



MEDICAL MARIJUANA IN OHIO: BUSINESS & EMPLOYEE FREQUENTLY ASKED QUESTIONS

Earlier this year, Ohio became the 25th state to pass a medical marijuana law. Many of the regulations for Ohio's medical marijuana program are yet to be created. However, these are the initial questions many employees and businesses have regarding the new law.

- **What happens on September 8th, 2016, the bill's effective date?**

In short, not much. Rules to oversee the program will be made by government agencies. The actual process for implementation of the program is two years.

- **When will individuals be able to begin receiving medical marijuana recommendations?**

There is not currently a timeframe. The medical board is beginning to create rules governing this process. Once again, it could take up to two years before the program is fully operational.

- **Can a business refuse to hire someone due to their use of medical marijuana?**

Yes, employers can still refuse to hire a potential employee due to use of medical marijuana or for failing a drug test.

- **Can a business terminate an employee for using medical marijuana?**

Yes, employers can terminate an employee for using medical marijuana or failing a drug test even if the employee is a registered medical marijuana patient.

- **My employer has a zero-tolerance or drug testing policy, will this still be valid under the new law?**

Yes, the medical marijuana law explicitly allows employers to continue enforcing zero-tolerance and drug-testing policies even in regards to medical marijuana.

- **I have been recommended medical marijuana, does my employer have to allow me to use it?**

No, employers are not required to permit or accommodate the use of medical marijuana.

- **I was terminated due to my use of medical marijuana, will I be eligible for unemployment compensation benefits?**

No, if an employee was terminated, and there is a company policy prohibiting the use of medical marijuana, it will be considered a "just-cause termination" and he or she will not be eligible for unemployment compensation benefits.

For more information, please visit www.allforohio.com and search "medical marijuana" or www.medicalmarijuana.ohio.gov.