



Career Fire Fighters Association of Frederick County, MD Inc.  
International Association of Fire Fighters Local 3666  
Affiliated with:  
Maryland State Professional Fire Fighters Association and The Central Maryland Labor Council / AFL-CIO



## SUPPORT

### **SB 439: Employment Discrimination - Fire and Rescue Public Safety Employees - Use of Medical Cannabis**

**Sponsored by: Senator Jackson**

**Finance Committee**

**Hearing 2/19 at 1:00 p.m.**

Dear Chair Beidle, Vice Chair Hayes, and Members of the Committee,

I write as the President of the Career Firefighters Association of Frederick County, Maryland (IAFF Local 3666) - Frederick County's public employee organization that represents the over 600 men and women employed with the Frederick County Division of Fire and Rescue. I am writing to express my support for SB 439.

The Senate Finance Committee previously approved this legislation in 2025: SB439 would remove the primary barrier for fire and rescue public safety employees to lawfully use medical cannabis; termination of employment. The legislation:

- protects employees engaging in lawful medical treatment outside of work;
- preserves zero tolerance for on-duty impairment; and,
- provides required reporting mechanisms and aligns employment protections with Maryland's broader medical cannabis framework.

Public safety and operational readiness remain. Similar to prescription drugs and alcohol, SB439 preserves an employer's authority to enforce strict impairment standards on duty and requires employers to report incidents of on-duty cannabis impairment to the State Emergency Medical Services Board.

Under current policies, lawful, off-duty medical use would risk firefighter employment. Firefighters and paramedics routinely endure physically demanding and psychologically traumatic conditions. Chronic pain, PTSD, cancer-related treatment side effects, and other service-related medical conditions are realities of our profession. For some of our members, medical cannabis—used legally and under physician supervision—has become part of a legitimate treatment plan.

Our members are committed professionals who understand the gravity of their responsibilities. SB439 respects that professionalism while modernizing employment protections to reflect current medical and legal realities.

For these reasons, IAFF Local 3666 respectfully urges a favorable report on SB439.