



• Missouri

Missouri - State Specific Information

Information provided is current as of January 3, 2026, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

Medical Use	Legalized – 2018 (Amendment 2)
Recreational Use	Legalized – 2022 (HCS HB 2704)
Possession/Personal Use Specifics	Legal for adults over 21 to buy and possess up to 3 oz of cannabis. Residents of Missouri can register to grow their own plants, up to six flowering and six immature plants per household.
	Missouri law prohibits smoking marijuana in public places, unless local governments pass ordinances to permit it.

State Regulatory Agency Information

State Regulatory Agency	Missouri DHSS Cannabis Regulation
State Forms (If Applicable)	None Specified

State Testing Policy

General Information	As of January 2026, Missouri provides constitutional employment protections for medical cardholders but maintains a zero-tolerance stance for recreational users. Under Article XIV, employers are prohibited from discriminating against medical patients for off-duty use or a positive drug test. Recreational users have no such protections and may be terminated for any positive THC result. A positive test following a workplace accident triggers a legal presumption of impairment, potentially reducing workers' compensation benefits by 50%..
Safety Sensitive Positions	Even medical patients can be disciplined if their use affects "public safety" or conflicts with a "bona fide occupational qualification." This generally includes roles involving heavy machinery (forklifts), healthcare (nurses/doctors), and anything under federal DOT mandate.
Privacy Laws	An employer may require a preemployment test for alcohol or controlled substance use as a condition of employment.

Recommended Procedures

Does the state have recommended procedures?

[Missouri doesn't enforce](#) a state-mandated drug-free workplace program for private employers. This grants them considerable freedom to establish their own policies regarding drug testing and substance use within legal boundaries.

State Employee Procedures and Policies

[An employee](#) shall not be impaired by any drug, whether legal, illegal, prescription, or non-prescription; alcohol; or any other substance while conducting State business. Nor shall an employee report for duty or remain on duty while impaired by any drug, whether legal, illegal, prescription, or non-prescription, or alcohol.

Protections for Use Outside Workplace/ Work Hours

Is Missouri a "Right to Weed State"?

Under [Article XIV of the Missouri Constitution](#), medical cardholders possess explicit protections that are not extended to recreational users. Employers are prohibited from discriminating against, terminating, or refusing to hire a valid medical patient or caregiver based solely on their status, a positive THC test, or off-duty use. However, these protections do not apply to recreational users, nor do they shield medical patients who are impaired at work, occupy safety-sensitive roles, or if the accommodation would cause the employer to lose a federal monetary or licensing benefit.

More Detailed Information

[Missouri Amendment 3](#)

State Requirements for Drug & Alcohol Testing Program

Testing policy requirements:

[Missouri Revised Statute 288.045](#)

Main Requirement:

There are not many workplace drug testing laws in Missouri to encourage drug testing or to limit it. However, certain employment drug screening laws must be met for workers' compensation and unemployment purposes.