



State of Maryland  
**Maryland Institute for Emergency Medical Services Systems**

Wes W. Moore  
Governor

Clay B. Stamp  
Chairman EMS Board

Theodore R. Delbridge, MD, MPH  
Executive Director

February 17, 2026

The Honorable Pamela Beidle  
Chair, Senate Finance Committee  
3 East Miller Senate Office Building  
Annapolis, MD 21401

Re: SB 439 – Employment Discrimination – Fire and Rescue Public Safety Employees – Use of Medical Cannabis

**—LETTER OF INFORMATION—**

Dear Chair Beidle and Members of the Senate Finance Committee:

The Maryland Institute for Emergency Medical Services Systems (MIEMSS) respectfully submits this informational letter regarding Senate Bill 439, which would prohibit an employer from taking certain discriminatory employment actions against a fire and rescue public safety employee based on the employee's use of medical cannabis, subject to certain conditions; and requiring an employer to report an incident of a fire and rescue public safety employee reporting for work while impaired by cannabis to the State Emergency Medical Services (EMS) Board.

As you consider this legislation, please take into account the following:

- The proposed subsection (G) (4) under 20-601 on page 10 of the bill would create a statutory inconsistency by requiring that only one type of prohibited conduct (out of many) be reported to the State EMS Board, when others are not.
- The language “impaired by cannabis” in the aforementioned proposed subsection is ambiguous and may cause confusion for the EMS Board given that there is no definitive way to assess for impairment associated with cannabis use. At a minimum, it would be helpful to provide guidance in this legislation regarding the definition of “impairment.”
- The State EMS Board does not have jurisdiction over firefighters who are not also EMS clinicians.

I hope this information is helpful as your committee considers SB 439. Please contact me if you have any questions or would like any additional information.

Sincerely,

Theodore R. Delbridge, MD, MDH  
Executive Director