**Resolution supporting an employee’s right not to be terminated from their job for the lawful off-duty use of marijuana**

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Brownie Mary Democrats of California

Whereas California law restricts taking action against an employee based on lawful off-duty conduct (California Labor Code, §96(k)) as long as that off-duty conduct does not result in being able to safely and competently perform their job,

And whereas Prop. 64 which makes lawful the use of cannabis by adults 21 and over allows “public and private employers to enact and enforce workplace policies pertaining to marijuana” resulting in employees being terminated for off-duty use of cannabis,

And whereas Prop. 64 can be amended by a simple majority vote of the state legislature,

Therefore be it resolved that the California Democratic Party supports protecting the rights of all employees to engage in legal off-duty conduct, including the use of cannabis, without the fear of being terminated from their job, unless their employer is bound by a federal contract requiring a drug-free work place,

And therefore be it resolved that the California Democratic Party supports the amending of Prop. 64 so that it will conform with California Labor Code, §96(k).