

# MARIJUANA **AND** CONSTRUCTION

Safety on a job site is crucial; so many contractors have a zero-tolerance policy for marijuana. Marijuana is legal in Colorado, but employers may terminate construction workers for on- and off-duty marijuana use.

Construction jobs that require a CDL are considered safety-sensitive, meaning these employees will be subject to random drug testing. The Department of Transportation's Drug and Alcohol Testing Regulation – 49 CFR Part 40, at 40.151 (e) – does not authorize "medical marijuana" under a state law to be a valid medical explanation for a transportation employee's positive drug test result.



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**WHEN APPLYING FOR A JOB, REMEMBER, MARIJUANA STAYS IN YOUR SYSTEM FOR UP TO 30 DAYS AFTER USE.**



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**THE CONSTRUCTION INDUSTRY HAS ZERO TOLERANCE FOR DRUG USE, BUT ENTRY-LEVEL CONSTRUCTION WAGES ARE HIGHER THAN OTHER INDUSTRIES.**



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**COLORADO SUPREME COURT RULED THAT EMPLOYERS' ZERO-TOLERANCE POLICIES OVERRULE COLORADO'S MARIJUANA LAWS – EVEN WITH A PRESCRIPTION.**



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**MARIJUANA IS ILLEGAL UNDER THE FEDERAL LAW, EVEN IF IT IS LEGAL AT THE STATE LEVEL.**



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**DEPENDING ON COMPANY POLICIES, EVEN OFF-DUTY MARIJUANA USE MAY GET YOU TERMINATED FROM CONSTRUCTION JOBS.**



**Central 70**