

Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. **Bill Number:** HB149

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|------------------------|--|-------------------------------------|---|
| House of Origin | <input type="checkbox"/> Introduced | <input type="checkbox"/> Substitute | <input checked="" type="checkbox"/> Engrossed |
| Second House | <input checked="" type="checkbox"/> In Committee | <input type="checkbox"/> Substitute | <input type="checkbox"/> Enrolled |

2. **Patron:** Helmer

3. **Committee:** Commerce and Labor

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

5. **Summary:** Amends the provision that prohibits an employer from discriminating against an employee for such employee's lawful use of cannabis products 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, with certain exceptions, by specifying that such use must conform to the laws of the Commonwealth and that such protections extend to the employees of the Commonwealth and other public bodies.

6. **Budget Amendment Necessary:** No

7. **Fiscal Impact Estimates:** Preliminary

8. **Fiscal Implications:** It is anticipated that the Department of Labor and Industry will be able to absorb any increase in inquiries as a result of this bill with existing resources.

Impact estimates from the Department of Human Resource Management are not yet available.

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:** SB391 would make similar amendments to the same section of the Code.