The Impact of the Legalization of Marijuana in the Construction Industry

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ANTITRUST POLICY STATEMENT FOR SPRAY POLYURETHANE FOAM ALLIANCE MEETINGS

- It is and shall remain the policy of the Spray Polyurethane Foam Alliance ("SPFA"), and it is the continuing responsibility of every SPFA member company, SPFA meeting or event participant, as well as SPFA staff and leadership to comply in all respects with federal and state antitrust laws. No activity or discussion at any SPFA meeting or other function may be engaged in for the purpose of bringing about any understanding or agreement among members to (1) raise, lower or stabilize prices; (2) regulate production; (3) allocate markets; (4) encourage boycotts; (5) foster unfair or deceptive trade practices; (6) assist in monopolization; or (7) in any way violate or give the appearance of violating federal or state antitrust laws.
- Any concerns or questions regarding the meaning or applicability of this policy, as well as any concerns regarding activities or discussions at SPFA meetings should be promptly brought to the attention of SPFA's Executive Director and/or its legal counsel.





2018 Sprayfoam Show

The Impact of the Legalization of Marijuana on the Construction Industry



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THE IMPACT OF THE LEGALIZATION OF MARIJUANA

- Recent laws authorizing medical and recreational usage
- How do employers address usage on the job?

MARIJUANA STATE LAWS

- The following states have fully legalized marijuana use:
 - Alaska
 - California
 - Colorado
 - Maine
 - Massachusetts
 - Nevada
 - Oregon
 - Washington

The District of Columbia has also legalized medical and recreational use.

- The following states have legalized and decriminalized medical marijuana:
 - Connecticut
 - Delaware
 - Illinois
 - Maryland
 - Minnesota
 - New Hampshire
 - New York
 - Ohio
 - Rhode Island
 - Vermont

MARIJUANA STATE LAWS (PART 2)

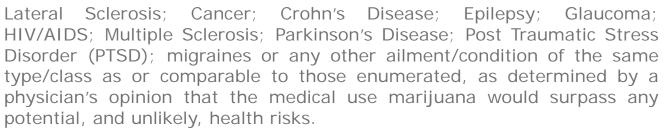
- The following states have legalized psychoactive medical marijuana (12):
 - Arizona
 - Arkansas
 - Florida
 - Hawaii
 - Louisiana
 - Michigan
 - Montana
 - New Jersey
 - New Mexico
 - North Dakota
 - Pennsylvania
 - West Virginia
- The following states have legalized and decriminalized CBD only medical marijuana (3):
 - North Carolina
 - Mississippi
 - Missouri

- The following states have legalized nonpsychoactive medical marijuana (13):
 - Alabama
 - Georgia
 - Indiana
 - lowa
 - Kentucky
 - Oklahoma
 - South Carolina
 - Tennessee
 - Texas
 - Utah
 - Virginia
 - Wisconsin
 - Wyoming



MEDICAL MARIJUANA LAWS

Authorized Medical Conditions –



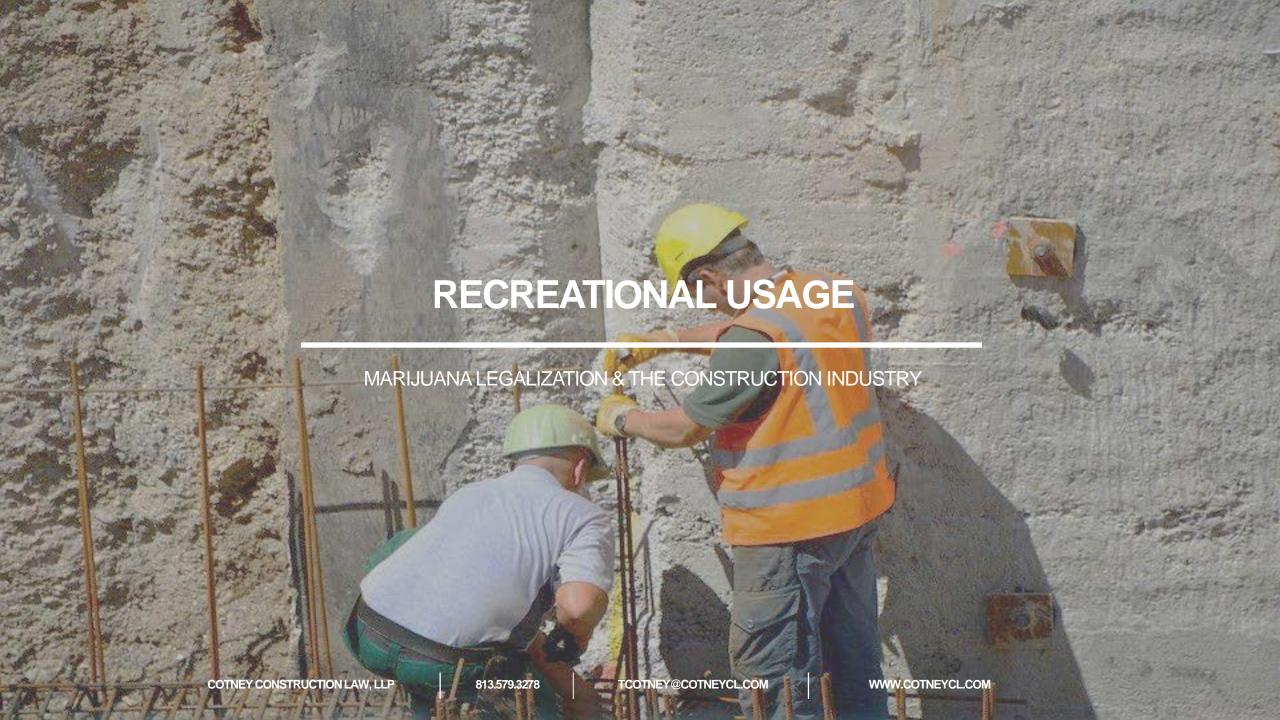


LIMITATIONS ON USAGE MARIJUANA LEGALIZATION & THE CONSTRUCTION INDUSTRY COTNEY CONSTRUCTION LAW, LLP 813.579.3278 TCOTNEY@COTNEYCL.COM WWW.COTNEYCL.COM

LIMITATIONS ON USAGE

- Operating Heavy Machinery and Driving Does not supersede safety requirements
- Unsafe Working Conditions Prohibitions against usage
- Safety Manual Policies Sign Off sheets and creating a robust safety policy to govern and curtail usage
- Insurance Concerns Health insurance and general liability disclosures. Impact on worker's compensation
- HIPPA Violations Requiring Proof of Illness or disclosures that impact federal regulations







RECREATIONAL USAGE

- Limitations
 - Driving under the influence
 - Possession
 - Consumption
 - Purchase Limits

DRUG FREE WORK ZONES

MARIJUANA LEGALIZATION & THE CONSTRUCTION INDUSTRY

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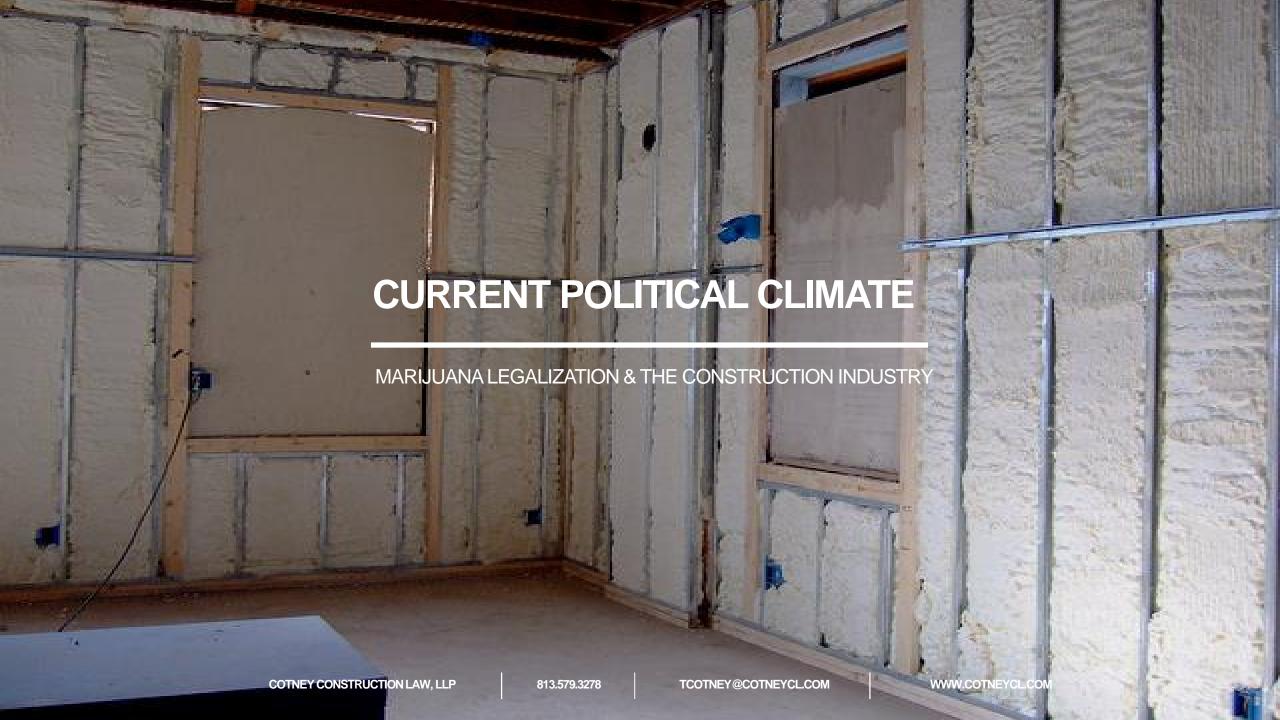
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DRUG FREE WORK ZONES

- Whistleblower OSHA requirements
- Drug Free Work Zones Requirements to maintain, testing, and recordkeeping
- Effect of Anti-retaliation rule and drug free
 work zone constitutional issues







CURRENT POLITICAL CLIMATE

• How does the current administration affect the future?

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