

Oklahoma

Oklahoma Amends Medical Marijuana Law

On April 17, 2026, Oklahoma [amended](#) the Oklahoma Medical Marijuana and Patient Protection Act (Act) to establish zero-tolerance drug standards for employees in safety-sensitive positions and permit employers to discipline employees for a positive marijuana test result pursuant to a written drug testing policy. The amendment takes effect on **Nov. 1, 2026**.

Amendment Overview

The Act prohibits employers from refusing to hire, disciplining, discharging or otherwise penalizing an applicant or employee solely on the basis of a positive test for marijuana components or metabolites, unless an exception applies. The amendment adds an exception that allows employers to penalize employees who test positive for marijuana components or metabolites if it is done pursuant to a **written drug or alcohol testing policy** adopted and enforced in accordance with Oklahoma's Standards for Workplace Drug and Alcohol Testing Act.

Additionally, the amendment requires applicants or employees employed in safety-sensitive positions to be subject to a **zero-tolerance drug and alcohol testing standard**. This requirement applies regardless of any employer policy that permits impairment-based testing or alternative standards for positions not designated as safety-sensitive.

Employer Takeaways

Employers may consider updating drug and alcohol testing policies to allow for penalties for positive marijuana tests. In addition, employers that employ individuals in safety-sensitive positions should update their drug testing policies and practices to ensure that the employer adopts a zero-tolerance policy by the amendment's effective date.

Highlights

April 17, 2026

Oklahoma amended the Act to establish zero-tolerance drug standards for employees in safety-sensitive roles and allow employers to discipline employees who test positive for marijuana pursuant to a written policy.

Nov. 1, 2026

The amendment takes effect.