

MARIJUANA IN THE WORKPLACE

Maine has legalized marijuana for sale, possession, and consumption for adults over the age of 21. However, there are federal rules and policies that workplaces can still enact regarding employee use of marijuana.

WHAT CAN EMPLOYERS DO?

Marijuana is federally illegal, which means that any employer who accepts federal funding can test for marijuana as a condition of employment. A medical card may not be accepted as reasonable explanation for a positive test result.

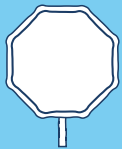
Employers can:

- Ban possession of marijuana at work
- Ban use of marijuana at work
- Prohibit reporting to work under the influence of marijuana
- Discipline employees for any of the above (if workplace policies cover these prohibitions)



Employers cannot:

- Penalize an employee for having a medical card or being a licensed caregiver



WHAT ARE SIGNS OF IMPAIRMENT?

EYES: Red; constricted or dilated pupils; avoiding eye contact

SPEECH: Slurred or altered speech patterns; abnormally quiet or loud

BODY: Poor coordination and/or balance; sweating without heat or exercise; itching or shaking

MIND: Drowsiness or hyperactivity; attention issues; mood changes; headache; anxiety; confusion

WHAT ARE EMPLOYER TRAINING OPTIONS?

The Maine Department of Labor has a variety of resources to prevent work related injuries, illnesses, and deaths, as well as reduce related costs. One training empowers employers to detect and respond to impairment in their worksites. To learn more, visit: safetyworksmaine.gov.



WHAT LAWS ARE IN EFFECT?

Substance Use Testing Law
Maine Medical Use of Marijuana Act (MMUMA)
Marijuana Legalization Act (Adult Use Marijuana or Recreational)
Maine Human Rights Act (MHRA)

For more resources visit: GoodtoknowMaine.org

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