MARIJUANA and the WORKPLACE

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Pre 2016 Election

[Map showing medical and recreational cannabis legalization in the US before 2016]
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Post 2016 Election

Marijuana Legalization by State

Recreational Marijuana
- Alaska
- California
- Colorado
- Massachusetts
- Nevada
- Oregon
- Washington
- Washington, D.C.

Medical Marijuana
- Arizona
- Arkansas
- Connecticut
- Delaware
- Florida
- Hawaii
- Illinois
- Maine
- Maryland
- Michigan
- Minnesota
- Montana
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Dakota
- Ohio
- Pennsylvania
- Rhode Island
- Vermont

Limited Medical Marijuana*
- Alabama
- Georgia
- Iowa
- Kentucky
- Louisiana
- Mississippi
- Missouri
- North Carolina
- South Carolina
- Tennessee
- Texas
- Utah
- Virginia
- Wisconsin
- Wyoming

* Limited medical marijuana includes cannabis extracts that are high in cannabidiol and low in tetrahydrocannabinol.
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FEDERAL STATUS OF MARIJUANA

Marijuana

DEA – Schedule 1

- High potential for abuse
- No currently accepted medical use
- Lack of accepted safety for use under medical supervision

Marinol

DEA-Schedule 3
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MARIJUANA TESTING

Whole Blood

delta-9 tetrahydrocannabinol (THC)

legal limit

per se 5 ng/mL THC

95% of users negative within 24 hours
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Approximate THC Whole Blood Concentrations after Smoked vs. Oral Administration

How long does it take to get the blood?
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MARIJUANA TESTING

Urine Testing

11-nor-9carboxy-THC (THCCOOH)

legal limit

none in Washington

95% users negative within two weeks
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MARIJUANA TESTING

Oral Fluid Testing

delta-9 tetrahydrocannabinol (THC)

legal limit

none in Washington

window of detection

24 - 36 hours
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QUESTIONS

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