



# LEGISLATIVE SUMMARY

## O-35-24

### **Fair Cannabis Employment Practices**

This summary was prepared by the City of Annapolis Office of Law for use by members of the Annapolis City Council during consideration of the legislation.

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#### **BACKGROUND**

On July 1, 2023, the recreational use of cannabis became [legal](#) in Maryland for those over 21 years old.

O-35-24 set the City of Annapolis policy on cannabis testing and use for the City and potential employees.

#### **BILL SUMMARY**

O-35-24 prohibits the City of Annapolis from screening job applicants and current City employees for cannabis use unless the State or Federal governments require those tests.

The ordinance states that the City of Annapolis maintains a drug- and alcohol-free workplace and ensures employees are not allowed to be impaired at work regardless of what substances they consume off duty.