



## **OHIO'S MEDICAL MARIJUANA LAW**

Ohio's medical marijuana law came into effect on September 8, 2018. However, distilleries were not up and ready to go. Ohio has recently represented that a soft start will begin in February. Under the law, a physician can now recommend marijuana use by patients for one of 21 specific medical diagnosis, including chronic pain. The drug can legally be used in the form of tinctures, edibles, patches, oils or vaporizers. Recreational use is still illegal and you cannot smoke it or grow it at home.

What does this mean for you? Under the law employers are not required to accommodate or allow medical marijuana use in the workplace – but they can if they want to – absent other laws that would not allow it. This is where Drug Policies are important. Employers can still establish zero tolerance policies and drug free work zones including drug testing to include medical marijuana. More importantly, employers have every right to take action against an employee who use the medical marijuana.

It is important to review and possibly revise existing policies regarding drug use in the work place to address medical marijuana specifically. Decide whether medical marijuana will be accepted in your workplace. If not, get your drug policies updated now to avoid any future litigation in regards to whether your drug policy includes medical marijuana and provide the updated policy to all of your employees.