

CANNABASICS 101

Understanding the 2019 Cannabis/Marijuana
Laws of California



MARIJUANA AND THE WORKFORCE

CAN MARIJUANA USE AFFECT MY JOB? YES!

- Under California law, employers can create zero-tolerance drug policies. Employers can conduct drug tests for any of the following:
 - During pre-employment screening
 - As part of a physical examination
 - Under reasonable suspicion
 - After an accident occurs at the workplace
 - As part of random testing of employees or in a position dangerous to public safety or the protection of life, property, or national security
- Employers can fire employees who test positive for marijuana, even if they have a physician's recommendation for medical marijuana use.
- Drug-Free Federal Workplace Act requires that employees to not use illegal drugs as they can be fired from their position as marijuana is still illegal at the federal level.
- CA has a smoke-free indoor air policy that does not allow smoking or using e-cigarettes indoors on private worksites, restaurants, or bars.



Rethinking Access to Marijuana



@LACountyRAM

For more info and a list of sources, visit website or scan:

