

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 60<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 3127</b>
<b>Version:</b>	<b>INT</b>
<b>Request Number:</b>	<b>13865</b>
<b>Author:</b>	<b>West (Kevin)</b>
<b>Date:</b>	<b>2/5/2026</b>
<b>Impact: Please see previous summary of this measure</b>	

**Research Analysis**

HB 3127, as introduced, amends the employer provisions in regards to employees with a medical marijuana card. The measure provides that nothing in the act requires an employer to permit or accommodate the use, possession, sale, transfer, or being under the influence of medical marijuana in the workplace or while performing job duties regardless of their status as a medical marijuana license holder. Nothing in the act will require reimbursement for costs associated with the use of medical marijuana or limit an employer's ability to implement a drug and alcohol testing policy that prohibits marijuana use, prevents an employer from taking adverse employment action against a person with a drug test positive for marijuana, and create or imply a cause of action for wrongful discharge or discrimination based on marijuana use when the action is consistent with a zero-tolerance policy.

Prepared By: Suzie Nahach, House Research Staff

**Fiscal Analysis**

The measure is currently under review and impact information will be completed.

Prepared By: House Fiscal Staff

**Other Considerations**

None.