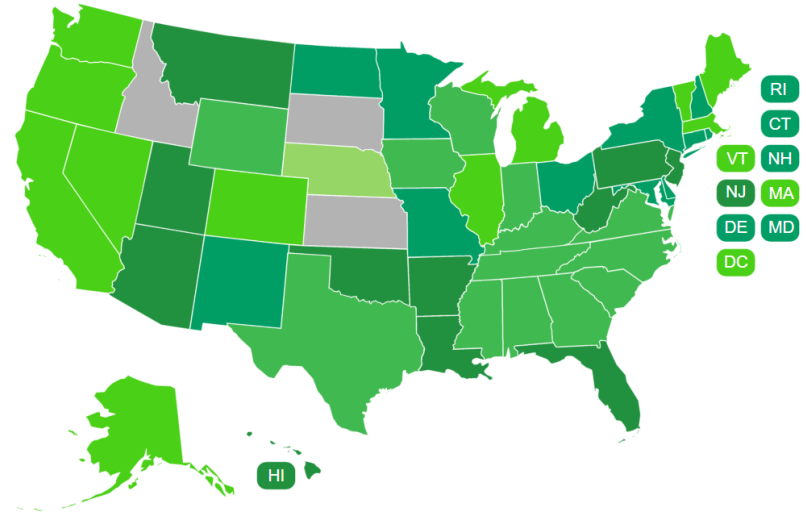




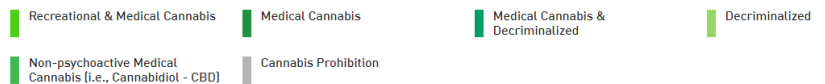
# Drug-Impaired Driving Toolkit for Employers

## Drug-Impaired Driving Laws in the US: Recreational Cannabis/Marijuana Laws

- There are several challenges with drugged driving laws:
  - Current research and technology are limited in determining drug levels with regard to impairment.
  - Currently there is no way to identify impairment by a specific substance concentration amount.
  - People metabolize and react to drugs differently.
  - Polysubstance use/drug interactions can increase or decrease various physiological and impairing effects of Cannabis/Marijuana.
  - The drug climate is constantly changing (designer/synthetic).
  - Some drugs can stay in the body for days/weeks.
  - Zero tolerance policies can be effective for enforcing prohibition of drug use in the workplace ([sample policy](#)).

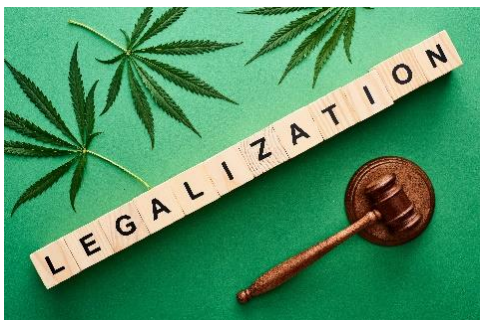


STATE LAW: CANNABIS LAWS (2020)



Source: Foundation for Advancing Alcohol Responsibility [www.responsibility.org](http://www.responsibility.org)

- As of [November 4, 2020](#), 15 states and territories have approved adult-use cannabis.
- Some State laws have established illegal per se laws that designate thresholds for certain drugs where it is illegal to operate a motor vehicle.
- Recreational per se laws mean that the act is considered illegal solely upon meeting a determined criterion without additional proof.
- 6 states have specific per se limits for THC: Montana: 5 ng/ml; Illinois: 5 ng/ml; Nevada: 2 ng/ml; Ohio: 2 ng/ml; Pennsylvania: 1 ng/ml; Washington: 5 ng/ml
- 1 state (Colorado) has a reasonable inference law for THC



*"Eliminating Drug-impaired Driving in the Workplace Through Education and Awareness"*