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# Temp News

## Amendment 3

### *How it Pertains to Employees & Employers*



Last November, Missouri voters passed Constitutional Amendment 3 legalizing the recreational use of marijuana in Missouri (although marijuana is still unlawful under federal law). Amendment 3 also made a number of significant changes in Missouri's existing medical marijuana laws.

The Amendment took effect in December 2022 and businesses could start selling recreational products last month in Missouri.

What does the passage and implementation of Amendment 3 mean to employers and employees? And, what are some of the key takeaways for Missouri employers and employees as a result of this change in Missouri law?

### ***Can employers still prohibit the use of marijuana in the workplace?***

Yes. Amendment 3 does not prohibit Missouri employers from having policies restricting marijuana use or intoxication in the workplace.

Specifically, Missouri employers are not required to permit or accommodate the possession, consumption or sale of marijuana in the workplace or on the employer's property.

Employers also may prohibit and/or take adverse action against an

employee for working while under the influence of marijuana during work hours. Importantly, all individuals are prohibited from operating any motor vehicle or other motorized form of transport while under the influence of marijuana (including outside the workplace).

### ***Is marijuana use considered a protected activity in Missouri?***

Not quite. While it is no longer illegal, recreational marijuana can still be the basis of an adverse employment action, and it can still be prohibited by Missouri employers. That said, Amendment 3 provided new and enhanced protections for marijuana users with valid medical marijuana patient ID cards.



Amendment 3 specifies that employers are now prohibited from discriminating against or taking adverse action against an employee who has a valid medical marijuana patient ID card for (1) the off-site use of medical marijuana during non-working hours or (2) testing positive for marijuana in an employer administered drug test.

There are a few exceptions. These protections do not apply to employers who would otherwise lose a monetary or license-related benefit under federal law (i.e., DOT regulations).

***(continued on page 2)***

# C&S Needs Your Vote!

## 2023 Readers' Choice Award



The nominating phase for the 2023 Readers' Choice Awards is currently underway with nomination accepted through March 3 and C&S is requesting your vote!

The Jefferson City News Tribune presents the Readers' Choice Awards to businesses receiving the most votes in a variety of categories.

With the help of our loyal employees and customers, C&S has received the top (#1) Readers' Choice Award in the Career Services/Employment category each year since its inception. Our goal is to keep that winning streak going!

The Readers' Choice Awards is conducted in two phases. The first phase is the Nomination Phase when nominations are accepted (now) through March 3. Please take a moment to nominate C&S Business Services using this link.

<https://www.newstribune.com/readers-choice-2023/#/gallery?group=446507>

You can nominate C&S under the "Business & Personal Services" category then under the heading "Career Services/Employment" or by clicking on the C&S Business Services ad.

The top nominees will move on to the second (Voting) phase. Votes will be accepted using the same link from March 22-April 2 in the voting phase for the Readers' Choice Award.

We are asking your help so C&S can maintain our #1 ranking for Career Services/Employment!

Thank you for voting for C&S in both the nomination and voting phases for the 2023 Readers' Choice Award!

### Passage of Amendment 3:

*How it Pertains to Employees & Employers*



*(continued from page 1)*

In addition, they do not apply if the employee used, possessed, or was under the influence of medical marijuana at work or during the hours of employment or under circumstances where the legal use of marijuana affects the ability to perform job-related employment responsibilities, affects the safety of others, or conflicts with a bona fide occupational qualification that is reasonably related to the person's employment.

### ☘ Can employers still drug test employees for marijuana?

Yes. While there are no prohibitions in Amendment 3 for disciplining employees for testing positive for recreational use of marijuana, the new law prohibits employers from making employment-related decisions based upon a positive drug test *for qualifying patients with medical marijuana cards (if their positive test was due to lawful consumption off the employer's premises and not during work).*

### ☘ What should employees do with additional questions?

C&S employees may contact their staffing coordinator at C&S and/or onsite supervisor if/when you have specific questions.



March 2023



### What's happening in March:

**March 1-4** -- Nominate C&S for Readers' Choice Award ([see article to the left](#))

**March 12** -- Daylight Saving Time begins (set clocks forward one hour)

**March 17** -- St. Patrick's Day

**March 20** -- First Day of Spring

**March 22-April 2** -- Vote for C&S for Readers' Choice Award ([see article to the left](#))



### Permanent Placements

The following employees were recently offered and accepted permanent employment at their assignments. C&S would like to congratulate and thank each of these individuals for their hard work and dedication!

**Jalicia Durant**  
**Shawna Williamson**  
**Carolyn Patterson**  
**Denise Weaver**  
**Earnest Johnson**  
**Melissa Adams**  
**Urydia Andreas**  
**Kasey Boyd**  
**Lauren Ellington**  
**Joyce Lee**  
**Kaitlyn Peters**

*The only thing that overcomes hard luck is hard work.*

