

ASSEMBLY, No. 5508

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED MARCH 17, 2021

Sponsored by:

Assemblyman ANDREW ZWICKER

District 16 (Hunterdon, Mercer, Middlesex and Somerset)

Co-Sponsored by:

Assemblyman Chiaravalloti

SYNOPSIS

Concerns rights and obligations of employers and employees regarding use of cannabis items.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 5/5/2021)

1 AN ACT concerning employment issues related to the use of
2 cannabis items, and amending P.L.2021, c.16 and P.L.1961, c.56.

3
4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

6
7 1. Section 48 of P.L.2021, c.16 (C.24:6I-52) is amended to read
8 as follows:

9 48. Employers, Driving, Minors and Control of Property.

10 a. (1) No employer shall refuse to hire or employ any person
11 or shall discharge from employment or take any adverse action
12 against any employee with respect to compensation, terms,
13 conditions, or other privileges of employment because that person
14 does or does not smoke, vape, aerosolize or otherwise use cannabis
15 items, and an employee shall not be subject to any adverse action
16 by an employer solely due to the presence of cannabinoid
17 metabolites in the employee's bodily fluid from engaging in
18 conduct permitted under P.L. 2021, c. 16 (C.24:6I-31 et al.) except
19 as otherwise provided in this section. However , an employer may
20 require an employee to undergo a drug test upon reasonable
21 suspicion of an employee's usage of a cannabis item while engaged
22 in the performance of the employee's work responsibilities, or upon
23 finding any observable signs of intoxication related to usage of a
24 cannabis item, or following a work-related accident subject to
25 investigation by the employer. A drug test may also be done
26 randomly by the employer**【, or】** as part of a **【pre-employment**
27 **screening, or】** regular screening of current employees to determine
28 use during an employee's prescribed work hours. A drug test for
29 cannabis shall not be done as part of a pre-employment screening,
30 except for the employees outlined in paragraph (1) of subsection b.
31 of this section. The drug test shall include scientifically reliable
32 objective testing methods and procedures, such as testing of blood,
33 urine, or saliva, and may include a physical evaluation in order to
34 determine an employee's state of impairment. The physical
35 evaluation shall be conducted by an individual with the necessary
36 certification to opine on the employee's state of impairment, or lack
37 thereof, related to the usage of a cannabis item in accordance with
38 paragraph (2) of this subsection. The employer may use the results
39 of the drug test when determining the appropriate employment
40 action concerning the employee, including, but not limited to
41 dismissal, suspension, demotion, or other disciplinary action.

42 (2) (a) In order to better ensure the protections for prospective
43 employees and employees against refusals to hire or employ, or
44 against being discharged or having any other adverse action taken
45 by an employer, while simultaneously supporting the authority of

EXPLANATION – Matter enclosed in bold-faced brackets **【thus】 in the above bill is not enacted and is intended to be omitted in the law.**

Matter underlined thus is new matter.

1 employers to require employees undergo drug tests under the
2 circumstances set forth in paragraph (1) of this subsection, as well
3 as employer efforts to maintain a drug- and alcohol-free workplace
4 or other drug- or alcohol workplace policy as described in
5 paragraph (1) of subsection b. of this section, the commission, in
6 consultation with the Police Training Commission established
7 pursuant to section 5 of P.L.1961, c.56 (C.52:17B-70), shall
8 prescribe standards in regulation for a Workplace Impairment
9 Recognition Expert certification, to be issued to full- or part-time
10 employees, or others contracted to perform services on behalf of an
11 employer, based on education and training in detecting and
12 identifying an employee's usage of, or impairment from, a cannabis
13 item or other intoxicating substance, and for assisting in the
14 investigation of workplace accidents. The commission's
15 regulations shall also prescribe minimum curriculum courses of
16 study for the certifications, as well as standards for the
17 commission's approval and continuation of approval of non-profit
18 and for-profit programs, organizations, or schools and their
19 instructors to offer courses of study, and may include the use of a
20 Police Training Commission approved school as that term is
21 defined in section 2 of P.L.1961, c.56 (C.52:17B-67) if consented to
22 by the Police Training Commission.

23 An employer may determine to employ or not to employ a
24 Workplace Impairment Recognition Expert in the employer's
25 discretion. Nothing in this subsection shall be interpreted to require
26 that an employer use a Workplace Impairment Recognition Expert
27 for either drug testing or determinations of suspicion of an
28 employee's usage of a cannabis item while engaged in the
29 performance of the employee's work responsibilities nor shall the
30 use of the Workplace Impairment Recognition Expert be deemed
31 the industry standard for testing or making such suspicion
32 determinations. An employer shall remain free to use scientifically
33 reliable testing services and to exercise its own judgment in making
34 a good faith suspicion determination.

35 (b) Any person who demonstrates to the commission's
36 satisfaction that the person has successfully completed a Drug
37 Recognition Expert program provided by **【a Police Training**
38 **Commission approved school】** the New Jersey State Police, or
39 another program or course conducted by any federal, State, or other
40 public or private agency, the requirements of which are
41 substantially equivalent to the requirements established by the
42 commission pursuant to subparagraph (a) of this paragraph for a
43 Workplace Impairment Recognition Expert certification, may, at the
44 discretion of the commission, be issued this certification, subject to
45 subsequent continuation of certification approval by the
46 commission.

1 b. Nothing in P.L. 2021, c.16 (C.24:6I-31 et al.):

2 (1) (a) Requires an employer to amend or repeal, or affect,
3 restrict or preempt the rights and obligations of employers to
4 maintain a drug- and alcohol-free workplace or require an
5 employer to permit or accommodate the use, consumption, being
6 under the influence, possession, transfer, display, transportation,
7 sale, or growth of cannabis or cannabis items in the workplace, or to
8 affect the ability of employers to have policies prohibiting use of
9 cannabis items or intoxication by employees during work hours;

10 No employer shall take any action which has the effect of
11 prohibiting an employee using cannabis items during non-work
12 hours except:

13 (i) upon a determination by an employer that the nature of the
14 work of an employee at a critical infrastructure facility or a
15 construction site has an exceptionally high risk of potential harm to
16 other employees or to public safety if the employee were to be
17 impaired through the use of cannabis. The approval to designate
18 categories of such employees, or a specific employee of an
19 employer, shall be made by the commission upon application of the
20 employer. The commission shall approve such application upon
21 finding that the standards set forth in this subsubparagraph have
22 been met.

23 As used in this subsubparagraph “critical infrastructure facility”
24 means: a facility identified in the United States Department of
25 Energy, 2015 Energy Sector-Specific (SSP) prepared in accordance
26 with section 1016 (e) of the USA Patriot Act of 2001 (42 U.S.C.
27 519c (e)) or any amendment, supplement or similar plan or
28 definition; a facility operated by an air carrier certificated by the
29 Federal Aviation Administration; or a marine terminal operated
30 pursuant to a Facility Security Plan approved by the United States
31 Coast Guard.

32 (ii) when the nature of the work of an employee is operating,
33 maintaining, constructing or repairing a public utility that is subject
34 to the jurisdiction of the Board of Public Utilities;

35 (iii) when such actions are required under the federal Omnibus
36 Transportation Employee Testing Act of 1991, 49 U.S.C. s. 5331;

37 (iv) when the employer is subject to the Railway Labor Act,
38 45 U.S.C. § 151 et seq.; or

39 (v) when the employee is a law enforcement officer and the
40 duties of the employment require the possession of a firearm.

41 (b) If any of the provisions set forth in this paragraph or
42 subsection a. of this section result in a provable adverse impact on
43 an employer subject to the requirements of a federal contract, then
44 the employer may revise their employee prohibitions consistent
45 with federal law, rules, and regulations;

1 (2) Is intended to allow driving under the influence of cannabis
2 items or driving while impaired by cannabis items or to supersede
3 laws related to driving under the influence of marijuana or cannabis
4 items or driving while impaired by marijuana or cannabis items ;

5 (3) Is intended to permit the transfer of cannabis items, with or
6 without remuneration, to a person under 21 years of age or to allow
7 a person under 21 years of age to purchase, possess, use, transport,
8 grow, or consume cannabis items, unless the person is under 21
9 years of age, but at least 18 years of age, and an employee of a
10 cannabis establishment, distributor, or delivery service acting in the
11 person's employment capacity;

12 (4) Shall, consistent with subsection c. of section 46 of
13 P.L.2021 , c.16 (C.2C:35-10a), prohibit a person or entity that
14 owns or controls a property from prohibiting or otherwise
15 regulating the consumption, use, display, transfer, distribution, sale,
16 or transportation of cannabis items on or in that property, or portion
17 thereof, including a hotel property that is a casino hotel facility as
18 defined in section 19 of P.L.1977, c.110 (C.5:12-19), a casino as
19 defined in section 6 of P.L.1977, c.110 (C.5:12-6), or casino
20 simulcasting facility authorized pursuant to the "Casino
21 Simulcasting Act," P.L.1992, c.19 (C.5:12-191 et al.), provided that
22 a person or entity that owns or controls multifamily housing that is
23 a multiple dwelling as defined in section 3 of P.L.1967, c.76
24 (C.55:13A-3), the structure or specific units of the structure of a
25 cooperative as defined in section 3 of P.L.1987, c.381 (C.46:8D-3),
26 a unit of a condominium as defined in section 3 of P.L.1969, c.257
27 (C.46:8B-3), or a site in a mobile home park as defined in section 3
28 of P.L.1983, c.386 (C.40:55D-102), which site is leased to the
29 owner of a manufactured home, as defined in that section, that is
30 installed thereon, may only prohibit or otherwise regulate the
31 smoking, vaping, or aerosolizing, but not other consumption, of
32 cannabis items, and further provided that municipalities may not
33 prohibit delivery, possession, or consumption of cannabis items by
34 a person 21 years of age or older as permitted by section 46 of
35 P.L. 2021 , c. 16 (C.2C:35-10a) ;

36 (5) Is intended to permit any person to possess, consume, use,
37 display, transfer, distribute, sell, transport, or grow or manufacture
38 cannabis or cannabis items in a school, hospital, detention facility,
39 adult correctional facility, or youth correctional facility ;

40 (6) Is intended to permit the smoking, vaping, or aerosolizing of
41 cannabis items in any place that any other law prohibits the
42 smoking of tobacco, including N.J.S.2C:33-13 and the "New Jersey
43 Smoke-Free Air Act," P.L.2005, c.383 (C.26:3D-55 et seq.). Except
44 as otherwise provided by P.L.2021, c. 16 (C. 24:6I-31 et al.), any
45 fines or civil penalties that may be assessed for the smoking of
46 tobacco in designated places shall be applicable to the smoking,
47 vaping, or aerosolizing of cannabis items.

48 (cf: P.L.2021, c.16, s.48)

1 2. Section 6 of P.L.1961, c.56 (C.52:17B-71) is amended to
2 read as follows:

3 6. The commission is vested with the power, responsibility and
4 duty:

5 a. To prescribe standards for the approval and continuation of
6 approval of schools at which police training courses authorized by
7 this act and in-service police training courses shall be conducted,
8 including but not limited to currently existing regional, county,
9 municipal, and police chief association police training schools or at
10 which basic training courses and in-service training courses shall be
11 conducted for State and county juvenile and adult correctional
12 police officers and juvenile detention officers;

13 b. To approve and issue certificates of approval to these
14 schools, to inspect the schools from time to time, and to revoke any
15 approval or certificate issued to the schools;

16 c. To prescribe the curriculum, the minimum courses of study,
17 attendance requirements, equipment and facilities, and standards of
18 operation for these schools. Courses of study in crime prevention
19 may be recommended to the Police Training Commission by the
20 Crime Prevention Advisory Committee, established by section 2 of
21 P.L.1985, c.1 (C.52:17B-77.1). The Police Training Commission
22 may prescribe psychological and psychiatric examinations for
23 police recruits while in the schools;

24 d. To prescribe minimum qualifications for instructors at these
25 schools and to certify, as qualified, instructors for approved police
26 training schools and to issue appropriate certificates to the
27 instructors;

28 e. To certify police officers, correctional police officers,
29 juvenile correctional police officers, and juvenile detention officers
30 who have satisfactorily completed training programs and to issue
31 appropriate certificates to the police officers, correctional police
32 officers, juvenile correctional police officers, and juvenile detention
33 officers;

34 f. To advise and consent in the appointment of an
35 administrator of police services by the Attorney General pursuant to
36 section 8 of P.L.1961, c.56 (C.52:17B-73);

37 g. (Deleted by amendment, P.L.1985, c.491)

38 h. To make rules and regulations as may be reasonably
39 necessary or appropriate to accomplish the purposes and objectives
40 of this act;

41 i. To make a continuous study of police training methods and
42 training methods for correctional police officers, juvenile
43 correctional police officers, and juvenile detention officers and to
44 consult and accept the cooperation of any recognized federal or
45 State law enforcement agency or educational institution;

46 j. To consult and cooperate with universities, colleges, and
47 institutes in the State for the development of specialized courses of
48 study for police officers in police science and police administration;

- 1 k. To consult and cooperate with other departments and
2 agencies of the State concerned with police training or the training
3 of correctional police officers, juvenile correctional police officers,
4 and juvenile detention officers;
- 5 l. To participate in unified programs and projects relating to
6 police training and the training of correctional police officers,
7 juvenile correctional police officers, and juvenile detention officers
8 sponsored by any federal, State, or other public or private agency;
- 9 m. To perform other acts as may be necessary or appropriate to
10 carry out its functions and duties as set forth in this act;
- 11 n. To extend the time limit for satisfactory completion of police
12 training programs or programs for the training of correctional police
13 officers, juvenile correctional police officers, and juvenile detention
14 officers upon a finding that health, extraordinary workload, or other
15 factors have, singly or in combination, effected a delay in the
16 satisfactory completion of the training program;
- 17 o. (1) To furnish approved schools, for inclusion in their
18 regular police training courses and curriculum, with information
19 concerning the advisability of high speed chases, the risk caused by
20 them, and the benefits resulting from them;
- 21 (2) To **review and approve new standards and course curricula**
22 **for** consult with the New Jersey State Police with respect to its
23 administration of police training courses or programs **to be offered**
24 **by approved schools** for the training of police officers to be
25 certified as a Drug Recognition Expert for detecting, identifying,
26 and apprehending drug-impaired motor vehicle operators. **The**
27 **commission shall** , and to consult with the Cannabis Regulatory
28 Commission established by 31 of P.L.2019, c.153 (C.24:6I-24) with
29 respect to **any aspects of the course curricula that focus on**
30 **impairment from the use of cannabis items as defined by section 3**
31 **of P.L. , c. (C.) (pending before the Legislature as this bill)**
32 **or marijuana** developing standards and course curricula for
33 certification as a Workplace Impairment Recognition Expert in
34 detecting and identifying an employee's usage of, or impairment
35 from, a cannabis item or other intoxicating substance, and for
36 assisting in the investigation of workplace accidents. **Any police**
37 **officer certified and recognized by the commission as a Drug**
38 **Recognition Expert prior to the effective date of this section, as**
39 **amended by the "New Jersey Cannabis Regulatory, Enforcement**
40 **Assistance, and Marketplace Modernization Act," P.L. 2021,**
41 **c. 16 (C.) (pending before the Legislature as this bill), shall**
42 **continue to be recognized as certified until that certification has**
43 **expired or is no longer considered valid as determined by the**
44 **commission, or the certification is replaced by the police officer**
45 **with a new certification in accordance with the new standards and**
46 **course curricula for certification described in this paragraph.**

1 p. To review and approve new standards and course curricula
2 developed by the Department of Corrections for both basic and in-
3 service training of State and county correctional police officers and
4 juvenile detention officers. These courses for the State correctional
5 police officers and juvenile detention officers shall be centrally
6 provided at the Corrections Officers' Training Academy of the
7 Department of Corrections. Courses for the county correctional
8 police officers and juvenile detention officers shall also be centrally
9 provided at the Corrections Officers' Training Academy unless an
10 off-grounds training program is established by the county. A
11 county may elect to establish and conduct a basic training program
12 for correctional police officers and juvenile detention officers
13 seeking permanent appointment in that county. The Corrections
14 Officers' Training Academy shall develop the curriculum of the
15 basic training program to be conducted by a county;

16 q. To administer and distribute the monies in the Law
17 Enforcement Officers Training and Equipment Fund established by
18 section 9 of P.L.1996, c.115 (C.2C:43-3.3) and make rules and
19 regulations for the administration and distribution of the monies as
20 may be necessary or appropriate to accomplish the purpose for
21 which the fund was established.

22 (cf: P.L.2021, c.16, s.85)

23
24 3. This act shall take effect immediately.

25 26 27 STATEMENT

28
29 This bill in section 1 amends section 48 of P.L.2021, c.16
30 concerning certain rights and obligations of employers and
31 employees regarding the use of cannabis items.

32 The bill provides that a drug test for cannabis shall not be done
33 as part of a pre-employment screening, except for the employees
34 outlined in paragraph (1) of subsection b. of 48 of P.L.2021, c.16.
35 The bill provides that an employer may determine to employ or not
36 to employ a Workplace Impairment Recognition Expert in the
37 employer's discretion. Nothing in subsection a. of section 48 of
38 P.L. 2021, c.16 shall be interpreted to require that an employer use
39 a Workplace Impairment Recognition Expert for either drug testing
40 or determinations of suspicion of an employee's usage of a cannabis
41 item while engaged in the performance of the employee's work
42 responsibilities nor shall the use of the Workplace Impairment
43 Recognition Expert be deemed the industry standard for testing or
44 making such suspicion determinations. An employer shall remain
45 free to use scientifically reliable testing services and to exercise its
46 own judgment in making a good faith suspicion determination.

1 The bill provides that no employer shall take any action which
2 has the effect of prohibiting an employee using cannabis products
3 during non-work hours except under the following circumstances:

4 (1) Upon a determination by an employer that the nature of the
5 work of an employee at a critical infrastructure facility or a
6 construction site has an exceptionally high risk of potential harm to
7 other employees or to public safety if the employee were to be
8 impaired through the use of cannabis. The approval to designate
9 categories of such employees, or a specific employee of an
10 employer, shall be made by the commission upon application of the
11 employer. The commission shall approve such application upon
12 finding that the standards in the bill have been met;

13 (2) when the nature of the work of an employee is operating,
14 maintaining, constructing or repairing a public utility that is subject
15 to the jurisdiction of the Board of Public Utilities;

16 (3) when such actions are required under the federal Omnibus
17 Transportation Employee Testing Act of 1991, 49 U.S.C. s. 5331;

18 (4) when the employer is subject to the Railway Labor Act,
19 45 U.S.C. § 151 et seq.; or

20 (5) when the employee is a law enforcement officer and the
21 duties of the employment require the possession of a firearm.

22 Section 2 of the bill amends N.J.S.A. 52:17B-71 to provide that
23 the Police Training Commission shall consult with the New Jersey
24 State Police with respect to its administration of police training
25 courses or programs for the training of police officers to be certified
26 as a Drug Recognition Expert for detecting, identifying, and
27 apprehending drug-impaired motor vehicle operators, and to consult
28 with the Cannabis Regulatory Commission established by 31 of
29 P.L.2019, c.153 (C.24:6I-24) with respect to developing standards
30 and course curricula for certification as a Workplace Impairment
31 Recognition Expert in detecting and identifying an employee's
32 usage of, or impairment from, a cannabis item or other intoxicating
33 substance, and for assisting in the investigation of workplace
34 accidents.