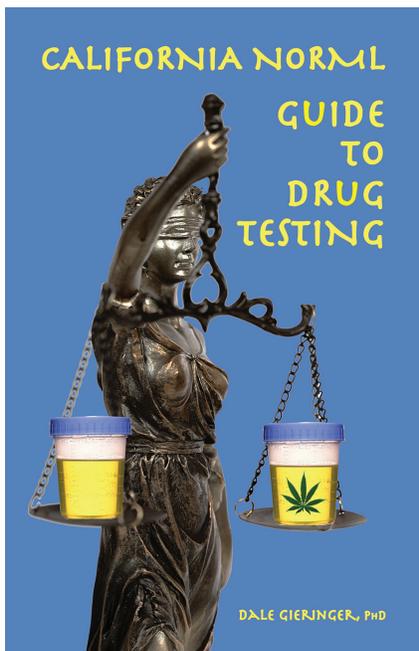


# How Can We Build An Industry If Only The Unemployed Can Buy Our Products?

As we expected at Cal NORML, one of the most frequently asked questions we have been getting since Prop. 64 legalized adult marijuana use in California is, "Am I now protected against drug testing on my job?"

Sadly, the answer is no. Prop. 64 allows employers to discriminate against their workers, even when their marijuana use is during non-working hours. In California, even medical marijuana patients are not protected against employment discrimination.

Ten states (Arizona, Connecticut, Delaware, Illinois, Maine, Minnesota, Nevada, New York, Pennsylvania and Rhode Island) have made it illegal for an employer to not hire or to discriminate against either a job applicant or employee who uses medical marijuana, under certain conditions. But not California.



Cal NORML is making it a priority to advance legislation protecting workers' rights in California. With the wind at our backs riding the voters' mandate on legalization with Prop. 64, the time to act is now.

Over 80% of Fortune 500 companies require drug and alcohol testing of their employees. Employment drug testing has been shown in federal studies not to improve worker safety, but it's a great way to discriminate against cannabis consumers. Impairment testing is a better and more just alternative for improving workplace safety.

We need the cannabis industry's support in this campaign. Think of it as an investment in the future, as well as an important human rights issue. Let's end unwarranted employment drug testing now, and allow our cannabis industry to flourish.

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YES! I will help California NORML fight for the employment rights of cannabis consumers.

\_\_\_\_\_ \$1000 Industry Angel - includes 6-month banner ad on Cal NORML's Marijuana Drug Test Detection Times website page, which receives over 75,000 monthly views

\_\_\_\_\_ \$500 Freedom Fighter - includes 6-month banner ad on Cal NORML's Drug Testing Page or deluxe listing with logo and link on our collectives, attorneys, cannabusiness or vaporizer page

\_\_\_\_\_ \$100 Peace Dove / Business Membership - includes 6-month regular listing at [www.CaNORML.org](http://www.CaNORML.org)



Send donations to:

California NORML, 2261 Market St. #278A San Francisco CA 94114  
or call Deputy Director Ellen Komp 415-563-5858 to pay by phone.

CaNORML is a membership 501(c)4 organization, founded in 1972.  
More at: [www.CaNORML.org/drugtesting](http://www.CaNORML.org/drugtesting)