

Maintaining a safe and productive workforce is a top priority—and drug testing plays a vital role in achieving this goal. However, the legal landscape surrounding drug testing, especially for marijuana, is increasingly complex. Employers must navigate a complex web of federal, state, and local laws, all of which are evolving rapidly.

Mistakes can be costly. An active plaintiff's bar is ready, willing, and able to take advantage of any missteps, making it essential for employers to be compliant. Additionally, a comprehensive drug and alcohol testing policy helps protect employees, customers, and the public, while fostering a strong safety culture.

**The Drug and Alcohol-Free Workplace and Testing Policy Template and Workplace Marijuana Guide includes:**

- A Drug and Alcohol-Free Workplace Policy and Procedures
  - State-Specific Addenda to address jurisdictional nuances
- Workplace Marijuana Guide
  - A jurisdictional marijuana laws summary (a 50-state chart of recreational marijuana, medical marijuana, and related laws)
  - A detailed, step-by-step confidential internal process and procedure for handling workplace marijuana issues

To obtain the template package or discuss your organization's needs, please contact the Ogletree attorney you work with directly.