

# California Cannabis Consumers' Employment Rights



Starting on January 1, 2024, most Californians will be protected by a Cal NORML-sponsored bill (AB 2188 - GC 12954) which states that employers may not refuse to hire, fire, or penalize an employee based on the results of hair or urine tests. Employees may not be impaired by cannabis on the job, and may be subject to an oral swab test, a better indicator of recent use.

Federal employees and those in the construction trades are not protected.

Learn more at: [CaNORML.org/  
Employment\\_Rights](https://CaNORML.org/Employment_Rights)



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