



Get the Facts: Marijuana Myths and Truths

In a Nutshell

Think you know a lot about how marijuana affects people and how the new state law works? Check your ideas against the facts.

Myth or Truth

Myth: Being high on marijuana is less dangerous than being drunk on alcohol.

Fact: FALSE. Both are equally dangerous. Both impair judgement and reflexes. Both are habit forming if not addictive. Going to work or driving high is just as dangerous as being intoxicated and will get you in just as much trouble.

Myth: Driving drunk is illegal but driving high is not.

Fact: FALSE. Impaired is impaired. It doesn't matter what the substance is, if you are impaired, it is illegal to drive a vehicle, a boat, a snowmobile, a motorcycle, a lawn tractor, a scooter, a bike, a skid loader, even a forklift.

Myth: The new state law makes it legal for me to use cannabis even if I have a CDL or a federal DOT number and a medical card.

Fact: FALSE. If you are subject to federal transportation regulation, nothing has changed. The zero tolerance for THC use and detection remains in place.

Myth: Only federally restricted jobs are subject to drug testing.

Fact: FALSE. The following are all subject to drug testing as is anyone who triggers reasonable suspicion of impairment in the workplace or elsewhere. This includes a safety-sensitive position like a peace officer, a firefighter or a position requiring face-to-face care, training, education, supervision, counseling, consultation, or medical assistance to children, vulnerable adults, patients who receive health care services from a provider for the treatment, examination, or emergency care of a medical, psychiatric, or mental condition. It also includes positions requiring a commercial driver's license or requiring an employee to operate a motor vehicle for which state or federal law requires drug or alcohol testing of a job applicant or an employee; employment funded by a federal grant, any other position for which state or federal law requires testing of a job applicant or an employee for cannabis.

Myth: I can designate all my employees as safety sensitive and prohibit cannabis use in my business.

Fact: FALSE. The safety sensitive designation must be justified based on the duties and risk exposure of the position. Example – an office employee who spends 100% of their work time in the office and does not have other duties would not qualify as safety sensitive based on recent court cases.



Myth: I am a safer driver when impaired by cannabis because I will drive slower.

Fact: FALSE. There is no evidence that cannabis impairment improves driving behavior. Impairment dulls sensory perception and reflexes which is a dangerous combination for driving.

Myth: It is now legal for me to smoke cannabis at work.

Fact: FALSE. The new state law does not make it legal for an employee to consume impairing substances on the job or on the employer's premises. Consumption away from the workplace is still subject to employment policies upon return to work.

