

# Even legal pot use a reason to be fired

By Rebecca Greenfield, BloombergBusiness

With marijuana legalization spreading state-by-state across America and the U.S. government backing away from aggressive enforcement of federal laws, employers in the Weed Belt have begun to reconsider their substance abuse policies. They're making them tougher.

In a first-of-its-kind survey, the Society of Human Resource Management asked 623 HR managers in states where marijuana is legal about their drug policies. Unsurprisingly, getting stoned at work is largely frowned upon, SHRM found, regardless of legality. But it turns out a large chunk of workplaces also won't hire employees who smoke on their own time.

Marijuana is legal for recreational use in the nation's capital and four states. In almost 20 others, it's allowed for medicinal purposes. More than half of the HR managers surveyed by SHRM said they have policies, or plan to implement them, restricting employment of marijuana users. Some 38 percent said they will flat-out reject users even if they claim medical reasons. Six percent said their policy will exclude only those who partake for fun.

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