

## What Employers Need to Know About Maine's New Marijuana Rules

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Maine's Medical Use of Marijuana Act decriminalizes the use of marijuana for certain medical purposes. Under MUMA, qualifying patients may use, and their caregivers may cultivate, medical marijuana in conformity with state requirements. A qualifying patient is one who has been diagnosed with a debilitating medical condition, such as cancer or glaucoma, or an otherwise chronic or debilitating medical condition that produces long-term pain, severe nausea or other similar symptoms. MUMA provides certain express employment protections for qualifying patients and caregivers, while also supporting an employer's right to a drug-free workplace. Maine's Department of Health and Human Services oversees the program, but neither DHHS nor the Department of Labor has provided any additional guidance for employers wrestling with its practical impacts.

[Click here to read the full MaineBiz article \(this may take a moment to open\).](#)

The screenshot shows the MaineBiz website interface. At the top is a dark banner with the 'MaineBiz' logo in large white letters and 'MAINE'S BUSINESS NEWS SOURCE' in smaller red letters below it. To the right of the logo are two yellow buttons: 'SUBSCRIBE' and 'GET ENEWS'. Below the banner is a navigation menu with tabs for 'HOME', 'NEWS', 'CURRENT EDITION' (highlighted in red), 'MULTIMEDIA', 'OUR EVENTS', 'CALENDAR', and 'CONNECT WITH US'. Underneath the navigation is a sub-header 'IN THE APRIL 2, 2012 EDITION'. The main content area features a social sharing bar with icons for Twitter, Facebook, Share, Print, Email, and PDF. The article title is 'What employers should know about Maine's new marijuana rules'. The author is 'LORI LONDIS DWYER, ATTORNEY IN BERNSTEIN SHUR'S LABOR AND EMPLOYMENT PRACTICE GROUP, PORTLAND'. The article text begins with 'At the Augusta Civic Center last November, regular folks from across the state gathered under a tent to compare marijuana buds and inhale marijuana through vaporizers during a medical marijuana trade show. In homes across the state, cancer patients and individuals with other debilitating medical conditions use medical marijuana regularly and in compliance with state law. Most of these folks have jobs, and as their numbers grow, issues related to their use of medical marijuana are showing up in the workplace.' To the right of the article is a 'TODAY'S HEADLINES' section with several news items: 'BIW faces fines for 18 OSHA violations', 'Catch limit set for Gulf of Maine cod', 'Settlement nets Passamaquoddy Tribe \$11M', 'Lawmakers debate liquor sales, contract', 'USDA awards \$180K for renewable energy work', and 'Kittery shipyard work gets another \$16M'. At the bottom right of the headlines is a 'VIEW ALL' link. On the left side of the article, there is a 'RELATED CONTENT' section with three items: 'New York socialite bequeaths \$650K to Down East students', 'Maine joins fight against 'tax zappers'', and 'Idexx breaks ground on \$35M expansion'. At the bottom left, there is a snippet of another article: 'State finds \$14.3M in additional revenue' and 'Northern weeklies ditch'.