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Ready or Not, Here it Comes!

The impact of legal marijuana on workplace policies, programs and liabilities -solutions to clear the smoke and mitigate risk.



It is estimated that 70% of the 14.8 million Americans who abuse drugs are employed and in the workplace, costing US business owners more than \$140 billion annually. This includes the use of marijuana. So whether you agree or disagree with the use and legalization of medical and recreational marijuana, following the election cycle in November of 2018, 33 states have legalized medical marijuana and ten have legalized recreational use. The first question you should be asking, "Is my business/company/workplace prepared to address the myriad of issues that this presents?" The next question could be, "In what state is my business(es) located?" Or, "How many federal dollars do I receive?" "Can I terminate an employee who tests

positive even with a legal prescription?" Without argument, the questions are starting to flood your mind and let me reassure you, with the ever-fluid state of marijuana legislation, the incongruence with Federal law and the shifting public policy, the answers are constantly changing. Two things are without fail (at this very moment): 1. You must have a policy regarding drug use and 2. You should have a policy that addresses impairment and intoxication in the workplace. These and other key issues to assist you in creating solutions to this every changing issue include:

1. What marijuana is and isn't – a discussion of hemp, CBD, marijuana and more;
2. Who are the users and why – understanding the science behind the medical theory;
3. Marijuana as an addictive substance and addictions impact on the workplace, costs to the employer and more;
4. The current conflicts between State and Federal laws and the disparity that exists within each jurisdiction locally and nationally (a discussion of regional differences);
5. Shifting trends in substance abuse and the relationship with Drug Free Workplace Policies, Employee Assistance Programs, the EEOC and more;
6. The impact of the ADA and Discrimination in the Workplace as it relates to legal prescription substances including medical marijuana;
7. Drug testing, drug testing, drug testing;
8. Status of the law and litigation (liabilities) that exist relating to substance abuse in the workplace, drug screening and failure to train and inform with recommendations to cure liabilities and reduce costs;
9. Creating effective solutions for the workplace that protect you and your employees while saving you money – the "Be the Change."



**Be the Change.
DO SOMETHING!**