

MARIJUANA AND THE WORKPLACE

THE THC LEVEL in 1960s era marijuana was around 1%.¹ Today's marijuana averages 18.7% THC, with some samples in the upper 20%-30% range.² Today, hash oil extracts average more than 50% THC with some samples exceeding 80%.³

8.9% OF PAST MONTH MARIJUANA USERS were employed full-time, 10.6% were employed part-time and 14.7% were unemployed.⁵

ONE STUDY FOUND that marijuana users had 85% more injuries at work than non-users.⁶

MARIJUANA IS NOT CONSIDERED an effective medical treatment, therefore it is not covered under workers compensation guidelines.⁸

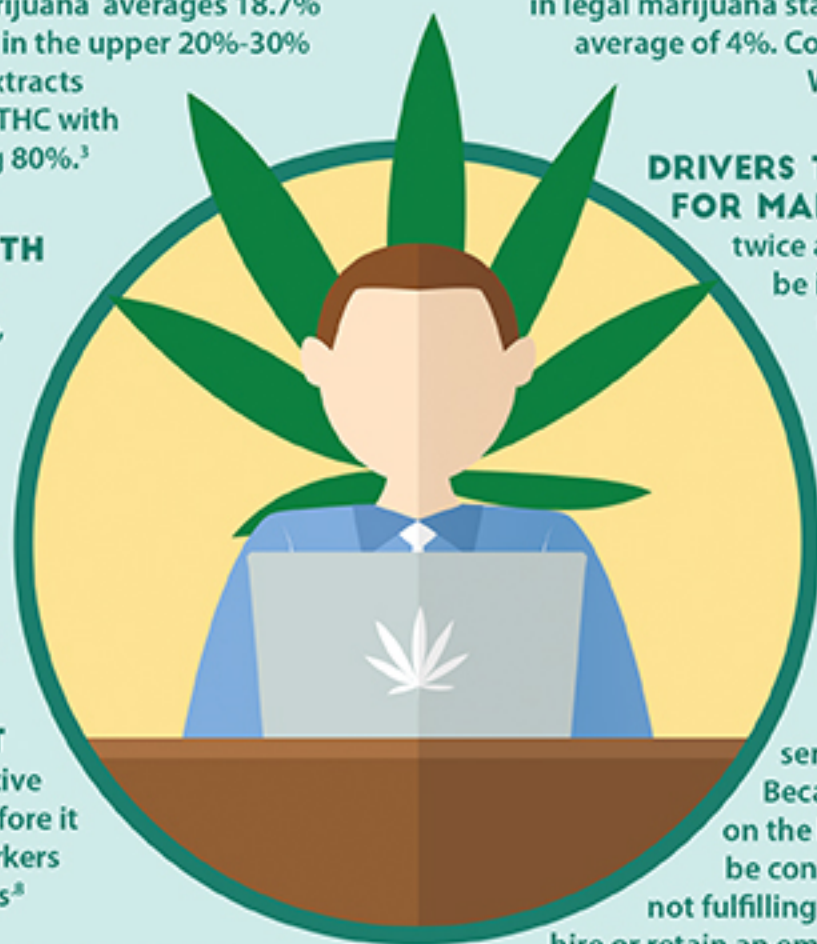
POTENT MARIJUANA EXTRACTS are used in vaping or in a variety of everyday foods such as snacks, candies, and drinks, making it easy to consume pot in the workplace without being detected.

POSITIVE WORKPLACE urine drug tests in legal marijuana states outpaced the national average of 4%. Colorado increased 11% and Washington increased 9%.⁴

DRIVERS THAT TEST POSITIVE FOR MARIJUANA are more than twice as likely as other drivers to be involved in a collision, and three to seven times more likely to have caused the crash.⁷

OSHA TELLS EMPLOYERS they must provide a work environment that "is free from recognizable hazards that are causing or likely to cause death or serious harm to employees."⁹ Because of marijuana's impact on the brain and behavior, it may be construed that an employer is not fulfilling their responsibility if they hire or retain an employee who is a marijuana user, be it for medical or other reasons.

IN THE U.S., 47 jurisdictions have workers' compensation laws that restrict benefits when drugs or alcohol are presumed to be the cause of a worker's injury.¹⁰



¹ Marijuana Potency Monitoring Project, report No. 83, University of Mississippi, 2003. ² Colorado Marijuana Study Finds Legal Weed Contains Potent THC Levels. NBC News, NBC News, 23 Mar. 2015, 5:04 AM. Quote from Andy LaFrate, president of Charas Scientific on the rising THC levels in marijuana. ³ NIDA. "Marijuana." National Institute on Drug Abuse, 28 Apr. 2017. <https://www.drugabuse.gov/publications/research-reports/marijuana>. Accessed 24 Aug. 2017. ⁴ Quest Diagnostics - Drug Testing Index™ - May 16, 2017. ⁵ Sarra L. Hedden, Joel Kennet, Rachel Lipari, Grace Medley, Peter Tice, Elizabeth A. P. Copello, Larry A. Kroutil. Key Substance Use and Mental Health Indicators in the United States: Results from the 2015 National Survey on Drug Use and Health, Sept. 2016. www.samhsa.gov/data/sites/default/files/NSDUH-FFR1-2015/NSDUH-FFR1-2015/NSDUH-FFR1-2015.pdf. ⁶ Zwierling, Craig. "The Efficacy of Preemployment Drug Screening for Marijuana and Cocaine in Predicting Employment Outcome." JAMA: The Journal of the American Medical Association, vol. 264, no. 20, 1990, p. 2639. doi:10.1001/jama.1990.03450200047029. ⁷ Li, Mu-Chen, et al. "Marijuana Use and Motor Vehicle Crashes." Epidemiologic Reviews, Oxford University Press, Jan. 2012. www.ncbi.nlm.nih.gov/pmc/articles/PMC3276316/. ⁸ Clinical Practice and Guidance Center. "ACOEM Practice Guidelines." www.ocoem.org/PracticeGuidelines.aspx. ⁹ Occupational Safety and Health Act of 1970, Section 5 Duties. Occupational Safety and Health Administration, United States Department of Labor, www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=OSHACT&p_id=3359. ¹⁰ The Marijuana Conversation: Questions Employers Are Asking. NCCI, August 28, 2017. https://www.ncci.com/Articles/Pages/8_Marijuana-Conversation-Employer.aspx. Accessed February 12, 2018.