

1 A bill to be entitled
 2 An act relating to employer immunity from civil
 3 liability; amending s. 381.986, F.S.; providing
 4 employers with immunity from civil liability for
 5 actions taken against a current or prospective
 6 employee under certain circumstances; providing an
 7 effective date.

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 9 Be It Enacted by the Legislature of the State of Florida:

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 11 **Section 1. Subsections (16) and (17) of section 381.986,**
 12 **Florida Statutes, are renumbered as subsections (17) and (18),**
 13 **respectively, and a new subsection (16) is added to that**
 14 **section, to read:**

15 381.986 Medical use of marijuana.—

16 (16) IMMUNITY FROM CIVIL LIABILITY.—An employer who takes
 17 action against a current or prospective employee based on the
 18 employee's possession or use of marijuana is immune from civil
 19 liability if:

20 (a) The possession or use of marijuana occurs on a
 21 workplace site;

22 (b) The use of marijuana impairs the employee's ability to
 23 perform his or her employment duties or responsibilities; or

24 (c) The current or prospective employee tests positive for
 25 marijuana upon submitting to a drug test administered in

26 | accordance with the requirements of s. 112.0455.

27 | **Section 2.** This act shall take effect July 1, 2026.