

## USE OF MARIJUANA IS NOT PERMITTED

With recent laws legalizing the use of marijuana, Gallegos Sanitation Inc. (GSI) promotes a **drug zero-tolerance environment** with employees under the influence of marijuana.

GSI has two (2) processes we rely on to ensure a *drug zero-tolerance environment*.

- **Random Drug Testing (Drivers, Wash Bay, Fleet & Container Shop workers, and any position operating company vehicles)**
- **Reasonable Suspicion (All Employees)**



**DRUG-FREE WORKPLACE**

## COMMON QUESTIONS ABOUT MARIJUANA IN COLORADO

- 1 With marijuana legal in Colorado, can GSI enforce drug-free workplace policies that prohibit marijuana use by employees?**

*Correct. Although marijuana is legal in Colorado, it is still prohibited under federal law. Many of our positions fall under federal law requirements.*

- 2 Does GSI have to allow medical use of marijuana by their employees?**

*No. While the medicinal use of marijuana has been allowed in Colorado since 2000, GSI is not required to accommodate it in the workplace. GSI may continue to enforce drug policies and prohibit employees from using or being impaired by marijuana at work, even employees who are using medical marijuana based on a doctor's recommendation and have a registration card.*



## REPORT SUSPICIOUS BEHAVIOR

**Contact HR or Safety Department**

**970-484-5556  
Ext. 2240 or 2307**