

## **Medical Marijuana – FAQ’s for Employees**

### **What is Amendment 2?**

It was a new constitutional amendment approved by a majority of Missouri voters in November 2018. It allows qualified patients and their caregivers to grow up to six marijuana plants and purchase at least four ounces of cannabis from dispensaries on a monthly basis.

### **When did Amendment 2 take effect?**

The new law took effect on December 6, 2018, however, the Missouri Department of Health is tasked with developing regulations to implement the law. The regulations have not yet been adopted. It is anticipated that the regulations will developed by June 2019, and only after the regulations are in place can the state begin processing applications for medical marijuana use. The first valid medical marijuana cards may not be issued until late 2019.

### **Because Amendment 2 is the law in Missouri, can anyone now grow and consume marijuana in the State of Missouri?**

No. Only qualified patients who have approval from their Missouri-licensed physician can grow and/or consume marijuana. A patient who is qualified by a physician will receive identification cards from the Missouri Department of Health and Senior Services.

### **What medical conditions will a physician consider sufficient for a patient to use marijuana?**

Qualifying medical conditions include specific conditions or symptoms related to, or side-effects from, the treatment of cancer, epilepsy, glaucoma, HIV, intractable migraines unresponsive to other treatment, and any terminal illness. Additionally, conditions or disorders such as Crohn’s disease, autism, Alzheimer’s disease, and post-traumatic stress disorder also qualify. The list of qualifying medical conditions is a broad one and not all the medical conditions that could qualify are listed here.

### **Can an employee now work with the District while he/she is high?**

No. The District can still enforce its drug-free workplace policies prohibiting employees from working under the influence of marijuana. The law also prohibits employees from filing legal claims against their employer if the claims are based upon the employee being terminated or disciplined at work because he/she was under the influence of marijuana.

### **Can a District employee consume or use marijuana while at work?**

No. Even if the employee qualifies for marijuana use because of a medical condition, the law expressly prohibits public use of marijuana.

### **Can an employee or job applicant still be drug-tested?**

Yes. The District can still drug test current or potential employees. This is especially true for employees in a safety-sensitive position, such as bus drivers.

### **What if I believe another employee is under the influence of marijuana?**

The situation will still be processed the same as it would prior to the passage of Amendment 2. If an employee is showing signs of marijuana impairment (i.e. red eyes, lethargic demeanor, lack of coordination, confusion, lack of focus, etc.), the District will immediately deal with that situation.