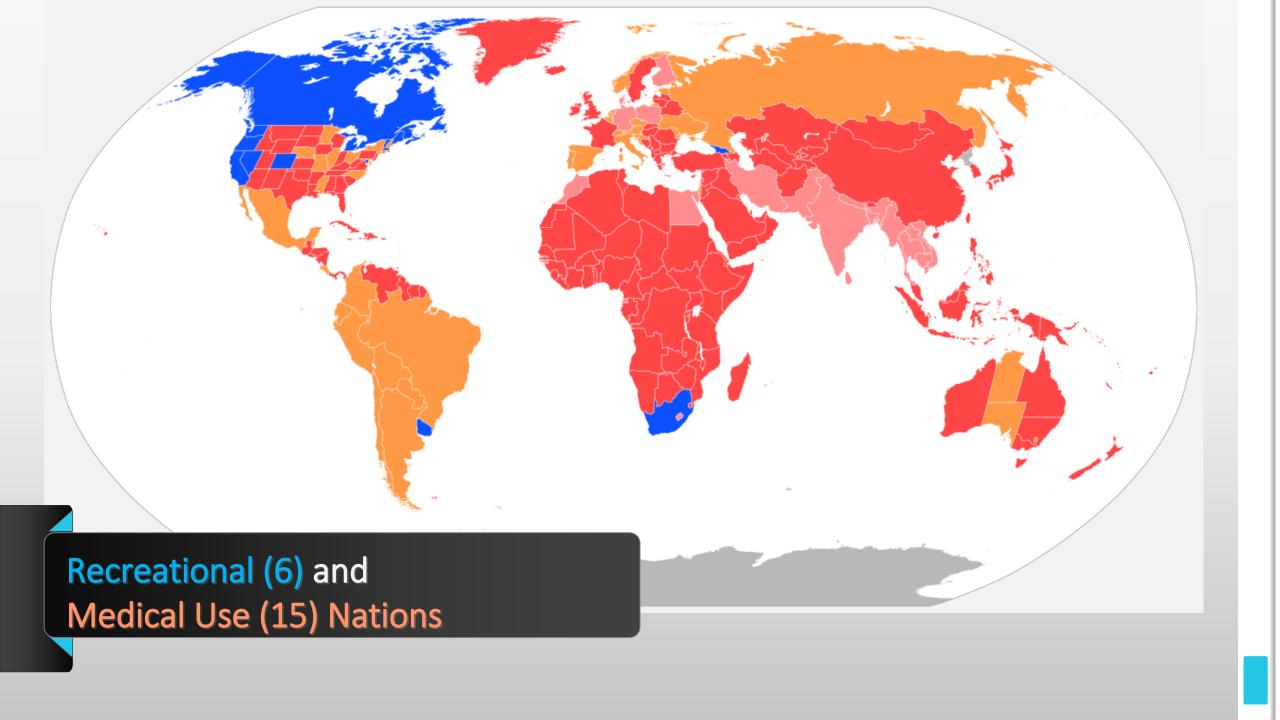


CANNABIS LEGALIZATION



International Trends to Watch

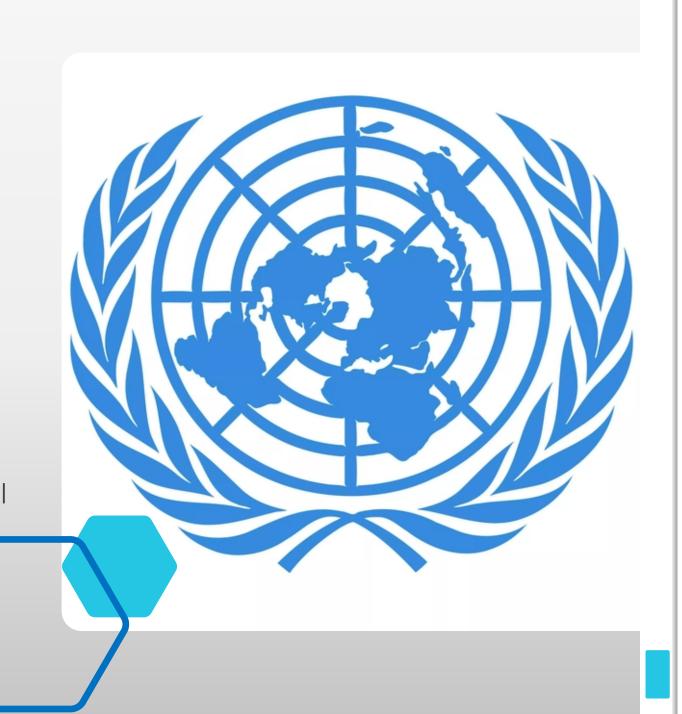
The 1961 Single Convention

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







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 and marit to rearching for care answer?

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• Do a

provid protections?

laws

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 Working In Palliative Care & Nursing Homes



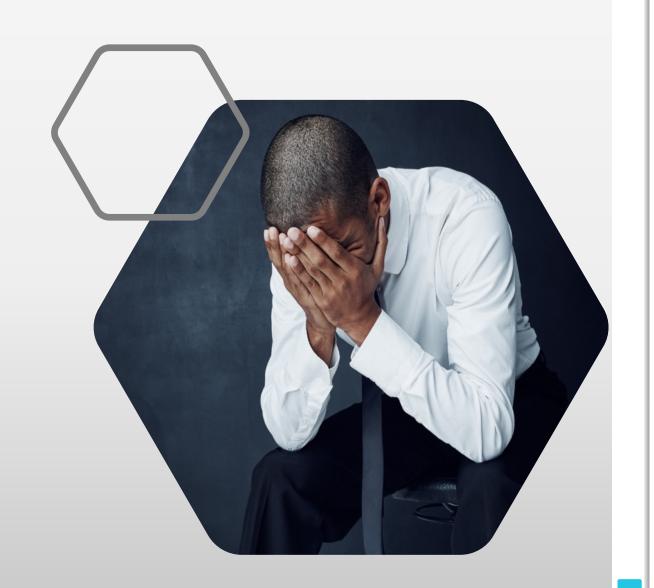
State Insurance Benefits

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?

