

CANNABIS REGULATION AND TAX ACT

Effective January 1, 2020

Nothing in the measure prohibits employers from adopting reasonable employment policies concerning use of cannabis in the workplace.

Employment Policy Sample Language

AFTER: Required Testing

The County retains the right to require the following tests.

- **Pre-employment.** Refusal to submit to testing will result in disqualification of further employment consideration.
- **Reasonable suspicion:** Employees are subject to testing based on observations by a supervisor of apparent workplace use, possession or impairment.
- **Follow-up:** Employees who have tested positive, or otherwise violated this policy, are subject to discipline up to and including discharge. Depending on the circumstances and the employee's work history/record, _____ County may offer an employee who violates this policy or tests positive the opportunity to return to work on a last-chance basis pursuant to mutually agreeable terms, which would include follow-up drug testing at times and frequencies for a minimum of one (1) year but not more than two (2) years. If the employee does not complete his/her rehabilitation program, he/she will be subject to immediate discharge from employment.



BEFORE: Required Testing

- **Pre-employment:** Applicants must pass a drug test upon acceptance of an offer of employment and before beginning work. Positions governed by the Department of Transportation (DOT) and other federally regulated, safety sensitive positions will require applicants to test negative for all illegal substances, including marijuana. Refusal to submit to testing will result in disqualification of further employment consideration.