

RUSH TOWNSHIP MEDICAL MARIJUANA POLICY

Policy

Rush Township is an equal opportunity employer, and as such recognizes that being a medical marijuana card holder pursuant to the Pennsylvania Medical Marijuana Act (hereinafter the "Act") is a protected classification, and, with limited exceptions discussed below, Rush Township cannot make an employment decision based on a person's status as a card holder. Except as stated below, Rush Township will not discharge, threaten, refuse to hire, or otherwise discriminate or retaliate against a person regarding compensation, terms, conditions, location or privileges solely on the basis of such person's status as an individual who is certified to use medical marijuana.

Prohibitions

1. Based on Section 2103(b)(3) of the Act, no employee of Rush Township may use medical marijuana if said individual is required to possess and use a commercial driver's license (CDL) as part of said individual's employment with Rush Township. Any employee who violates this rule is subject to discipline to be decided by the Rush Township Board of Supervisors on a case-by-case basis including up to termination.
2. Based on Section 2103(b)(3) of the Act, no person employed by Rush Township as a municipal police officer may use medical marijuana. Any employee who violates this rule is subject to discipline to be decided by the Rush Township Board of Supervisors on a case-by-case basis including up to termination.
3. Based on Section 2103(b)(3) of the Act, no employee of Rush Township may use medical marijuana if said use would put the employee or Rush Township in violation of Federal Law in a manner integral to the employee's employment. Any employee who violates this rule is subject to discipline to be decided by the Rush Township Board of Supervisors on a case-by-case basis including up to termination.
4. No employee of Rush Township shall be under the influence of medical marijuana while at work for Rush Township. Any employee who violates this rule is subject to discipline to be decided by the Rush Township Board of Supervisors on a case-by-case basis including up to termination. If Rush Township believes an employee is violating this rule, it shall document the observations, behavior or admissions that lead it to conclude that the employee is under the influence.

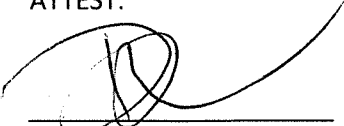
Accommodation

Rush Township is not required to make any accommodation for the use of medical marijuana on the property or premises of Rush Township.

EFFECTIVE February 20, 2020

This policy shall be enacted on this 20th day of February, 2020.

ATTEST:



Secretary

RUSH TOWNSHIP
BOARD OF SUPERVISORS

