

MEDICAL MARIJUANA CARDS/USE

Employees who have been legally issued medical marijuana cards will not be discriminated against in the workplace. However, Employees may not be under the influence of marijuana to the extent they are impaired in the workplace. Smoking or possessing marijuana during work hours on the employer's or customer/client premises is strictly prohibited. Should an employee exhibit signs of impairment, the situation will be treated under the Drug and Alcohol procedures outlined in our policies. Being impaired in the workplace may lead to termination of employment.

Some positions are designated as "safety sensitive" positions which are shown on your job description. If you are in a safety sensitive position, medical marijuana card protections are not applicable if you test positive for marijuana.

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Designated Safety Sensitive Positions

The Company has determined that any position that involves driving, repairing vehicles, or operating any equipment that could cause injury, death or property damage is a “safety sensitive” position.

It is imperative that an employee be able to safely perform the essential functions of his/her job at all times. Therefore anyone testing positive for any illegal substance or abusing a prescribed medication or under the influence of alcohol or marijuana while engaging in a safety sensitive position is subject to discipline up to and including termination.

Employees holding “safety sensitive” positions are not protected from termination even if they have a medical marijuana card.