



Florida - State Specific Information

Information provided is current as of December 23, 2025, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

Medical Use	Legalized - 2016 (Amendment 2)
Recreational Use	Not legal - Failed to pass in 2024 elections.
Possession/Personal Use Specifics	Florida operates a dual-limit system using "rolling" cycles. Patients can purchase up to 2.5 ounces of smokable flower every 35 days, with a maximum total possession of 4 ounces at any given time. For non-smokable products (edibles, vapes, and tinctures), supply capped at 24,500 mg of THC for every 70-day cycle.
Home cultivation remains strictly prohibited for all individuals, including registered medical patients. Public consumption and possession in vehicles remain strictly prohibited.	

State Regulatory Agency Information

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

State Testing Policy

General Information	Under Fla. Stat. § 381.986, employers are not required to accommodate medical cannabis use. You can legally terminate or refuse to hire an individual who tests positive for THC, regardless of their medical card status. Remember, establishing robust documentation is a key risk mitigant for employers in states like the Florida.
Safety Sensitive Positions	Florida law defines these as positions where drug impairment would "constitute an immediate and direct threat to public health or safety."
Privacy Laws	Under the Drug-Free Workplace Act, test results are confidential and exempt from public records requests. They may only be shared with the employee or used as evidence in a legal challenge.