



MARY JANE IS STILL NOT YOUR FRIEND!

May 2018

Medical Marijuana in the Workplace

What's Amendment 2?



Cancer

Epilepsy

Glaucoma

HIV

AIDS

PTSD

Crohn's

Parkinson's

ALS

MS

Other

Amendment 2 Does Not:

- Allow driving under the influence of marijuana
- Require employers to allow use at the workplace
- Allow patients to smoke in public
- Change federal law (still prohibited)



Federal Law?



Breaking It Down...

Referral Is Not
Permission to
Use at Work



Breaking It Down...

Americans With Disabilities Act



Breaking It Down....

Drug Testing
Single Use – 7 days
Regular Use – 100 days

Date _____
Room No. _____
Name _____
Doctor _____

Rev 06/01

Breaking It Down...



Family & Medical Leave Act

Breaking It Down...




Occupational Safety & Health Administration

Where We Stand Now

- Employers Can Continue to Prohibit Marijuana Use in Workplace
- Employers Can Prohibit Marijuana Use for Employees Who Operate Motor Vehicles
- Employers Can Ban the Use of Marijuana

What Now?

- **Workplace Drug Policy**
- **Accommodations Obligations**
- **Take Care with Terminations**



THANK
YOU!

Need More Info?

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