



• Alabama

Alabama - State Specific Information

Information provided is current as of August 9, 2024, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

Medical Use	Legalized - 2021 (AL SB46)
Recreational Use	Not legal
Possession/Personal Use Specifics	Alabama law permits possession of medical marijuana for registered patients with qualifying conditions, but cultivation is prohibited. Possession limits and allowable product forms are specified within the state's medical marijuana program.
	Public consumption and possession in vehicles remain strictly prohibited.

State Regulatory Agency Information

State Regulatory Agency	AMCC
State Forms (If Applicable)	None Specified

State Testing Policy

General Information	Alabama gives employers' broad discretion to implement drug testing programs, including random testing, post-accident testing, and testing based on reasonable suspicion, but employers must still comply with federal regulations and employee rights. Remember, establishing robust documentation is a key risk mitigant for employers in states like the Alabama.
Safety Sensitive Positions	If impairment could lead to significant harm to employees, customers, or the public, such as those involving operating heavy machinery or handling hazardous materials.
Privacy Laws	protects the confidentiality of drug test results, limiting access and prohibiting their use in criminal proceedings, but employers can still take employment actions based on positive results.