



MONTHLY SAFETY BRIEF: RECREATIONAL MARIJUANA LEGAL IN IL 2020

Recreational marijuana will be legal for all adults in Illinois beginning on January 1, 2020. The Illinois General Assembly passed a HB 1438 legalizing recreational marijuana use and sale in the state for adults on May 31, 2019. Governor JB Pritzker signed the bill into law on June 25.

The new law means up to 30 grams, or about one ounce, of marijuana plant material, edibles totaling no more than 500mg of THC, and five grams of cannabis concentrate products will be able to be legally purchased and possessed. (NOTE: THC is tetrahydrocannabinol, a crystalline compound that is the main active ingredient of cannabis.)

Yes! Dude, this is great news! Pass me a doobie...

Not so fast. Nothing from an allowance standpoint changes with our client's or Hygieneering's drug policy.

We will be tweaking our Employment Policy #5 - Alcohol and Drug Policy in January, but the tweaks have to do with some phrasing because some amount of marijuana possession and use is now legal in the world outside of Hygieneering. However, there will be no substantial change to the policy that allows the possession or use of any marijuana. Bummer dude.

To be specific:

- Is it OK to have legal amount of marijuana in my pocket as long as I am not using or under the influence?
 - No...not while in the conduct of Hygieneering work.
- How about in my car in the parking lot?
 - No...not allowed on Hygieneering property or client property.
- How about if I smoke up on my own time and not under the influence when I report to work...just like with alcohol?
 - Doesn't quite work like that. Marijuana can be detected by various biological samples under our policy and client policies. If detected, it is a violation of policy and subject to disciplinary action, even if you are not impaired at the time of testing (could be weeks later).

Bottom line is this... our policy reflects a zero-tolerance stance that corresponds with many of our client's position on this issue. We are occupational health and safety professionals working in hazardous industries and situations at times. Therefore, zero-tolerance is still the appropriate position on use of marijuana, even if legal.



RECREATIONAL MARIJUANA QUIZ

1. This new law in Illinois means I can totally toké up on weekends and my employer will have to be cool with it, right?
 - a. Keep dreaming
 - b. Technically, there may be residual marijuana in my body that would be above allowable biological testing limits at my workplace or client's workplace.
 - c. Absolutely, if you do not want to work in the health and safety field.
 - d. All the above are correct

2. As long as I keep my weed in my car at work, it's cool.
 True
 False

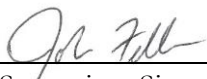
3. Possession of 'edibles' are the same as joints with regard to the Hygieneering drug policy.
 True
 False

4. The Hygieneering drug policy with regard to zero tolerance of marijuana possession/use is consistent with many health and safety professional organizations and high hazard industry groups.
 True
 False

Instructor(s) – John Feller, CIH, CSP

SCORE: PASS / FAIL

Employee Signature



Supervisor Signature

Date