3 Reasons Testing for Marijuana Makes Sense.

Reason #1: Thriving vs Surviving

A marijuana-free workplace is one with:

- fewer accidents
- higher productivity
- less turnover
- happier workers

A marijuana-free workplace gives employers a chance to:

- grow their businesses
- increase profitability
- attract and retain satisfied customers and clients

Reason #2: The Best Employees vs. Just Any Employees

- A company is only as good as its workforce.
- In the same sense that marijuana-impaired workers are less safe and less productive, conversely drug-free workers are safer and more productive.
- While it is true that there is a labor shortage in America, drug testing was not the cause of that shortage.

Reason #3: Legal Defensibility vs. Legally Bankrupt

- Marijuana may be legal in some states, but that does not mean that everything an employee does while high on marijuana is legal.
- The legalization of marijuana has not suspended the laws of:
  - negligent hiring, and
  - respondeat superior...

... that hold employers legally liable for accidents, property damage, fatalities, theft, fraud and other bad acts caused by or committed by employees.

What can employers do?

In most states, even where marijuana has been legalized, employers can still:

- Suspend,
- Terminate,
- Offer a second chance,
- Require treatment or counseling,
- Conduct return-to-duty tests,
- Conduct random follow-up tests...

... of those who test positive for any drug as long as employers comply with:

- Applicable state laws
- Federal regulations