

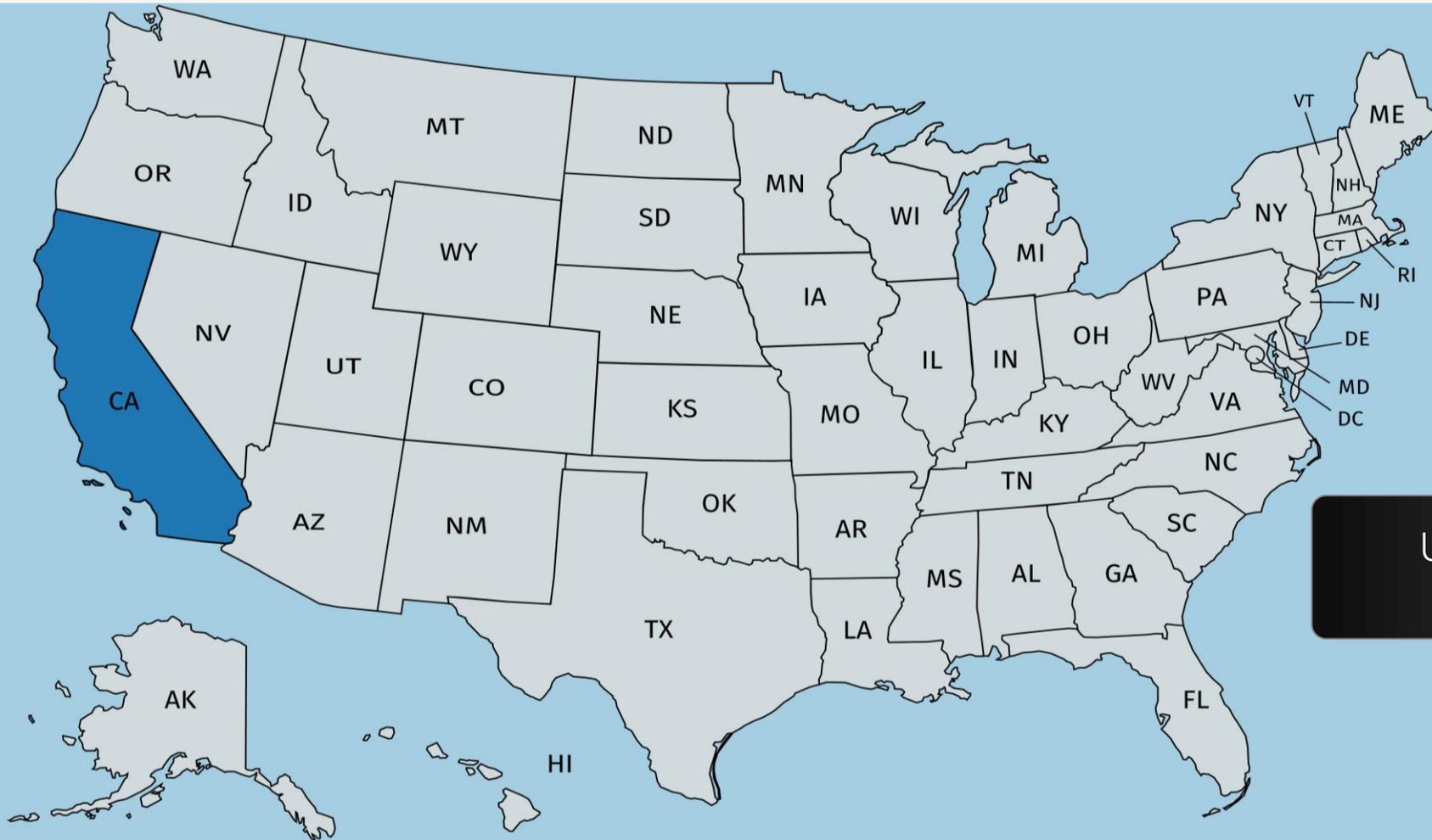


The Growing Issues Around
Weed and
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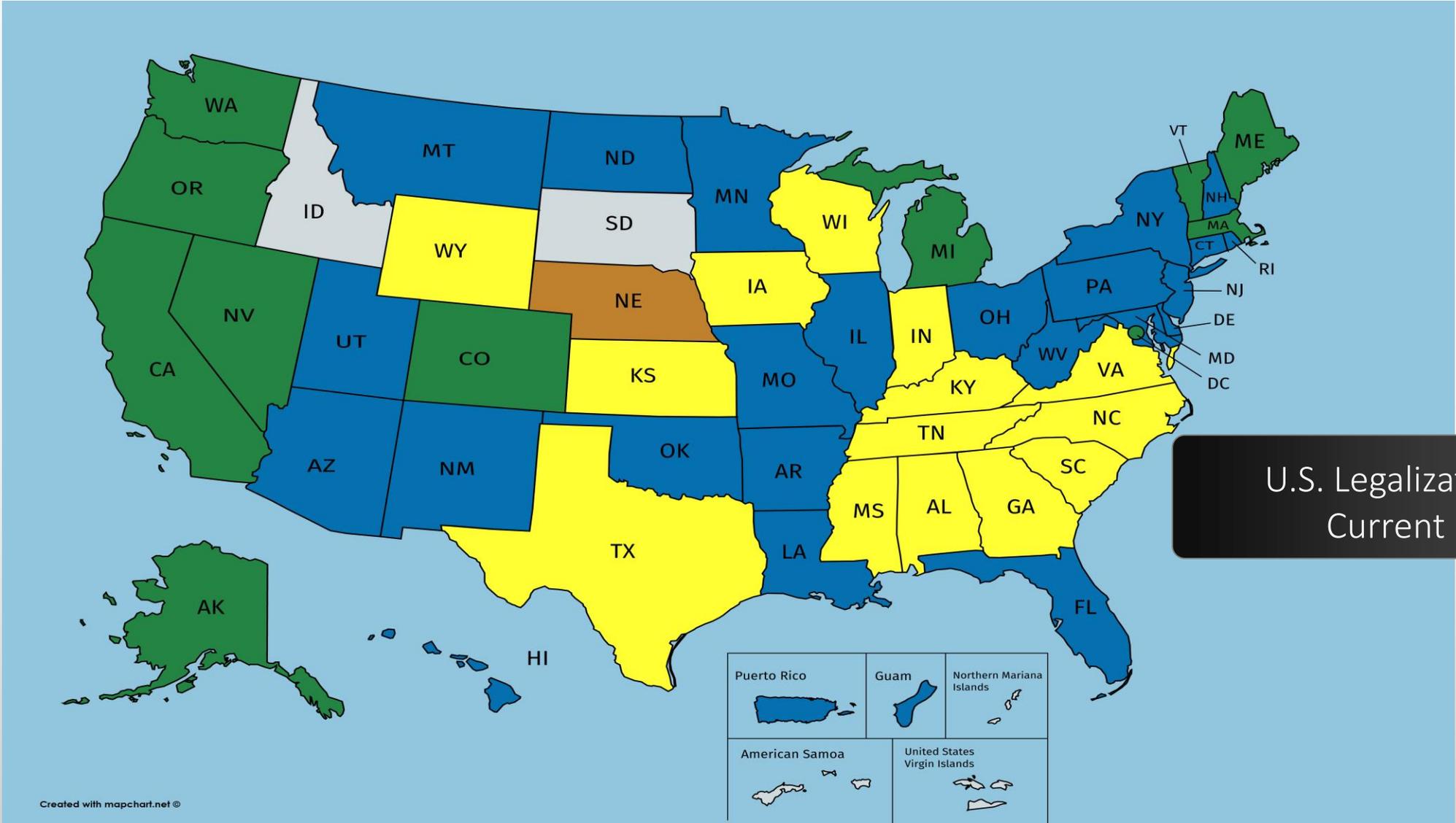


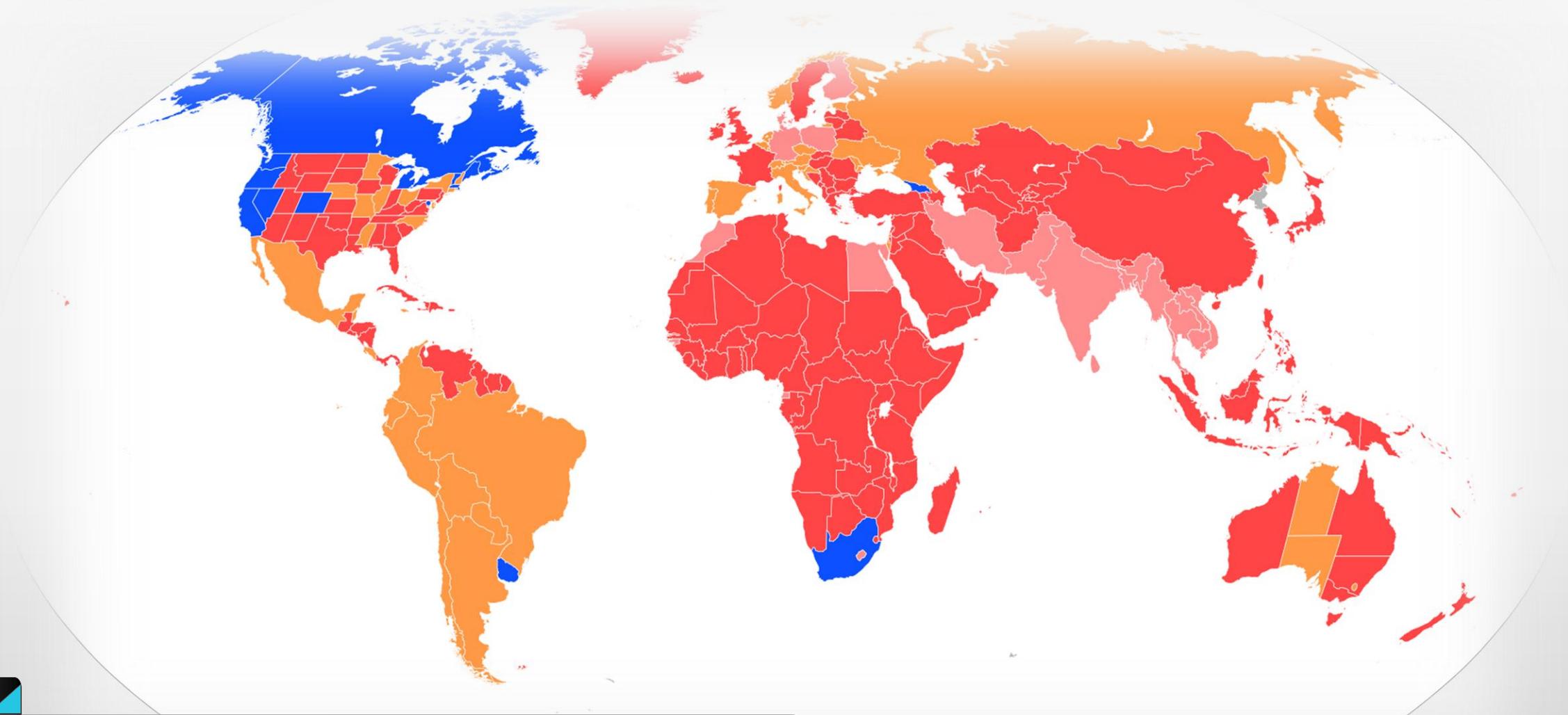
Legalization

Is the U.S. alone in its push towards legalization?



U.S. Legalization
1996





Recreational (6) and
Medical Use (15) Nations





Canada 

A Clip About Canada...

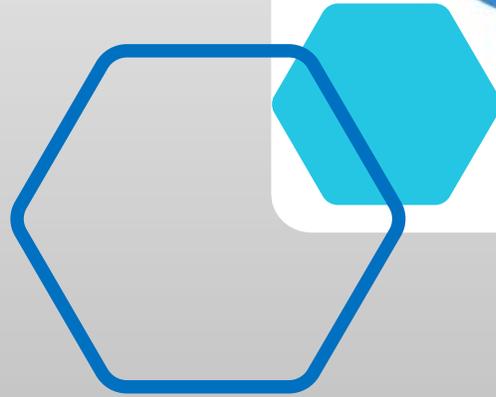
International Trends to Watch

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





Things Changing At Home...

Hemp & CBD Legalization

- 2018 Farm Bill

Further Legalization at State Levels

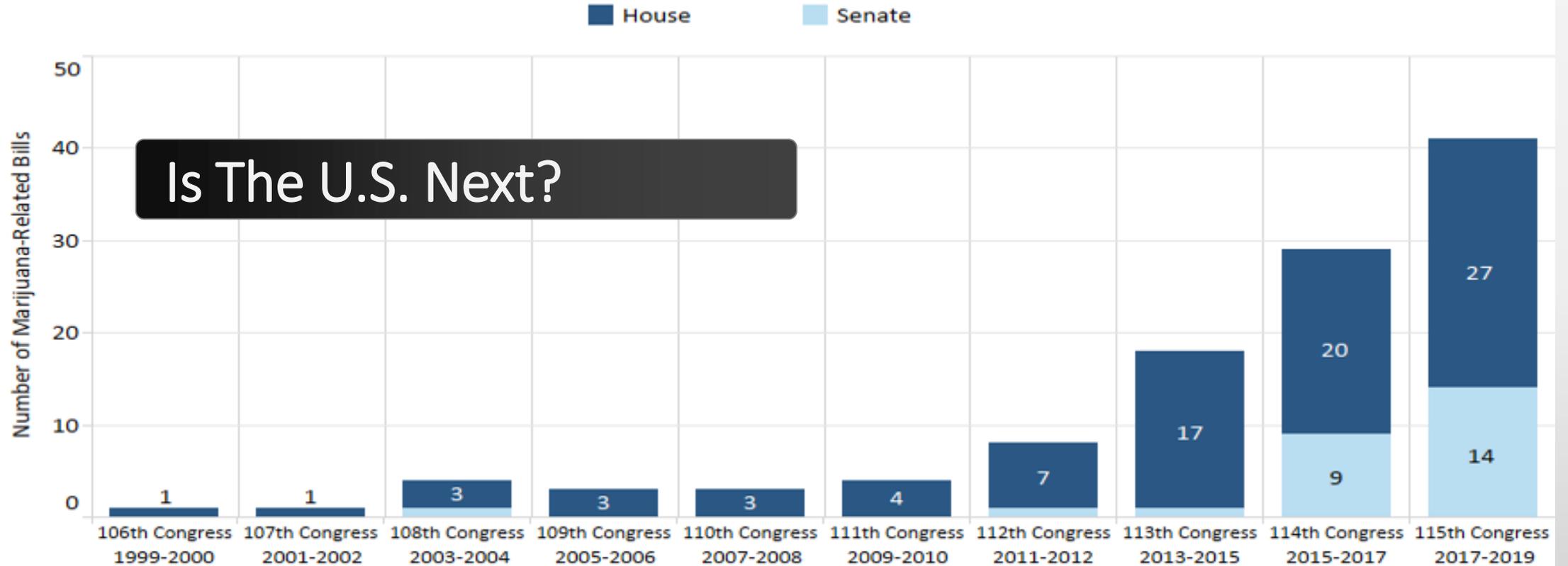
Rescheduling Cannabis from CSA?





Chart of the Week

Number of Marijuana-Related Bills Before the U.S. Congress: 1999-2018



Is The U.S. Next?

Source: GovTrack

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Shifting Opinions in D.C.





Workplace Issues

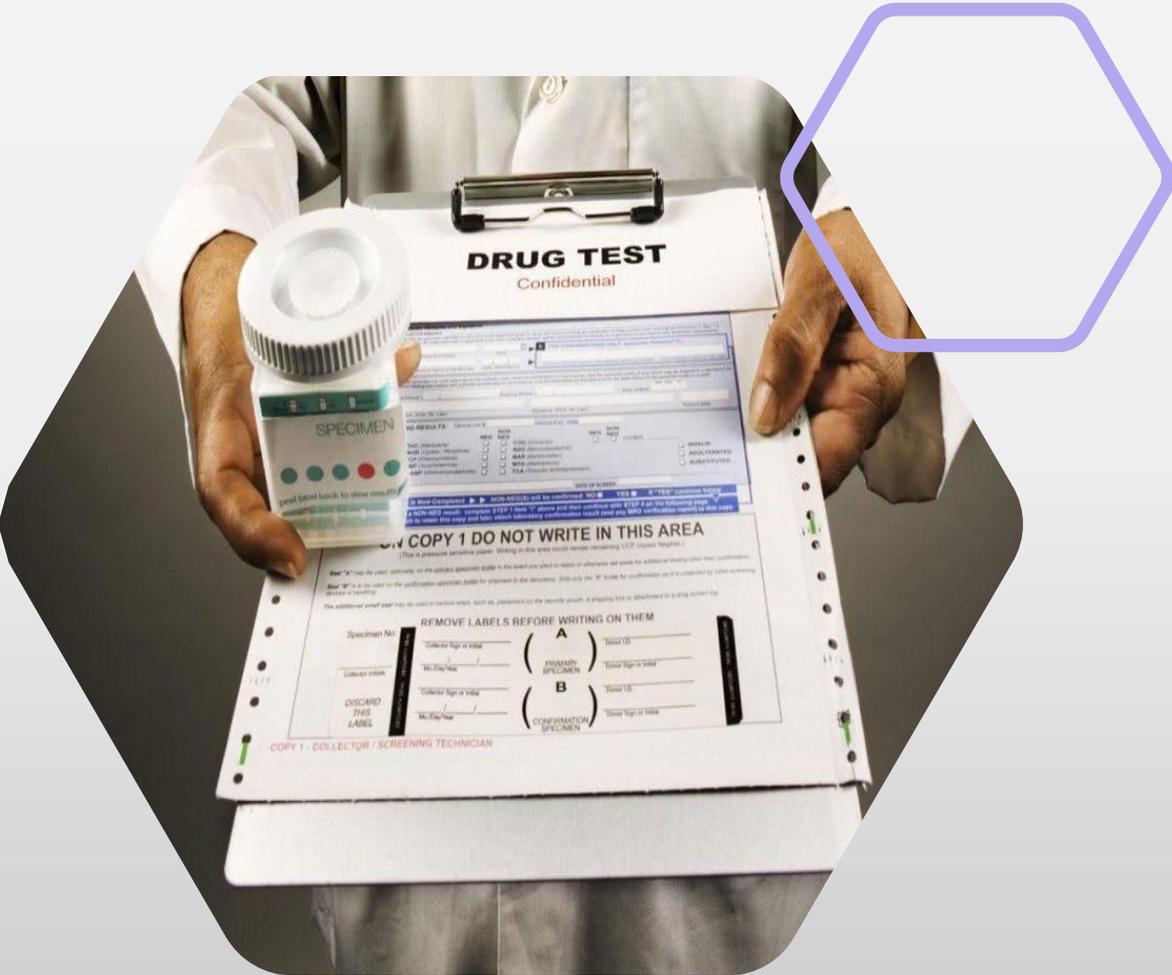


Rethinking The Approach



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?

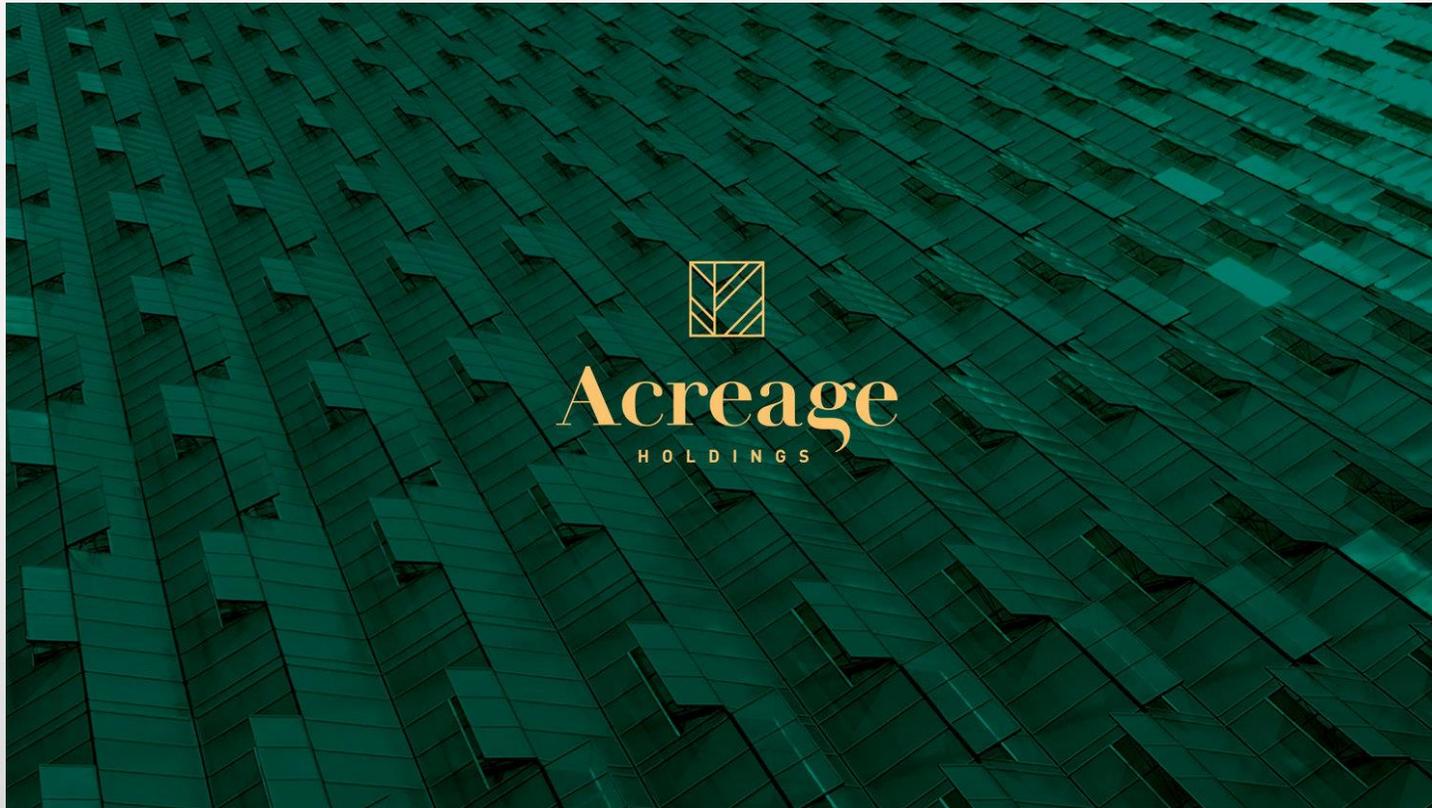


To Accommodate Or Not?

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?





Is Cannabis Really Medicine?



Responding to Addiction & Abuse



- Family Medical Leave & Disability Law Protections for Addiction or Treatment
- On-duty Use & Performance Issues Caused by Addiction



International Business

Can an employer terminate an employee who consumes cannabis “lawfully” internationally?





Anti-Cannabis Employees

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



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?





Every Employer Must Be Ready





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?



**WILL WORK
FOR
WEED**

Thank You

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