



**ALCA**  
ARIZONA LANDSCAPE  
CONTRACTORS ASSOCIATION

## Marijuana Use, Safety & Drug Free Workplace

Arizona's Prop 207, the Smart and Safe Arizona Act (Recreational Marijuana Act), specifically states that employers may have and enforce drug free workplace policies regardless of a state marijuana law allowing recreational use.



**CDL Drivers:** The Department of Transportation ("DOT") rules trump state marijuana laws. CDL drivers for the company are always subject to the drug testing requirements.

Marijuana causes impairment and that can cause safety issues. Effects of marijuana include but are not limited to:

- Problems with coordination
- Slower reaction time
- Dizziness
- Foggy brain or impaired thinking
- Impaired ability to learn complex tasks
- Short-term memory problems
- Anxiety or paranoia
- Depression
- Lack of motivation, "don't care" attitude
- Addiction (about 9% of adults and 17% of people who started smoking as teens)

Safety is a top priority for your company. Many of the above side effects make it unsafe to drive or operate machinery or unsafe to work at heights.

- For the safety of all employees and other workers on the jobsite, the employer will enforce its Drug and Alcohol Free Workplace Policy.
- Impairment while at work, whether it be from marijuana, prescription drugs, alcohol or other drugs, creates a safety issue and will not be tolerated.
- For your own safety, do not work while impaired. Let your supervisor know right away if you are impaired and should not be driving or operating machinery.
- The use, possession, sale, or transportation of illegal drugs, marijuana or its derivatives in any form, or alcohol on the company property, in the company vehicles, or on working time is not tolerated.

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- Employees may be subject to drug and alcohol testing at any time.
- Testing is required after any work-related accident that causes property damage or injury.
- Testing may occur after safety violations, based on reasonable suspicion that an employee is impaired, or random testing.
- If you observe a violation of the company's Drug and Alcohol Free Workplace Policy or obvious impairment that creates a safety risk to any employee on the job, notify the supervisor or foreman immediately. It is up to each of us to make sure that the worksite is safe and drug free to avoid accidents and make sure each person returns home each day to their family and friends.

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