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THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

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**House Bill 525 - Employment Discrimination — Use of Cannabis Products**

Dear colleagues,

I am pleased to present **House Bill 525 - Employment Discrimination – Use of Cannabis Products**, which would ensure that employees in Maryland are protected against employment discrimination based on the employee's cannabis use in specific scenarios (i.e., off of the work premises or during non-working hours). Currently in Maryland, both medical cannabis patients and individuals who consume adult-use cannabis have no protections for their cannabis consumption during their non-working hours.

This legislation seeks to protect workers in Maryland against discrimination because of their cannabis use during their non-working hours. Furthermore, it prevents an employer from discriminating against a worker if they test positive for cannabis. Currently, workers in Maryland who consume recreational and medical cannabis do not have protections for their use of cannabis outside of work. This has caused a sense of apprehension among workers in Maryland, especially minority workers.

As Maryland has come to legalize cannabis for both medical and recreational use, it is time that our laws surrounding workers' rights reflect this. Workers should have the ability to consume cannabis in their off-hours without facing discrimination because of it.

House Bill 525 will give workers in Maryland greater peace of mind and stop employees from being discriminated for their consumption of a legalized substance during their non-working hours; I urge the committee to give a favorable report for **House Bill 525 - Employment Discrimination - Use of Cannabis**.

Sincerely,

A handwritten signature in cursive script that reads "Jheanelle Wilkins".

Delegate Jheanelle Wilkins