

GREEN SHEET REDIGEST

HB 313

2024 Regular Session

Mandie Landry

EMPLOYMENT/DISCRIMINATION: Provides relative to employment discrimination against certain employees being treated with medical marijuana.

DIGEST

Present law prohibits a state employer from subjecting an employee or prospective employee to negative employment consequences based solely on a positive drug test for marijuana if the employee or prospective employee has been clinically diagnosed as suffering from a debilitating medical condition and a licensed physician has recommended marijuana for therapeutic use by the employee in accordance present law.

Proposed law prohibits an employer of a city, parish, or municipality from subjecting negative employment consequences on an employee or prospective employee.

Proposed law otherwise retains present law.

Present law does not prohibit the imposition of negative employment consequences on an employee who uses or is impaired by marijuana on the premises of the employer or during work hours or an employee whose principal responsibility is to operate a state vehicle, maintain a state vehicle, or supervise any employee who drives or maintains a state vehicle.

Proposed law makes present law applicable to any employee, any part of whose job responsibility involves operation or maintenance of a local or municipal vehicle or supervises such employee. Proposed law also makes present law applicable to the operator of heavy equipment.

Proposed law otherwise retains present law.

Present law provides that the provisions of present law do not apply to emergency medical services, law enforcement, public safety officials, any state employee of the horse racing commission, and firefighter services.

Proposed law extends this exemption to any elected officials of a city, parish, or municipality.

Proposed law otherwise retains present law.

(Amends R.S. 49:1016)

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Labor and Industrial Relations to the engrossed bill

1. Expand coverage of certain present law to local and municipal vehicles and an operator of heavy equipment.