

Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. **Bill Number:** SB391

House of Origin	☐ Introduced	☐ Substitute	☐ Engrossed
Second House	☐ In Committee	☐ Substitute	☒ Enrolled

2. **Patron:** Pekarsky

3. **Committee:** Passed both Houses

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. Such protections extend to the employees of the Commonwealth and other public bodies, other than law-enforcement officers.

6. **Budget Amendment Necessary:** No.

7. **Fiscal Impact Estimates:** Final.

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.

The Department of Human Resource Management anticipates that any modifications to existing policies to comply with the bill can be absorbed within existing resources.

9. **Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry, Department of Human Resource Management, all agencies, political subdivisions, and localities

10. **Technical Amendment Necessary:** No.

11. **Other Comments:** This bill is the companion to HB149.