



Alabama - State Specific Information

Information provided is current as of December 21, 2025, 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	Unlike other states, Alabama strictly prohibits "raw plant" material (flower), smoking, vaping, and traditional "edibles" (cookies/candies). Only tablets, capsules, tinctures, and "gelatin cubes" are legal.
	Rather than an ounce-based limit, Alabama uses a 70-day dosage limit. Most qualifying conditions are capped at 50mg of THC per day. 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	Under Alabama Code § 25-5-330, employers are not required to accommodate medical marijuana use. They can fire a cardholder for a positive test even if the employee is not "impaired" at work. Remember, establishing robust documentation is a key risk mitigant for employers in states like the Alabama.
Safety Sensitive Positions	While you can designate specific roles as safety-sensitive, Alabama law allows for zero-tolerance policies across the entire workforce regardless of job duties.
Privacy Laws	Alabama's privacy for drug testing is governed by Alabama Code § 25-5-339 , which mandates that test results are confidential and cannot be used in public hearings unless ordered by a court.