

# UCAN

## United Chamber Advocacy Network

*El Dorado County Joint Chamber Commission; Elk Grove Chamber Commerce; Folsom Chamber of Commerce;  
Rancho Cordova Chamber of Commerce; Roseville Area Chamber of Commerce*

*Where You Can Make a Difference for Business in California!*

April 18, 2018

Hon. Tony Thurmond  
Chair, Assembly Committee on Labor and Employment  
Legislative Office Building  
1020 N Street, Room 115  
Sacramento, CA 95814

**Re: AB 2069 (Bonta) re: Medical cannabis and employment – OPPOSE**

Dear Chair Thurmond:

On behalf of the chambers of commerce that comprise the United Chamber Advocacy Network (UCAN) and their nearly 4800 combined members, I am writing to express opposition to Assembly Bill 2069 which seeks to protect workers who use medical marijuana.

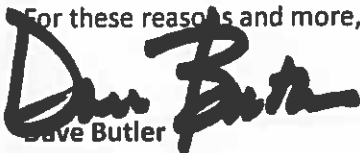
In a recent joint membership survey, the UCAN chambers asked “what is the top issue impacting your business’ bottom line?” It was no surprise that restrictive human resource law and legal liability concerns were among the top responses of members.

As a result of state policy, businesses in California face increasing costs and liabilities associated with their role as employers. These costs and liabilities adversely impact their businesses, their bottom lines and their willingness and ability to grow, expand and add people to their payroll.

AB 2069 would add additional liability for employers by establishing a new, protected class of workers – namely those using medical marijuana. Employers are obligated to provide a safe working environments for their workers and customers. While AB 2069 allows employers to terminate employees for actions leading to an unsafe work environment due to impairment from marijuana use, because there is no reliable test to measure impairment from marijuana use, it will be impossible to prove the grounds for termination.

Moreover, AB 2069 creates additional employer liability under the Fair Employment and Housing Act (FEHA) since the act requires a conclusive test of impairment – which does not exist.

For these reasons and more, we respectfully urge your “NO” vote on AB 2069.



Dave Butler  
Advocate  
United Chamber Advocacy Network

cc. Assemblymember Rob Bonta  
Members, Assembly Committee on Labor and Employment  
Assemblymembers Ken Cooley, Frank Bigelow, Jim Cooper, Kevin Kiley

**United Chamber Advocacy Network**  
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