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## Maryland (2024) Oral testimony in support of consumer employment protections

My name is Paul Armentano. I am a Maryland resident who has worked professionally in the field of cannabis policy for nearly 30 years. I am currently the Deputy Director of NORML – the National Organization for the Reform of Marijuana Laws. During my career, I have testified as an expert witness in numerous state and federal court cases specific to issues involving cannabis and drug testing.

### I am providing testimony today in favor of House Bill 525.

This legislation protects personal freedoms and does not jeopardize workplace safety.

Changes in the state-legal status of cannabis do not adversely impact workplace safety or performance. In fact, **studies consistently show that employees who consume cannabis during their off-hours perform no differently than their non-using peers.**

Specifically, an exhaustive review by the US National Academy of Sciences determined, **“There is no evidence to support a statistical association between cannabis use and occupational accidents or injuries.”**

To be clear: **Nothing in HB 525 allows employees to be under the influence of cannabis or to consume cannabis while at work.** Employers would be free to utilize performance testing technology, such as AlertMeter or DRUID, in the workplace. This technology, unlike urinalysis or blood testing, gauges employees’ actual cognitive performance versus their own personal baseline – thereby providing a far more accurate determination of whether someone is impaired on the job.

By contrast, urine testing identifies inactive metabolites which may be detectable weeks or even months following cannabis use. **These tests are incapable of determining impairment or even recent cannabis exposure.**

**Legislation similar to HB 525 is the law in several other states**, including California, Connecticut, Minnesota, Montana, New Jersey, New York, and Rhode Island. Marylanders deserve these same common-sense protections.

Thank you for your time. My full [written testimony](#) has been submitted to the Committee. I look forward to any questions.