

Department of Planning and Budget 2021 Fiscal Impact Statement

1. **Bill Number:** HB1862

House of Origin Introduced Substitute Engrossed
Second House In Committee Substitute Enrolled

2. **Patron:** Helmer

3. **Committee:** Passed the House

4. **Title:** Employee protections; medicinal use of cannabis oil.

5. **Summary:** Prohibits an employer from discharging, disciplining, or discriminating against an employee for such employee's lawful use of cannabis oil pursuant to a valid written certification issued by a practitioner for the treatment or to eliminate the symptoms of the employee's diagnosed condition or disease. The bill provides that such prohibition does not (i) restrict an employer's ability to take any adverse employment action for any work impairment caused by the use of cannabis oil or to prohibit possession during work hours or (ii) require an employer to commit any act that would cause the employer to be in violation of federal law or that would result in the loss of a federal contract or federal funding.

6. **Budget Amendment Necessary:** No.

7. **Fiscal Impact Estimates:** Preliminary. See item 8.

8. **Fiscal Implications:** It is anticipated that any fiscal impact on the Department of Labor and Industry (DOLI) as a result of this bill can be absorbed within existing resources. This bill does not give DOLI any enforcement authority. However, the agency anticipates receiving calls on the issue.

The Department of Human Resource Management anticipates no fiscal impact as a result of this bill.

9. **Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry;
Department of Human Resource Management

10. **Technical Amendment Necessary:** No.

11. **Other Comments:** None.