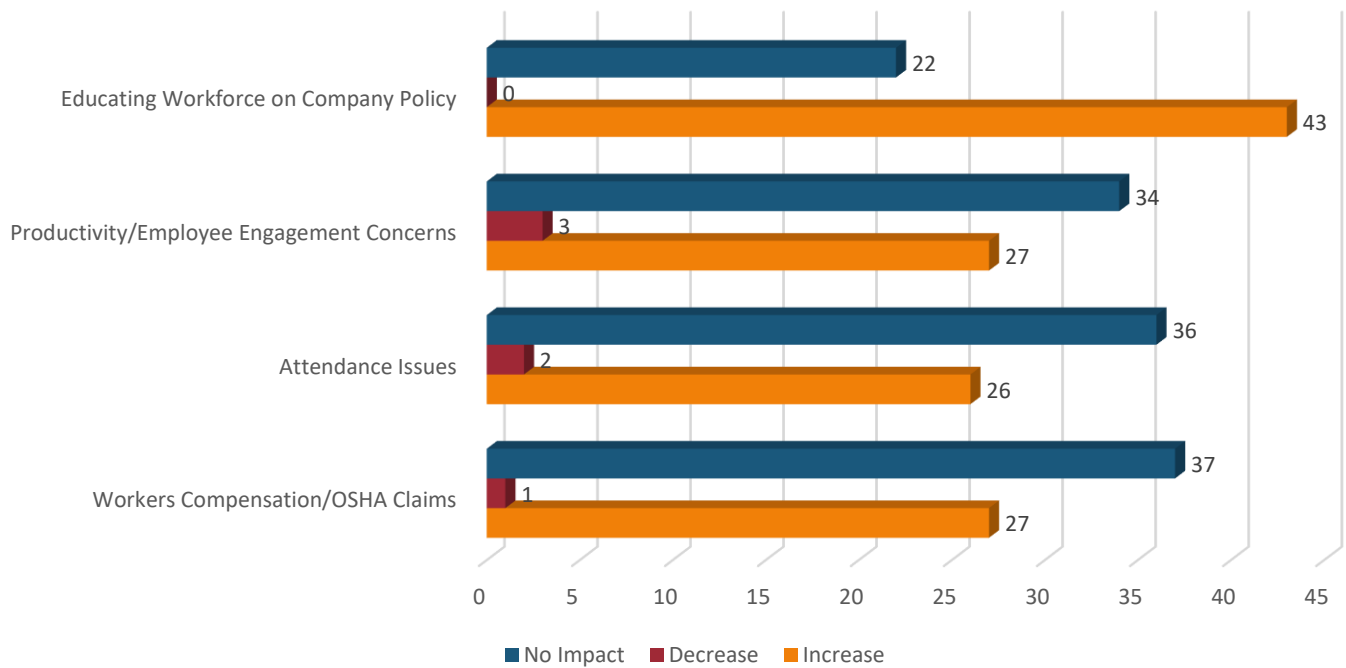


# JSAHR Program Question of the Month

April 2018  
65 Respondents

## If marijuana use is legalized in New Jersey, how do you feel it will impact your organization in the following areas



I do not think this will be any different than just reminding them it's like alcohol. Its legal, but you cannot drink on the job. I am sure just a small reminder will be needed.

Ultimately I am not sure but my initial reaction is that it will cause a negative impact.

Per DOT marijuana will continue to be a barred drug for drivers, thus legalization should not make a difference other than confirmed use will cause termination of employment.

Of particular concern is how to handle drug tests that come back positive for marijuana within companies that enforce a drug-free workplace.

Marijuana, if legalized, would still be a drug and therefore would need to be addressed with company policies on drug and alcohol use.

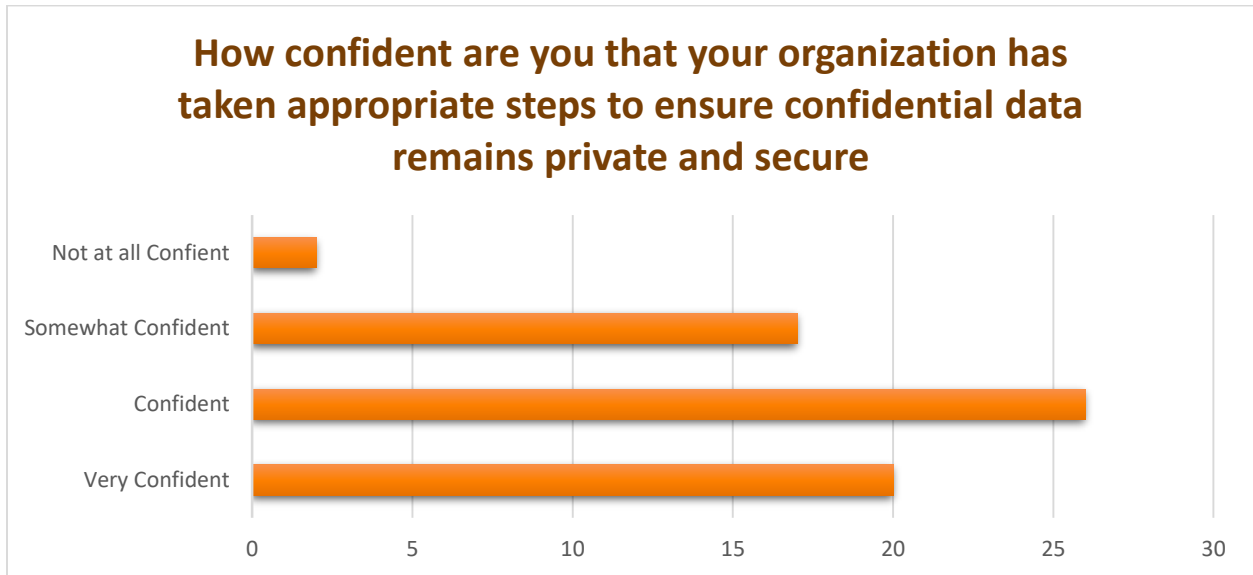
Alcohol is legal and the impact is negligible.

We stopped testing for marijuana 12 years ago and have seen no negative impact on any employment related areas.

As a government DoD contractor, the majority of our employees hold a government security clearance, which is still against federal law.

The impact should be no different than alcohol use.

Safety is a huge concern for our company. One concern is about the risk of people coming to work under the influence and whether it would be recognized or not and perhaps cause an increase in safety risks.



We are always looking at this in our company.

We have taken many steps to keep employee data more private and secure but in a small company with multiple work locations, it is difficult.