



CITY COUNCIL AGENDA REQUEST

Meeting Type: Mayor & Council Meeting
Meeting Date: 6/15/2020
Agenda Item: Drug-Free Workplace policy update/revision
Department: Human Resources
Requested By: Greg Batts
Reviewed/Approved by Attorney? Yes
Cost: N/A - policy change

Funding Source if Not in Budget

Please Provide A Summary of Your Request, Including Background Information to Explain the Request:

Addition of language consistent with U.S. DOT position concerning products containing CBD and prohibition of use (except under limited circumstances) under the City of Dalton's Drug-Free Workplace policy

C. "ILLICIT CHEMICAL SUBSTANCE"

The term "illicit chemical substance" shall mean any measurable amount of: any drugs, controlled substances such as amphetamines, methamphetamines, fentanyl, cannabinoids, cocaine, phencyclidine (PCP), methadone, methaqualone, opiates, barbiturates, benzodiazepines, propoxyphene, or other drugs possession of which is made unlawful under federal or state laws, including but not limited to, O. C .G .A. §§ 16-13-25, 16-13-26, 16-13-27, 16-13-28, 16-13-29 (but the term "illicit chemical substances" shall not include those substances included in O.C.G.A. §§ 16-13-27.1 or 16-13-29.1), or any metabolite of any such substances, "look-alikes", "designer drugs" having the same or similar psychotropic effects of such drugs, unauthorized alcoholic beverages, marijuana, hallucinogens (whether derived from natural or synthetic manufactured sources), unauthorized prescription drugs, or authorized drugs which are not prescribed for a verifiable medical condition and/or used in strict accordance with this policy and with the prescribing physician's instructions, or any other substance that is mood-altering, mind or consciousness affecting, or which is likely to have any affect upon a person's perceptions, sensations, thought processes, self-awareness, emotions, physical coordination, or other mental or physiological or psychological reactions or behavior. It also includes urinaid and all other substances of a similar nature or purpose designed or used to alter a urine specimen or to conceal the use of such illicit chemical substances or their metabolites in an initial screening test.

The term "illicit chemical substance" includes products containing substances derived from the cannabis plant such as Cannabidiol (CBD) where the ingestion or use thereof also produces evidence of metabolites of delta-9 tetrahydrocannabinol (THC) at levels reportable as "positive" in an initial screening test; but it shall not include where an employee has been prescribed CBD in the form of Epidiolex for treatment of epilepsy in accord with current FDA regulations.