



## Recreational Marijuana and The Workplace

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With the legalization of recreational marijuana on the rise, there is much to keep in mind when it comes to background checks. For companies that typically drug test for marijuana, now is the time to become aware of these new regulations. Employers need to be looking at how to test for marijuana legally, fairly, and safely with a tool that isolates current use only; such as a tool that can test if an employee has used marijuana right before or during work hours.

One challenging aspect of this recent law is figuring out where your company stands as far as testing for marijuana while remaining fair to everyone. In states where recreational marijuana is now legal, such as New York, it is illegal for employers to discriminate against an individual due to a positive marijuana test. This includes pre-employment screening. In participating states, there is nothing that goes against individuals of legal age from participating in the consumption of marijuana. In fact, marijuana has over 55 million users and 183 million adults have legal access to it, as it is now legal medically in 36 states and recreationally in 19 states.

One complication is differentiating between recent and current use. If someone consumed cannabis over the weekend, and takes a drug test Monday morning, current practices would result in the individual testing positive. This does not mean they were impaired during or before work, nor were they doing anything illegal. If employers refused to hire, or fired that individual because of this, it would not be fair. A zero tolerance policy is no longer enforceable. With the urine test, the most frequently used, a moderate to heavy user can test positive for up to a month after last use. Even with a saliva test, an individual can still test positive for up to 48 hours after last use. There is no current test on the market that tests exclusively for peak impairment, which is the period of two to three hours after consumption. One potential new technology is a breathalyzer test. Easy to administer, like an alcohol breathalyzer test, this test would, however, focus more so on when an individual consumed cannabis, as opposed to how much THC is in their system. Breath is the only way to identify recent use that best correlates to the peak impairment window. Benefits of this for employers would include relevant results, broadening the hiring pool, keeping good employees, and possibly eliminating costs. The biggest benefit for employees would be legal, responsible use without the fear of unfair punishment.

Until a technology like this is available, where can the line be drawn concerning safety and fairness? Policy changes, though not easy, may be necessary to balance the two. Regarding safety, it is important to make sure employees and clients and/or customers feel safe working with the people around them. From a hiring perspective, employers have lost 60% of new hires due to positive test results in the past, and replacing employees is costly. Should marijuana be dropped from the testing panel altogether? Not necessarily, but what is trying to be accomplished, and why, needs to be considered while integrating these new policies. New policies should be structured to keep workplaces safe, legal, and fair.

Stick around for our next CI Times issue!

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## Due Diligence: An Affair to Remember

The air was crisp, the scent of leaves and earth with a hint of apple clung to the air. Duey looked up at the cerulean sky dotted with white fluffy clouds with a burgeoning anticipation building in his gut. The day had arrived, he was to marry Prue. Willing with all his might that the day would go off without a hitch. Glancing around the beautiful grounds of the giant white hotel with red roof overlooking a lake in the Adirondack Mountains, he watched as a light breeze played with the multi-colored leaves. Hearing some of the already fallen leaves crunch, he turned to see his best man Justin Justice arrive. Justin clapped him on the shoulder and they simultaneously turned and stared across the lake wordlessly.

Meanwhile, in one of the stately hotel suites, Prue was wriggling into her wedding dress with the help of her bridesmaids, among them was Sue. Sue was sipping champagne when Prue asked her to zip her up. The photographer they hired waltzed about snapping photos of the moment.

"Are you nervous?" Sue asked.

"Yes and no. I'm excited, but I am a bit worried about Duey's parents, especially his mother. Due seems fine, but Coco, well..." She trailed off.

"I completely understand. Hopefully she's on her best behavior today."

The time had come, and all the guests had been assembled. Duey walked down the aisle with Due on one arm and Coco on the other. Receiving a kiss from both of them, he moved to his place, and turned to await his bride. The scent of roses floated through the air and he closed his eyes for a moment to savor the anticipation. Bridesmaids began to make the march and stood across from him. Sue gave him a discreet thumbs up as she took her place. The music swelled to announce the arrival of the bride and all the guests stood and turned. Prue began the long walk down the aisle with her very proud father Effen. Her mother Dee had been seated right after Duey's parents. Prue was smiling ear to ear in her white A-line gown with cap sleeves of lace, which trailed down the bodice. The lace itself resembling swirling leaves. Duey couldn't have been more bewitched by any other creature than he was at that moment. Handed off by her father, Prue and Duey turned to each other, and just held the moment, before turning to the vicar who was performing the service.



"Dearly beloved, we are gathered here today to witness the union of this man and this woman..." The vicar began the service.

Sue had tears in her eyes as the service continued. She was so happy for Duey and Prue. It had been such a journey to get here for them, and this bit of normalcy reminded her that, even with the stress of the world, small celebrations were still worth having. Duey and Prue gave their vows, and kissed, sealing the deal. Then they exited together, and the wedding party followed.

The party in the grand hotel was well underway, when Sue had gone out to the large patio, that overlooked the twinkling lake. Evening had fallen, and everyone was in high spirits. When she noticed Coco, Duey's mother giggling to herself in a chair. Sue, turned to her with a questioning look, and Coco held up her pointer finger in a shushing motion, then gestured for her to come closer. Sue did so, and Coco, who was clearly intoxicated, whispered to her.

"Everyone is in for a big surprise when they go home tonight with their favors." Coco giggled again.

"What do you mean?" Asked Prue.

"There are some very special Jordan almonds for everyone to enjoy."

Prue looked horror stricken. "What kind of special Jordan almonds?" She asked brusquely.

"Oh you know, the edible, Mary Jane kind."

At this point Coco laughed, and got up, swaying slightly and walked back into the ballroom. "I have to tell Duey and Prue!" thought Sue. She hurried into the ballroom, but the couples was leaving. It was too late, everyone was gathering their favors, and their things preparing to leave the festivities. Sue had to do something drastic!

What will Sue do?

How will Duey, and Prue react to Coco's treachery on their special day?

What will be the consequences?

Find out next time!

## Guardian's Travels: Undercover



"Guardian, I have a special assignment for you for the Labor Day weekend."

"No can do, Michelle. I'm off to Boston to watch my Cleveland Guardians beat the Red Sox."

"First, they're still the Indians until next season. Second, I know. While you're there I want you to check out the marijuana dispensary at the corner of Main and Gateway. Let me know how legal marijuana sales work so we can better understand the new reality."

"Aye aye, Mon Capitan!"

Guardian packed his bags carefully for this undercover assignment. "Have to look like one of the cool kids so no one knows I've never used marijuana. Grab a Brooklyn Nets cap and a box of Cracker Jack. Maybe there's a tattoo inside that I can put on."

Flying low to read the street signs, he made it to Main and Gateway. "Put on my shades so no one realizes I'm a bird." Our hero strolled in cool and confident. Upon entering, he saw not a marijuana dispensary, but what looked like a combination florist, PTA bake sale, and jewelry store. "Excuse me, I'm looking for the marijuana joint. HAH! Get it? Marijuana joint ... Well, I thought it was funny."

"We're a dispensary, Bro. What sort of marijuana do you want? We sell liquids, wax, chocolates, candies, flowers, and hashish. What is it you're looking for?"

"Maybe I should buy gummies and hard candies to support the local athletic league. WHOA! How much do they need for uniforms in Boston?! Let me take a look at the flowers, maybe I can bring a bouquet back to Michelle. Excuse me, sir. I think someone forgot the decimal point when they put up the price sign. These are far too expensive. I could grow my own rose garden for less."

"Quality costs money, Bro. Let's make this simple, I got other things to do today. You want to buy high quality marijuana, expect to pay about \$340 per ounce. Medium quality cuts the price to \$280. You can smoke it like a cigarette or in a bong, use a concentrate like shatter or wax to get a strong concentrate, eat it in candies or brownies which will take effect in about 30 minutes, or use a cream or spray. Any questions?"

"Just one. Is CBD oil the same as marijuana?"

"Sort of like decaf is the same as coffee. You're familiar with coffee, Bro? Your CBD has less than 0.3% THC. Your concentrates -- hard shatter, see that stuff that looks like peanut brittle, and wax -- are 90% THC."

"One more question."

"TCH is the stuff that makes you high, Bro!"

### Spotlight: Game On!

Let the games begin! July 22nd was our big showdown of our 2nd annual CI Olympics - The Blue Team vs The White Team.

This year's CI Olympics included various skill-defying games that were able to show off those with strong undercover game abilities along with everyone's great teamwork skills while ending in a nose to nose battle game of wiffle ball. This year's lineup of games included: Kan-Jam, Ladder Ball, Cornhole, Bottle Smash, (big) Jenga, and wiffle Ball. Each game was played with two members of each team. This meant a lot of trust and brain power from each member was needed to earn the win! Some quick thinking, game planning and recognizing each other's strengths was the key to victory. As the saying goes, "Teamwork makes the dream work."

Competition was heating up as scores were being tallied up quickly. The White Team had the first win of the day, with their win in ladder ball. But the Blue Team was right on their tail...and did not let up! Win after win, point after point, this year's teams were not people to mess with (especially with the Blue Team)! Tension was rising and the Blue Team was racking up the wins, it must have been the Chipotle we ate beforehand...

Finally, the last win was tallied. As a member of the White Team writing this, lets just put it this way, The Blue Team kind of crushed the White team, with the score being 10-4. Only one team can win but everyone played with determination, integrity, and pride, and that is definitely a win as well! Another successful CI Olympics in the books!





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Latham, NY & Harmony, FL USA  
Phone: (800) 284-0906  
Fax: (212) 937-3858  
info@commercialinvestigationllc.com  
www.commercialinvestigationllc.com

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