

**Maryland-Delaware Solid Waste Association**

a chapter of the

**National  
Waste & Recycling  
Association<sup>SM</sup>**

Collect. Recycle. Innovate.

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

FROM: Pamela Metz Kasemeyer  
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DATE: February 23, 2024

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

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The Maryland-Delaware Solid Waste Association (MDSWA), a chapter of the National Waste and Recycling Association, is a trade association representing the private solid waste industry in the State of Maryland. Its membership includes hauling and collection companies, processing and recycling facilities, transfer stations, and disposal facilities. MDSWA and its members **oppose** House Bill 525 **unless amended**.

The solid waste industry has multiple employees whose job requirements involve responsibilities that if not done correctly could result in the injury or death of the employee or coworkers. Examples include, but are not limited to, employees who ride on the back of collection vehicles, individuals who run forklifts and sorting machinery in recycling facilities, individuals who run equipment at landfills, and drivers of trucks that are not subject to Federal commercial drivers' license requirements.

House Bill 525 fails to recognize employees that have safety sensitive positions. Without an exemption, employers could not test employees to determine possible impairment, thereby placing the employees at risk for injury or death of themselves or coworkers. Other jurisdictions, which have adopted similar protections to those proposed in House Bill 525, including the District of Columbia, have recognized safety sensitive positions and specifically excluded those positions from the bill's protections.

For the reasons noted above, MDSWA opposes House Bill 525 unless amended to exclude these workers.