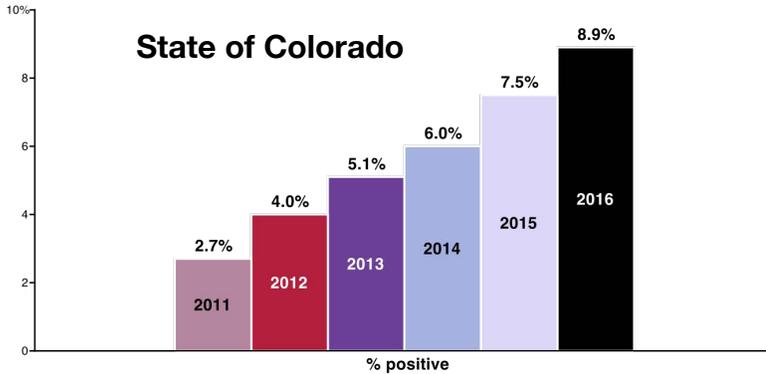


WORKFORCE READINESS

Positivity rate, workplace marijuana tests (oral swab)



Sources Quest Diagnostics (for above) 1. The Gazette, March 24, 2015 (<http://gazette.com/drug-use-a-problem-for-employers/article/1548427>)
2. Mashable survey (2014) 3. Study on commitment: National Survey on Drug Use and Health (2014)

People in legalized states are testing positive for marijuana at much higher rates. The largest construction company in Colorado cannot hire people who can pass a drug test. (1)

A 2014 survey showed that 10% of Americans admit to having gone to work stoned. (2)

Studies consistently show marijuana users have significantly lower levels of commitment to their work than non-users, and are more absent. Even when controlling for alcohol use, pot users are 106% more likely to have missed at least one day of work in the last month because they "just didn't want to be there." (3)

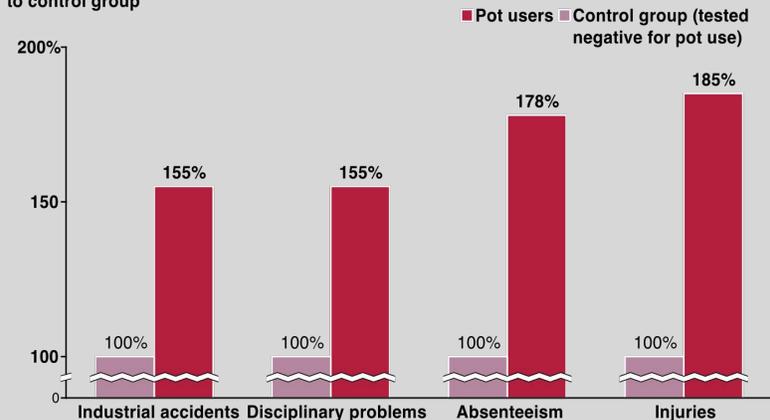
WORKPLACE ACCIDENTS & COSTS

Legal pot poses unique dangers to the workplace:

- Greater negative impact on workplace performance than alcohol
- High potency; easily concealed
- Long-lasting effects

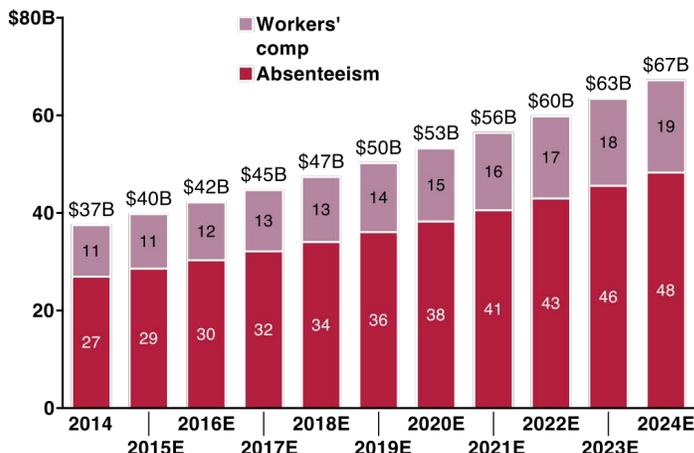
"Favorable workers' compensation rates are substantiated by testing employees for drugs, and employers could lose access to those rates if workers are legally using marijuana on their personal time." - Associated Industries of Massachusetts March 2016

Incidence of problem compared to control group



Source: Zwerling et al (1990)

Additional potential costs to employers due to marijuana use by full-time employees



And if people use pot at the rate that they use **tobacco** now, the cost could be up to: **\$78.8 B** or **\$264.6B** for **alcohol** for full-time employees alone.

LAWSUITS, LAWSUITS, LAWSUITS

Marijuana legalization opens the door to myriad lawsuits against employers. The marijuana industry has vowed to make employee "rights" to pot use a priority. The head of NORML stated that firing pot users is "is simply unfair, and it cannot be allowed to stand." They've won in some courts:

- Massachusetts' handicap discrimination law protects an employee that uses marijuana to treat a "debilitating medical condition" and has a MA medical marijuana card
- A Rhode Island trial court recently extended protections to a medical marijuana user
- New Mexico courts force companies to pay for employees' marijuana use