The Growing Issues Around Weed and Work
Legalization
CANNABIS LEGALIZATION
Recreational (6) and Medical Use (15) Nations
International Trends to Watch

The 1961 Single Convention
• Cannabis as Schedule IV Substance

World Health Order 2019
Recommendation to the United Nations
• Reschedule Cannabis & THC to Schedule I
• Remove Low-THC CBD Entirely
Hemp Legalization
Workplace Issues
Right To Use States

Can an employer terminate an employee who complains about customers/vendors who operate plant touching businesses?
Screening Out Cannabis Users

- Is there any merit to searching for cannabis-related offenses?
- Can an employer rely upon federal law and roll out a zero-tolerance drug policy?
- Do any state legalization laws provide employment protections?
To Accommodate Or Not?

Can employers rely upon federal law in refusing to accommodate medical marijuana use as a treatment for a disability?

Do any state legalization laws provide potential protections for such use?
Responding to Addiction & Abuse

• Family Medical Leave & Disability Law Protections for Addiction or Treatment

• On-duty Use & Performance Issues Caused by Addiction
State Insurance Benefits

Worker’s Compensation
• Can Use Bar A Claim?
• Can Cannabis Use Be Reimbursed?

Unemployment Insurance
• Does Termination For Positive Test Disqualify Worker?
Does Your Approach Need Rethinking?

Do you test? Do you really want or need to test?

Are there state laws or decisions impacting your drug policies you have not considered?

Are you prepared to respond to positive testing, employee requests to use medical cannabis or abuse?