

O-35-24

Fair Cannabis Employment Practices

AMENDMENT 1 – Mayor Buckley

Amendment Summary:

Amendment 1 changes the definition of "Impaired" to allow all types of impairment to be considered. It also allows the City to investigate and take disciplinary action against an employee who is impaired while on the job.

MOTION:

On page 4, in lines 14 through 15, strike "that results from use of drugs, alcohol, cannabis, or controlled dangerous substances".

On page 5, strike §3.24.050(B)(3) and insert, "3. Prohibits the City from taking disciplinary action against an employee found to be impaired while on duty."

As It Would Look in the Ordinance:

Section 3.04.010 - Definitions, #16:

16. "Impaired" means reduced cognitive or physical ability ~~that results from use of drugs, alcohol, cannabis, or controlled dangerous substances.~~

Section 3.24.050 - B. Preemptions.

Nothing in this section:

- ~~Prevents the rights or obligations of the City to take disciplinary action against someone impaired while on duty.~~
Prohibits the City from taking disciplinary action against an employee found to be impaired while on duty.