

BILL SUMMARY
2nd Session of the 60th Legislature

Bill No.:	HB3127
Version:	POLPCS1
Request Number:	16050
Author:	Rep. West (Kevin)
Date:	2/9/2026
Impact:	\$0

Research Analysis

The proposed policy committee substitute for HB 3127 provides that no employer may refuse to hire, discipline, discharge, or otherwise penalize an applicant or employee solely because they have a medical marijuana license unless this action is taken pursuant to a written drug and alcohol testing policy that is adopted and enforced in accordance with the Oklahoma Standards for Workplace Drug and Alcohol Testing Act. Additionally, an applicant or employee employed in a safety-sensitive position will be subject to a zero-tolerance drug and alcohol standard, regardless of impairment-based testing policy or alternative standards for not safety-sensitive positions. Additionally, nothing in this statute will require an employer to permit the possession, sale, transfer, or being under the influence of medical marijuana while at the workplace or performing job duties. Nothing in this statute will limit an employer's ability to implement and enforce drug testing and zero tolerance policies prohibiting the use of marijuana.

Prepared By: Suzie Nahach, House Research Staff

Fiscal Analysis

HB 3127 modifies how employers regulate the use or possession of medical marijuana through workplace policies. This measure does not create a fiscal impact on the state budget, as it applies to employer policies and practices.

Prepared By: Alexandra Ladner, House Fiscal Staff

Other Considerations

None.