



MEDICAL MARIJUANA AND THE NON-PROFIT WORKPLACE

Georgette Castner

Partner
Montgomery McCracken Walker & Rhoads LLP

William K. Kennedy

Partner
Montgomery McCracken Walker & Rhoads LLP

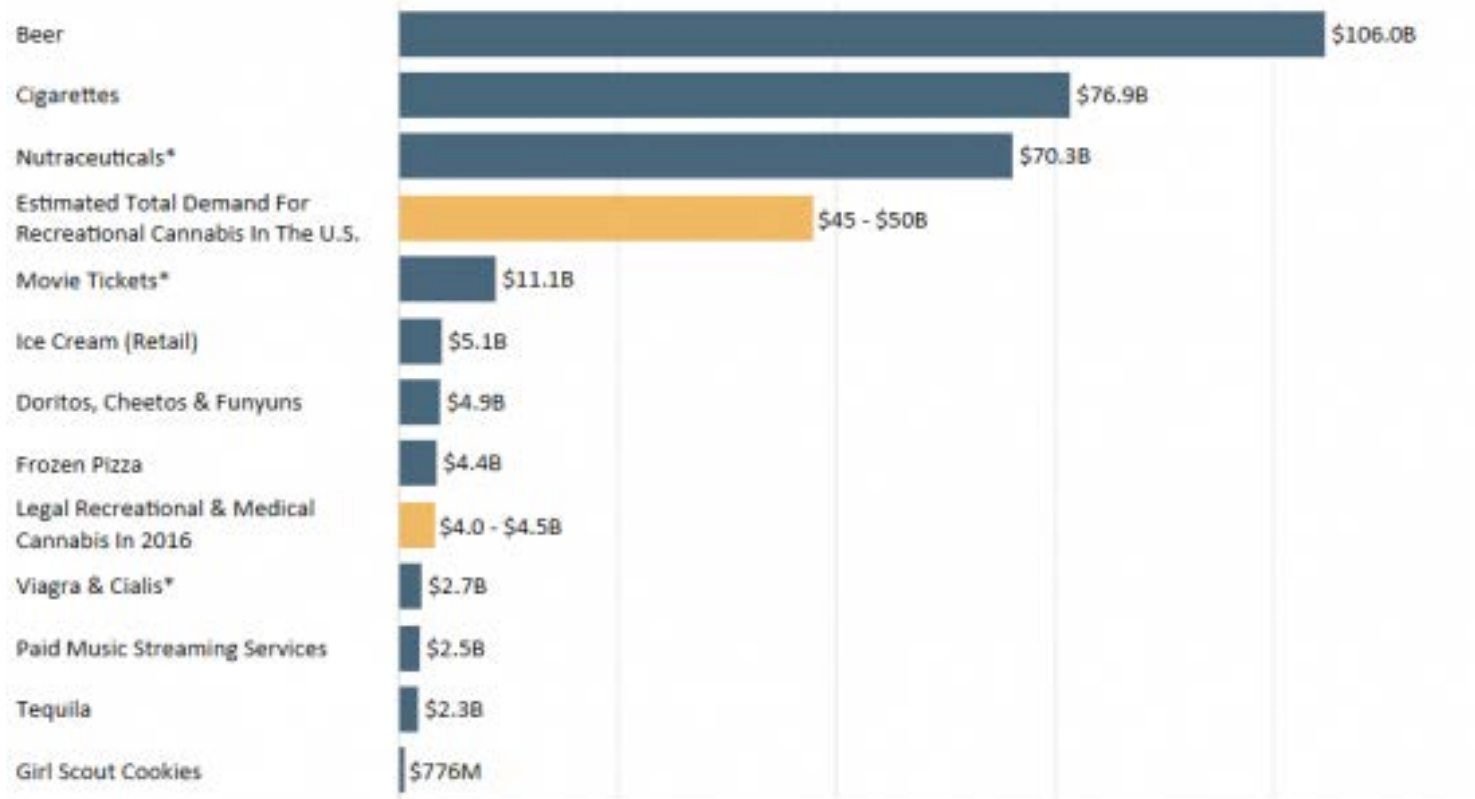
Dr. Ronald Tuma

Professor
Temple University



Chart of the Week

Annual U.S. Cannabis Sales Vs. Other Industries & Goods



*Includes U.S. and Canada

Source: Brewers Association, IRI, Mordor Intelligence, MPAA, Statista, Eli Lilly and Company, Pfizer, RIAA, U.S. Distilled Spirits Council

Note: All data is for 2015 or 2016, most recent figures are reported in the chart...



EVOLUTION OF CANNABIS

- 1996 – California became the first state to legalize medical marijuana
- 2012 – Colorado and Washington became the first states to legalize cannabis for recreational use
- 2013 Cole Memo
- December 2018, President Trump signed the Farm Bill into law which made hemp and hemp-derived products like CBD oil legal (so long as below 0.3%)



THC V. CBD

- Two natural compounds found in the marijuana plant
- Tetrahydrocannabinol (THC)
- Cannabidiol (CBD)
- Hemp



CANNABIS AND EMPLOYMENT LAW

- Pre-employment testing
 - Recent legislation
 - Practical issues
 - Safety-sensitive vs. non-safety-sensitive positions
 - What about DOT and other federally-regulated positions?



CANNABIS AND EMPLOYMENT LAW

- Policies – no possession/use/distribution at work
 - Should employers permit possession or consumption at work?
 - What about being under the influence at work?
 - Practical implications



CANNABIS AND EMPLOYMENT LAW

- Accommodations
 - Do federal or state laws protect prescription use of cannabis?
 - What about DOT and other federally-regulated positions?
 - Must an employer permit possession or use at work?



CBD IN MEDICINE

- **Current research**
- **Federal funding**
- **Consumer concerns**
- **Opioid addiction**





Questions?

SPEAKERS



Georgette Castner

Partner and Co-Chair, Cannabis Law
Montgomery McCracken

gcastner@mmwr.com
856-488-7794



Ronald Tuma, PhD

Professor
Temple University Lewis Katz School of Medicine

215-707-5485



William K. Kennedy

Partner and Vice-Chair, Labor and Employment
Montgomery McCracken

wkennedy@mmwr.com
215-772-7291

