the work site, and during work hours.

This premise negates the science that chronic use of cannabis can/does affect ability to perform many tasks even if not consumed concurrent to the execution of those tasks. In other words, there are *long-term* negative effects of chronic usage of cannabis products.

There are many examples of studies, but here are two that seem relevant:

A study by the National Institute of Drug Abuse found there are 55% more industrial accidents, 85% more injuries, and 75% greater absenteeism among employees who tested positive for marijuana compared to those who tested negative.

The National Safety Council conducted a study in July of 2021 that showed that more than half of employers that eliminated THC testing reported an *increase* in incidents or workplace performance concerns; also, that most employers believe employees would feel comfortable telling their supervisor if they were too impaired to work, while less than half of employees reported they would feel comfortable doing so.

The Carroll County Chamber of Commerce, a business advocacy organization of nearly 700 members, strongly opposes this bill and therefore requests that you give it an unfavorable report.

Sincerely,

A handwritten signature in black ink that reads "Mike McMullin".

Mike McMullin
President
Carroll County Chamber of Commerce

Cc: Senator Justin Ready
Delegate April Rose