

Senate Bill 423

Sponsored by Senator DECKERT (at the request of Kelli Weese, Constituent)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Prohibits employer from discriminating against individual with respect to hire or tenure or any term or condition of employment because individual engages in medical use of marijuana outside of workplace.

A BILL FOR AN ACT

1
2 Relating to discrimination because of medical use of marijuana; creating new provisions; and
3 amending ORS 475.340.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1. Section 2 of this 2007 Act is added to and made a part of ORS chapter 659A.**

6 **SECTION 2. It is an unlawful employment practice for an employer to discriminate**
7 **against an individual with respect to hire or tenure or any term or condition of employment**
8 **because the individual engages in the medical use of marijuana, as defined in ORS 475.302,**
9 **outside of the workplace.**

10 **SECTION 3. ORS 475.340 is amended to read:**

11 475.340. Nothing in ORS 475.300 to 475.346 shall be construed to require:

12 (1) A government medical assistance program or private health insurer to reimburse a person
13 for costs associated with the medical use of marijuana; or

14 (2) An employer to accommodate the medical use of marijuana in any workplace. **However,**
15 **under section 2 of this 2007 Act, an employer may not discriminate against a person with**
16 **respect to hire or tenure or any term or condition of employment because the person en-**
17 **gages in the medical use of marijuana outside of the workplace.**

18 **SECTION 4. Section 2 of this 2007 Act and the amendments to ORS 475.340 by section 3**
19 **of this 2007 Act apply only to conduct occurring on or after the effective date of this 2007**
20 **Act.**

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NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.