

Jackson Township Medical Marijauna Policy

Employees who have obtained a medical marijauna authorization, shall provide notice of the same to the Township Manager. Jackson Township fully complies with the terms and conditions of the Pennsylvania Medical Marijauna Act. In this regard Jackson Township will not discharge, threaten, refuse to hire or otherwise discriminate or retaliate against an employee regarding their compensation, terms, conditions, location or privileges solely on the basis of their status as an individual who is certified to use medical marijauna. However, this protection shall not pertain to any Township position or department which is subject to Federally mandated, drug free workplace programs, including CDL drivers or any other position that mandates the reporting of all positive drug tests, including positive tests for marijauna. This specifically includes Police Officers and CDL Drivers. Jackson Township may refuse to hire a prospective employee or terminate an existing employee who is certified to use medical marijauna if their job duties involve any of the following characteristics:

- 1) Working with chemicals which require a permit issued by the Federal Government; or
- 2) Working with high voltage electricity; or
- 3) Working at heights or in confined spaces; or
- 4) Performing any tasks that the Township deems to be life threatening to either the employee, other employees or the public; or

The Pennsylvania Medical Marijauna Act shall in no way limit the Township's ability to discipline an employee for being under the influence of medical marijauna in the workplace or for working while under the influence of medical marijauna when the employee's conduct falls below the standard of care normally accepted for that position. An employee shall be considered under the influence if he or she has a blood content of more than 10 nanograms of active THC per milliliter of blood in serum.

The protections afforded by the Pennsylvania Medical Marijauna Act only apply to those individuals who have serious medical conditions as certified by a physician and who have obtained a valid permit from the Pennsylvania Department of Health. Likewise an employee is not permitted to utilize medical marijauna on Township property or while engaged in work for the Township.

Adopted November 30, 2017,