



Denver-Area Contractors Meet To Discuss Marijuana In The Workplace

News

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Kate Raabe was quoted in an article published on *Electrical Construction and Maintenance's* website.

On Feb. 19, 20 Colorado-based electrical contractors met to discuss marijuana in the workplace and other prevailing human resources issues at a free HR panel discussion hosted by the trade association for electrical contractors, according to the article.

A question was raised regarding the rights that an employer has to enforce a zero-tolerance policy for marijuana and other substances, specifically, whether such a policy will infringe on the new rights of Colorado-based employees to use marijuana outside of the workplace, according to the article.

“You as an employer can still have a zero-tolerance policy, or your company can choose to consider a variety of alternatives such as suspension and/or an EAP program in addition to the option of immediate termination,” said Kate.

She emphasized that, whichever approach you take, your company should explicitly state the policy, and that management must be consistent in enforcing the policy as it is stated.

[Read the full article.](#)

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