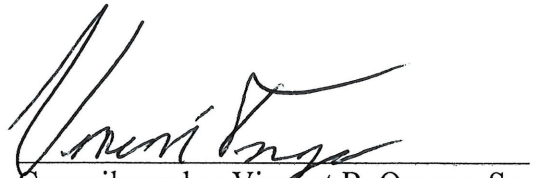
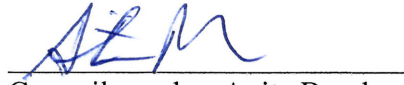


1 
2 Councilmember David Grosso


Councilmember Vincent B. Orange, Sr.

3 
4
5 Councilmember Anita Bonds

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7
8 A BILL

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10 _____
11 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA
12 _____
13

14
15
16 To prohibit employers from testing potential employees for marijuana use during the hiring process,
17 unless otherwise required by law.

18
19 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
20 act may be cited as the “Prohibition of Pre-Employment Marijuana Testing Act of 2015”.

21
22 Sec. 2. (a) An employer shall not require a prospective employee to submit to a drug test
23 for marijuana use as a part of the application procedure with the employer, unless otherwise
24 required by law.

25 (b) Nothing in this act shall be construed to:

26 (1) Affect employee compliance with employer workplace drug policies;

27 (2) Require an employer to permit or accommodate the use, consumption
28 possession, transfer, display, transportation, sale or growing of marijuana in the workplace or at
29 any time during employment; or

30 (3) Interfere with federal employment contracts.

31 (c) For the purposes of this act, the term;

32 (1) “Employer” shall have the same meaning as provided in section 2(6) of the
33 D.C. Occupational Safety and Health Act of 1988, effective March 16, 1989 (D.C. Law 7-186;
34 D.C. Official Code § 32-1101(6)).

35 (2) "Prospective employee" means any individual applying for employment with
36 an employer.

37 Sec. 3. Reporting.

38 Within 6 months after the effective date of this act, the Mayor shall:

39 (1) Establish a public information campaign aimed at educating the public on the
40 impact of marijuana use and abuse;

41 (2) Report to Council the type, frequency, provider, and school grade level of
42 health education programs in public schools related to substance abuse, including programs
43 designed to address alcohol, tobacco, and marijuana use; and

44 (3) Evaluate the effectiveness of the District government's treatment programs
45 regarding the use and abuse of marijuana.

46 Sec. 4. Fiscal impact statement.

47 The Council adopts the fiscal impact statement in the committee report as the fiscal
48 impact statement required by section 602(c)(3) of the District of Columbia Home Rule Act,
49 approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02 (c)(3)).

50 Sec. 5. Effective date.

51 This act shall take effect following approval by the Mayor (or in the event of veto by the
52 Mayor, action by Council to override the veto), a 30-day period of congressional review as
53 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
54 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
55 Columbia Register.