



Democrats Pass Resolution to Protect Cannabis Consumers from Being Fired on Monday for Consuming Cannabis on Sunday

For marijuana legalization to be truly meaningful, people have to be able to consume marijuana without fear of losing their jobs. No one gets fired for drinking a beer off-duty and no one should be terminated from their job for the legal off-duty use of cannabis.

AB 2069, which would have only protected medical marijuana patients from being fired for testing positive for THC in a drug screen, failed in the 2018 state legislature when it stalled in the Assembly Appropriations Committee due to opposition from trade councils, trade unions, the League of California Cities and local and state Chambers of Commerce.

At the California Democratic Party's Executive Board meeting in Oakland on July 13 - 15, the Brownie Mary Democrats of California were successful in having a resolution passed putting the prestige and political muscle of the nation's largest state political party in support of the right of all employees to engage in the consumption of cannabis off-duty without the fear of being terminated from their jobs.

The passage of the Brownie Mary Democrats employment protection resolution breathes new life into this important legislation and expands it by covering all legal consumers of cannabis not just medical marijuana patients. The resolution is printed at the end of this article.

This resolution is different than any employment legislation that has been introduced before as it protects all legal consumers and not just mmj patients. Hopefully this time with the imprimatur of the California Democratic Party, legislators will take it seriously and will be willing to introduce, sign-on as sponsors and vote for it.



I spoke briefly with Assemblyman Bonta, the author of AB 2069 at the Eboard meeting. Briefly is the operative word here, but he is willing to work with us. This is the beginning of a new and hopefully more successful coordinated effort to secure employment protections for cannabis consumers. It will require a wide spectrum of support as advocates contact legislators' offices to get a new and viable bill introduced and passed in 2019.

RESOLUTION 18-07.19

Supporting Employee's Rights for the Lawful Off-Duty Use of Cannabis

WHEREAS Adult-Use Marijuana Act (AUMA) which makes lawful the use of cannabis by adults 21 and over but allows "public and private employers to enact and enforce workplace policies pertaining to cannabis" resulting in employees being terminated for off-duty use of cannabis use, and

WHEREAS for many consumers, cannabis provides the same social facilitation and celebration as alcohol without the negative consequences of alcohol consumption, an employee should not

be terminated for consuming cannabis as long as that off-duty conduct does not result in being unable to safely and competently perform their job, and

WHEREAS Adult-Use Marijuana Act (AUMA) can be amended by a two-thirds majority vote of the state legislature, and

THEREFORE BE IT RESOLVED that the California Democratic Party supports protecting the rights of all employees to engage in the consumption of cannabis off-duty without the fear of being terminated from their job, and

BE IT FUTHER RESOLVED that the California Democratic Party cannabis consumers to have the same rights to consume cannabis without fear of termination or reprisal, same as consumers of alcohol while respecting employers' duty to provide a drug-free work place.

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Sponsored by the Brownie Mary Democrats of California

**For more information on the Brownie Mary Democrats of California go to:
www.brownierydemocrats.org**