

**MHLA**  
Maryland Hotel  
Lodging Association

**Testimony in Opposition to HB 525**

Employment Discrimination - Use of Cannabis Products  
*House Economic Matters Committee - February 23, 2024*

The Maryland Hotel Lodging Association (MHLA) serves as the sole statewide trade association dedicated to advocacy for Maryland's 750+ hotels. Our industry employs more than 25,000 individuals and provides the state with \$1 billion in state and local taxes, \$5 billion in total wages and salaries, and \$9 billion in total gross domestic product.

As innkeepers and employers, we aim to create a safe and welcoming environment for both employees and guests and are strongly opposed to any form of discrimination. We have a legal "duty of care" that may include enforcement of drug policies with zero tolerance for impairment by any substance that may negatively impact the safety of employees and guests during work hours.

HB 525 is drafted in such a broad and contradictory way that we fear it will open the door to employee/employer disputes over whether an employee was impaired as a result of cannabis use, to what extent the employee was impaired and whether the use of cannabis contributed to a particular accident or unsafe condition. We are concerned that this legislation will lead to increased litigation for an employer having to prove an employee was terminated or disciplined as a result of cannabis impairment.

For these reasons, the Maryland Hotel Lodging Association respectfully requests an Unfavorable Report on HB 525.