

## WE'RE ALL FOR PROTECTING OHIO EMPLOYERS

*HERE'S WHY YOU SHOULD BE TOO:*

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### **IT BENEFITS ALL OHIOANS.**

- Maintaining comprehensive human resource and drug testing policies allows for continued safety for both workers and customers.
- Establishing clear and unambiguous rules help to prevent costly legal battles over how medical marijuana will be handled in the workplace and allow those resources to be invested elsewhere.

### **IT BENEFITS BUSINESSES.**

- Employers are not required to permit or accommodate an employee's use, possession, or distribution of medical marijuana.
- Employers can discharge, refuse to hire, discipline or take adverse employment actions against an individual due to the individual's use of medical marijuana.
- Employers can still establish and enforce drug testing, drug-free workplace, or zero-tolerance policies.
- Employees who are discharged due to medical marijuana use are not eligible for unemployment compensation benefits if the use was in violation of an employer's drug-free workplace policy, zero-tolerance policy, or other formal program or policy regulating the use of medical marijuana.
- Employees who are injured while under the influence of marijuana, whether recommended by a physician or not, will not be eligible for workers' compensation benefits if being under the influence was the proximate cause of the injury.
- Federal restrictions on employment, including Department of Transportation regulations, remain unchanged and are not impacted.
- Employees are not permitted to sue an employer for discharging, disciplining, discriminating, retaliating, refusing to hire or otherwise taking an adverse employment action against a person due to medical marijuana use.

**FOR MORE INFORMATION VISIT OUR BLOG [ALLFOROHIO.COM](http://ALLFOROHIO.COM)**

### **OUR MISSION**

*The Ohio Chamber of Commerce represents the voice of 8,000 businesses that range from small companies to international corporations. Through education and advocacy, we aggressively champion free enterprise, economic competitiveness and growth for the benefit of all Ohioans.*

