



### **ALSO's Support for HB4116**

ALSO (the Alliance for Local Service Organizations) is proud to share its support of [HB4116](#), a bill that amends the Right to Privacy in the Workplace Act to provide better worker protections for members of vulnerable communities. ALSO believes that HB4116 is an essential part of decreasing violence in communities throughout Illinois because:

- **Lack of employment is one of the top barriers to safety** identified by community members in the communities we serve. By protecting employment opportunities and jobs, HB4116 will help prevent violence.
- The "war on drugs" unfairly and unjustly targeted communities of color, impacting the economic growth of neighborhoods and individuals and creating an environment that increased violence in neighborhoods and at home. It incarcerated vast numbers of youth and adults, limited the educational and work opportunities in targeted communities, and damaged the physical, mental, and emotional health of individuals. **Continuing to allow employment hiring or disciplinary decisions to be made solely on the basis of cannabis tests serves only to perpetuate the harms of the "war on drugs" and decreases the safety of communities trying to recover.** HB4116 will help reverse these harms and provide more opportunities in communities.
- THC (the active ingredient in cannabis) can be detected in individuals from 4-27 days after use. Therefore, testing for the presence of THC in individuals does not determine the time of cannabis use. **Allowing such tests to serve as the sole basis for hiring or disciplinary action allows these tests to be used for unlawful employment discrimination, a practice that has long affected the members of the communities we serve.** HB4116 will stop this practice and provide better stability and opportunity for people who need it most.
- The communities we serve are disproportionately affected by physical or psychiatric disabilities including mental health conditions like anxiety and depression, PTSD, chronic pain, and other health issues associated with exposure to violence. Significant numbers of people use cannabis to treat these conditions without seeking a medical cannabis license. **Using cannabis tests as the sole basis for hiring, discipline, and firing places these individuals at further risk and makes it harder for their communities to recover and increase their safety.** HB4116 will ensure people are protected from unjust firing practices and are better able to be a part of their community's recovery.