
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 984 Session of 2023

INTRODUCED BY RABB, KENYATTA, MADDEN, SANCHEZ, HILL-EVANS,
HOHENSTEIN, PARKER, FLEMING AND KRAJEWSKI, MAY 31, 2023

REFERRED TO COMMITTEE ON JUDICIARY, MAY 31, 2023

AN ACT

1 Amending the act of April 17, 2016 (P.L.84, No.16), entitled "An
2 act establishing a medical marijuana program; providing for
3 patient and caregiver certification and for medical marijuana
4 organization registration; imposing duties on the Department
5 of Health; providing for a tax on medical marijuana
6 organization gross receipts; establishing the Medical
7 Marijuana Program Fund; establishing the Medical Marijuana
8 Advisory Board; establishing a medical marijuana research
9 program; imposing duties on the Department of Corrections,
10 the Department of Education and the Department of Human
11 Services; and providing for academic clinical research
12 centers and for penalties and enforcement," in miscellaneous
13 provisions, further providing for protections for patients
14 and caregivers.

15 The General Assembly of the Commonwealth of Pennsylvania
16 hereby enacts as follows:

17 Section 1. Section 2103(b) of the act of April 17, 2016
18 (P.L.84, No.16), known as the Medical Marijuana Act, is amended
19 and the section is amended by adding a subsection to read:

20 Section 2103. Protections for patients and caregivers.

21 * * *

22 (b) Employment.--

23 (1) No employer may discharge, threaten, refuse to hire
24 or otherwise discriminate or retaliate against an employee

1 regarding an employee's compensation, terms, conditions,
2 location or privileges solely on the basis of such employee's
3 status as an individual who is certified to use medical
4 marijuana.

5 (1.1) No employer may discharge, threaten, refuse to
6 hire or otherwise discriminate or retaliate against an
7 employee who is certified to use medical marijuana for
8 testing positive for marijuana on a drug test unless the
9 employee is applying for a job for which working while under
10 the influence of medical marijuana creates an unreasonable
11 safety risk or the employee's conduct falls below the
12 standard of care normally accepted for that position.

13 (2) Nothing in this act shall require an employer to
14 make any accommodation of the use of medical marijuana on the
15 property or premises of any place of employment. This act
16 shall in no way limit an employer's ability to discipline an
17 employee for being under the influence of medical marijuana
18 in the workplace or for working while under the influence of
19 medical marijuana when the employee's conduct falls below the
20 standard of care normally accepted for that position.

21 (3) Nothing in this act shall require an employer to
22 commit any act that would put the employer or any person
23 acting on its behalf in violation of Federal law.

24 (b.1) Civil action.--

25 (1) A person who alleges a violation of subsection (b)
26 may bring a civil action in a court of competent jurisdiction
27 for appropriate injunctive relief or damages, or both, within
28 180 days after the occurrence of the alleged violation.

29 (2) It shall be a defense to an action under this
30 subsection if the defendant proves by a preponderance of the

1 evidence that the action by the employer occurred for
2 separate and legitimate reasons which are not merely
3 pretextual.

4 (3) A court, in rendering a judgment in an action
5 brought under this subsection, may order, as the court
6 considers appropriate, reinstatement of the employee, payment
7 of back wages, full reinstatement of fringe benefits and
8 seniority rights, actual damages or any combination of these
9 remedies. A court may also award the plaintiff all or a
10 portion of the costs of litigation, including reasonable
11 attorney fees and witness fees, if the plaintiff prevails in
12 the civil action.

13 * * *

14 Section 2. This act shall take effect in 60 days.