

(Still) Navigating the Haze – Regulating Cannabis in Your Municipality

Tug Hill 2025 Local Government Conference *April 1, 2025*

Presented by

Katie Hodgdon, Association Counsel Lori Mithen-DeMasi, Chief Counsel

- General overview of MRTA
- Licensing evolution
 - Litigation and 2025 status
- Municipal rulemaking regulations
 - Time, place, manner
 - Measuring distances
 - Public convenience licenses
 - Deliveries and drive-thrus
- Microbusinesses
- Cannabis as a crop

Topics for Today

- Revenue!
- Showcases (aka slow rollout)!
- Enforcement
 - Unlicensed sale of cannabis 2024 budget
- Employment laws related to cannabis
 - Case law update employment and cannabis
- Any other questions!



Enacted March 31, 2021 – effective immediately

- Legalized adult recreational use / possession of cannabis, among other things
- Created Office of Cannabis Management and Cannabis Control Board

Sale of recreational cannabis began in early 2023:

- As of March 2025: (65 in Feb 2024)
- cannabis.ny.gov

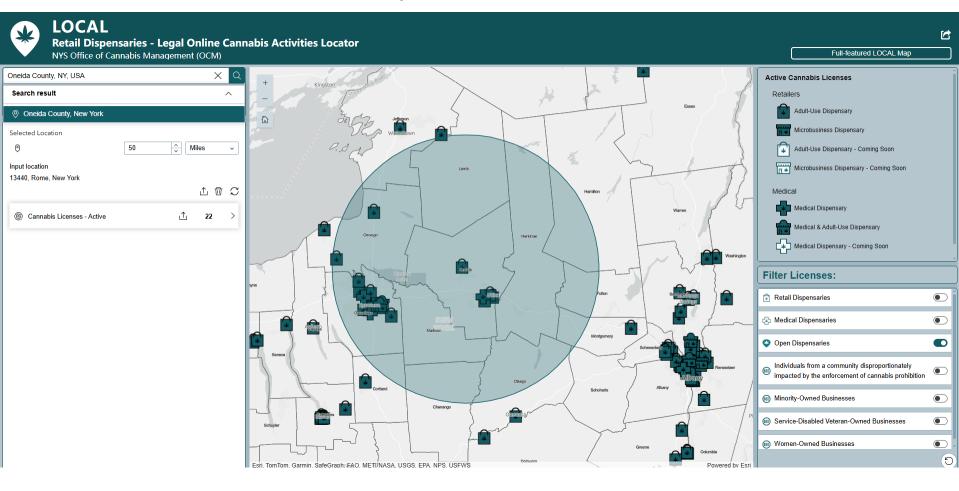
There are currently 336 adult-use cannabis dispensaries across

New York State.

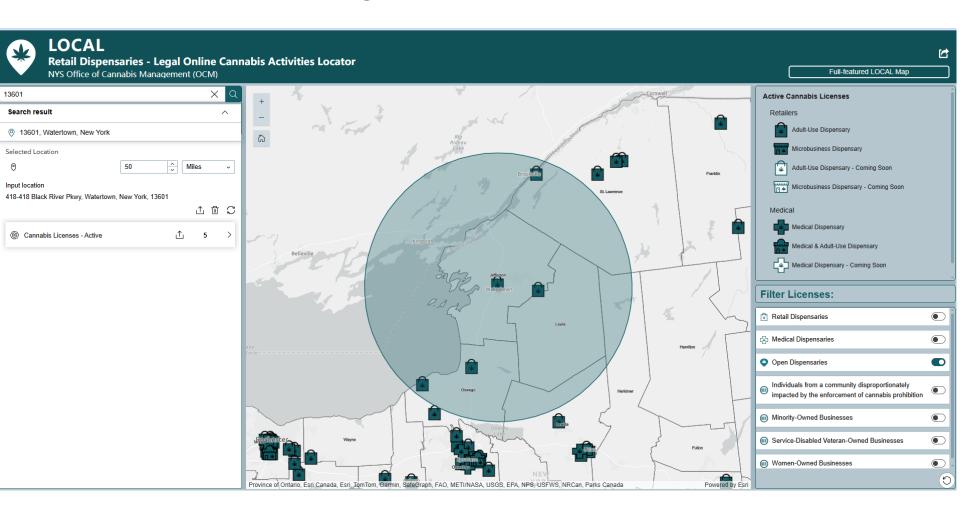
VIEW LOCAL RETAIL DISPENSARY MAP

ist results are filtered as you type.						
Entity Name \$	Address \$	City \$	Zip Code	Website		
Sotham Buds	248 W 125th St	New York	10027	gothambudsny.com		
Housing Works Cannabis, LLC	750 Broadway	New York	10003	<u>hwcannabis.co</u>		
Smacked Village	144 Bleecker St	New York	10012	getsmacked.online		
Just Breathe	75 Court St	Binghamton	13901	<u>justbreathelife.org</u>		
The Travel Agency Union Square	835 Broadway	New York	10003	thetravelagency.co		
William Jane Corporation	119-121 E State St	Ithaca	14850	williamjane420.com		
Good Grades, LLC	162-03 Jamaica Ave	Jamaica	11432	goodgradesnyc.com		
Upstate Canna Co	1613 Union St	Schenectady	12309	upstate-canna.co		
Dazed	33 Union Sq. W	New York	10003	dazed.fun		
Legacy Dispensary	1839 Central Ave	Albany	12205	legacy-dispensary.com		

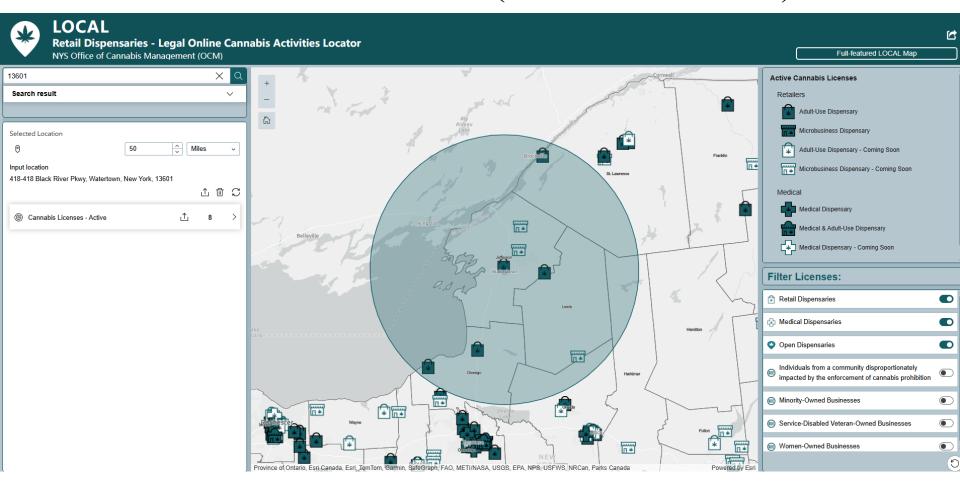
Oneida county: Adult-use / medical



Tug Hill: Adult-use



- Tug Hill: Microbusiness dispensary coming soon!
- What is a microbusiness? (...to be discussed!)



- Note that ***
 reference delivery yes, delivery is
 authorized
 - Not to NewJersey, though!
- ** Microbusiness retail locations

-,,	5-5 - 6.0	D. 00y		<u>ajanjanemamean.com</u>
Diamond Tree Dispensary	2700 Erie Blvd E	Syracuse	13224	diamondtreedispensary.com
Buzzsaw Cannabis Company**	5044 Route 17M	New Hampton	10958	buzzsawcannabis.com
Root 9 Dispensary	1546 Route 9	Wappingers Falls	12590	root9dispensary.com
Misfits Dispensary	420 Jefferson Rd, Ste 2	Rochester	14623	misfitsdispensary.com
The Plug	428 Rogers Ave	Brooklyn	11225	theplugny.com
Juniper NY LLC (dba SOFACLUB)	229 Avenue B	New York	10009	sofaclub.nyc
Herbology	304 Ellery St	Brooklyn	11206	herbologynyc.com
Electric City Cannabis	1354 Lower Broadway	Schenectady	12306	electriccitycannabisco.com
Flower City Dispensary	8053 Pittsford Victor Rd	Victor	14564	nyflowercitydispensary.com
Peace, Love, & Bud	320 S Transit St	Lockport	14094	<u>plbud.com</u>
Beleaf Calverton	4462 Middle Country Rd	Calverton	11933	<u>beleafny.com</u>
Cannabis Central	1520 Crescent Rd	Clifton Park	12065	shopcannabiscentral.com
Farmers Choice Dispensary	18 Westage Dr	Fishkill	12524	farmerschoicedispensary.com
Domes Dispensary	268 Forest Hill Dr	Kingston	12401	domesdispensary.com
	Previou	s 1	9	10 11 14 Next

^{***}Entities marked with *** and no address are **Temporary Delivery Only** locations. **No in-person or pre-order sales are allowed at this location.** For a list of areas that are available for delivery, please check the licensee's website directly.

^{**}Entities marked with ** are Microbusinesses with Retail Locations.

MRTA / Legal Overview

- Cannabis Law March 2021
- State Regulations: 9 NYCRR Title 9, Subtitle B, Chapter II
 - Municipal rulemaking and licensing regulations finalized on September 27, 2023
 - 4 year process- wrinkles are <u>still</u> being ironed out regarding licensing and litigation
- Local land use / zoning regulations
 - Subject to state regulatory parameters: time,
 place, and manner

Opt-Outs

- Too late to opt out now!! Deadline was December 31, 2021
- Only opting out of dispensaries / on-site consumption cannot opt out of other licenses
- Cannabis cultivation and cannabis processing licenses can still be granted in opt-out municipalities
- *As of March 2025, OCM data indicates 842 localities opted out of dispensaries and / or on-site consumption premises
 - February 2023- 844, so two that opted out opted back in!
- If opted out, can opt back in via local law
 - Doctrine of Legislative Equivalency

Licensing Updates

Licensing

Multiple different types of adult use licenses:

- Cultivator
- Processor
- Distributor
- Retail Dispensary
- Delivery
- Nursery
- On-site consumption
- And more!

- Initial rollout: Conditional licenses that required "justice involved" individuals that had a presence in NYS and were convicted or had a family member (parent, spouse, child, dependent) that was convicted of a marihuana-related offense
- Initial CAURD license applications accepted Aug-Sep 22
- Late 2022 first brick and mortar conditional adult-use retail dispensaries opened, sales began early 2023
- February 2023 4 CAURD licenses issued / operating, Feb 2024 65 issued / operating, April 2025 366!

- Also late 2022- Variscite case- requiring NYS presence for conditional licenses violates dormant Commerce Clause of US Constitution
 - Variscite NY One Inc v State of New York
 - Court agreed on injunction and limited injunction to one licensing area in the Finger Lakes region- parties settled in May 2023
- But! February 4, 2024- Second Circuit District Court decision: Variscite NY Four and Variscite NY Five v NYS Cannabis Control Board

- Variscite filed suit asserting that the November and December 2023 license process violated the dormant Commerce Clause, as the state "prioritized" and gave extra weight to certain applications
 - "SEE" Applicants—minority or women-owned business,
 distressed farmers or service-disabled veterans, as dictated by
 the state's "Social and Economic Equity" Plan (CL section 76)
 - "CDI" Applicants- applicants from communities
 disproportionately impacted by enforcement of cannabis
 prohibition

- SEE applicants are given extra priority if a majority owner or their relative were convicted of a marihuana-related offense under New York law prior to March 2021
 - Not required to be a resident of NYS
- Variscite argued that requiring applicant or relative to have NY conviction in order to have "extra priority" violates dormant Commerce Clause
- State argued that the dormant Commerce Clause does not apply to NY's licensing program because there is no interstate market for legalized cannabis

- Court indicated there is a split of authority on whether the dormant Commerce Clause applies to state cannabis licensing requirements
 - First Circuit in Maine only court to directly address cannabis
 licensing, finding that residency requirement for medical
 cannabis dispensaries violated dormant Commerce Clause
 - Ninth Circuit dormant Commerce Clause does not apply to
 federally illegal markets and citizens do not have a legal interest
 in participating in a federally illegal market
 - Market would facilitate illegal interstate activity

- Second Circuit district court agreed with Ninth Circuit"Congress exercised its Commerce Clause power to pass
 the Controlled Substances Act and thereby prohibited a
 national market for cannabis"
- Since national market for cannabis is illegal, it makes little sense to apply dormant Commerce Clause to state licensing structure- so doing would only encourage out-of-state participation in NY market, which is contrary to CSA

- NY licensing and weighted system for applicants does
 NOT violate US Constitution
- Step in the right direction for the continued rollout of adult-use licenses but appeal was argued in January 2025...stay tuned!



- August 2023 –In *Fiore et al v Cannabis Control Board*, a group of veterans sought an injunction in the CAURD licensing process, asserting that the state was prioritizing justice-involved individuals over service-disabled veterans, minority and women-owned businesses (CL section 87, 9 NYCRR 121.1)
- Supreme Court (Albany) agreed, issuing an injunction on the licensing process for more than three months (August-November)
- November 2023- parties settled- each receive a license and new licenses begin April 1, 2024

- So, where are we today?
- Still have lawsuits this time over distance regulations!
- Actualize Dispensary et. al v Cannabis Control Board four licensees filed suit asserting their "proximity protections" were violated when other licensees were granted licensees to operate within 1,000 feet of their operation
- On the other side <u>Astrid Holdings v OCM</u> license was denied because lease located near other dispensary

So, where are we today?



- Is there still a justice component in the application process?
 - Yes Cannabis Law section 87 required state to create social and economic equity plan (SEE) and prioritize applicants from CDIs and those that qualify as minority or women-owned business, distressed farmers, or service-disabled veterans
 - Goal to provide at least 50% licenses to SEE and CDI applicants

- License applications not considered unless:
 - 1. Applicant provides proof of control over proposed location (full license);
 - 2. Applicant provides proof of notification to municipality (full license); and
 - 3. Applicant receives a location determination from OCM regarding whether location meets proximity / distance requirements

Licenses – Notice to Municipalities

- Cannabis Law § 76 Between 270 and 30 days before applying for a license, retail or on-site applicant has to notify municipality of intention to file
- Localities can express an opinion for or against the granting of licenses
 - Opinion becomes a part of the application record which OCM uses to make recommendation to CCB to grant or deny license
 - Locality has 30 days from receipt of notification to express an opinion may request additional time (no more than 30 additional days) in writing and show a reasonable documented effort for extension (9 NYCRR 119.3 [d])

How many licenses have been issued?





CANNABIS CONTROL BOARD APPROVES 101 ADULT-USE LICENSES, TOTAL ADULT-USE LICENSES ISSUED TO DATE: 1,614

Board Advances Proposed Changes to Packaging and Labeling Regulations Following Robust Public Input

Trade Practices Bureau Provides Key Updates on Active Investigations

Number of Adult-Use Dispensaries Open & Operating Across the Empire State Increases to 330

• How many licenses have been issued?

Adult-Use License Approvals

The CCB approved 101 new adult-use cannabis licenses, bringing the total to 1,614, including 255 CAURD licenses, 55% of which are held by Social and Economic Equity (SEE) licensees.

The 101 licenses issued include:

1

The 101 licenses include:	#
Adult-Use Cultivator License:	2
Adult-Use Distributor License:	14
Adult-Use Microbusiness License:	14
Adult-Use Processor License:	42
Adult-Use Retail Dispensary License:	29

Time / Place / Manner Regulation Update

Time, Place, and Manner

- Municipalities may adopt local laws regulating time, place, and manner of retail and on-site consumption establishments
- Local laws can't be "unreasonably impracticable"
- Preempted from regulating ANYTHING ELSE. Regulations explicitly say:
 - no community host benefit agreements
 - no additional fees or taxes

Time, Place, and Manner

What are allowable time, place, and manner restrictions?

Hours of operation for retail shops

- o Can't operate between 2:00 a.m. to 8:00 a.m., UNLESS
 - Express written permission given by municipality
 - OR the municipality passes a local law, authorizing operation during those hours; and
- Can't have local law restricting operating hours to less than 70 hours a week, unless licensee agrees

Time, Place, and Manner

Hours of operation for on-site consumption establishments

- Can't have a local law allowing on-site to operate between 4:00 a.m. and 8:00 a.m
- Can't have local law limiting hours of operation to less than 70 hours a week unless licensee

Time, Place and Manner

What else are permissible time/place/manner subjects?

- Visual or architectural integrity of the building if located within historical districts;
- Parking;
- Traffic control, including, but not limited to, pedestrian and vehicular traffic;
- Noise;

Time, Place and Manner

- Odor (consistent with Public Health Law Article 13-e) and the Clean Indoor Air Act, EXCEPT;
 - Preempted from setting ventilation or odor control standard for indoor on-site consumption sites unless the standard is ALSO applicable to all indoor areas of any businesses that allow the tobacco smoking or vaping
 - Can only require distance of 20 ft or less between outdoor area of on-site consumption site & adjacent public thoroughfare
 - Otherwise preempted
 - o Cannabis Board can also require a greater distance

Unreasonably Impractical Local Laws

- Claimant can bring claim before OCM contesting validity of local law (but how?)
- Board may (not must) conduct review and issue advisory opinion on whether law is unreasonably impracticable
- OCM will send a copy of advisory opinion to claimant and municipality

Unreasonably Impractical Local Laws

If local law adopted before advisory opinion issued:

 opinion finding unreasonably impractical acts as presumptive evidence that local law violates Cannabis Law § 131 (2)

If proposed (not adopted) local law found to be unreasonably impractical:

municipality preempted from adopting local law

Distance Regulations

- Regulations provide specific distance parameters for certain entities:
- House of worship: a whole building owned, leased or used by a religious corporation, which is used exclusively as a meeting place for divine worship or other religious observances presided over by a member of the clergy

- Use does not cease to be "exclusively" used as house of worship if incidental uses occur, including but not limited to:
 - Games of chance or bingo;
 - Fundraisers;
 - Use by other religious groups;
 - Social activities for the congregation;
 - Private social functions;
 - Bereavement counseling, blood drives, support for conditions or diseases, exercise classes; and
 - Acceptance of funds to defray cost of third-party use of the structure (9 NYCRR 119.4 [1])

- School grounds: any building, structure and surrounding outdoor grounds, including entrances and exits, contained within a public or private pre-school, nursery school, elementary or secondary school's legally defined property boundaries
- Public youth facility: a location or structure owned by a government or government subdivision or agency, that is accessible to the public, where the primary purpose is to provide recreational opportunities or services to children or adolescents of whom the primary population is reasonably expected to be 17 years of age or younger

- No AURD, microbusiness, ROD or on-site consumption license will be granted:
 - On the same road and within **200 feet** of **house of worship** entrance;
 - On the same road and within **500 feet** of **school** entrance; and
 - On the same road and within **500 feet** of structure or grounds of **public youth facility** if locality adopted local law
 - Authority to adopt local law pursuant to time, place and manner regulations set forth in 9 NYCRR 119.2
 - **This distance requirement does NOT apply to public youth facilities and CAURD licenses (9 NYCRR 119.2 [10])

- Preexisting licenses: No right, privilege, permit, variance or approval shall be denied to any dispensary, microbusiness, ROD or on-site consumption premises that preexisted the establishment of and is:
 - On the same road and within **200 feet** of **house of worship** entrance;
 - On the same road and within <u>500 feet</u> of **school** entrance; and
 - On the same road and within <u>500 feet</u> of structure or grounds of <u>public youth facility</u> if locality adopted local law

- Where will the 200 / 500 foot distance be measured from?
 - Straight line from the center of the nearest entrance of licensed premises to:
 - The <u>center of the nearest entrance</u> of the house of worship, school or public youth facility
 - If no entrance exists, the nearest <u>structure of a public</u> <u>youth facility</u>
 - If no structure exists, the nearest point of the grounds of the public youth facility's legally defined boundary lines
 - If no clear delineation of grounds, the nearest point of equipment with the primary purpose of being used by the youth

- What is an entrance?
 - Main door regularly used to give ingress to the general public
 - If house of worship, school or public youth facility entrance is set back from a public thoroughfare, walkway or stairs are deemed the entrance and measurement is taken to the center of the walkway or stairs where it meets the building line
 - Cellars and back and side doors are NOT points of measurement

- What if the house of worship, school, public youth facility or licensed premises is located on a corner?!
 - It is considered to be on both streets, regardless of whether there is an entrance
 - For purpose of calculating "on the same street and within 200/500 feet"

– No *on-site consumption* license will be granted:

Within 500 feet of three or more existing on-site consumption premises, unless the Board (state) has determined that issuing the license would promote public convenience and advantage

- Density dispensary and microbusiness–
 Effective through December 31, 2023:
- No dispensary or microbusiness license will be granted:
- Within 1,000 foot radius of another dispensary or microbusiness in localities with a population of 20,000 or more
- Within 2,000 foot radius of another dispensary or microbusiness in localities with a population of 20,000 or less
 - Unless board determines placement promotes "public convenience and advantage"

- Density Medical dispensaries
- Still in effect:
- No ROD license shall be granted:
- Within 1,000 foot radius of another dispensary,
 ROD licensed or microbusiness in localities with a population of 20,000 or more
- Within 2,000 feet of another dispensary or, ROD license or microbusiness in localities with a population of 20,000 or less
 - Unless board determines placement promotes "medical necessity"

Licenses – "Public Convenience"

- Distance requirements no longer in effect post 2023 but prior to that, CCB could grant licenses within the distance radius if such license would promote public convenience and advantage, including:
 - (1) the number, classes, and character of other licenses in proximity to the premises and in the particular municipality or subdivision thereof;
 - (2) evidence that all necessary licenses and permits have been obtained from the state and all other governing bodies;
 - (3) whether there is a demonstrated need for such license;

Licenses – "Public Convenience"

- (4) effect of the grant of the license on pedestrian or vehicular traffic, and parking, in proximity to the premises;
- (5) the existing noise level at the premises and any increase in noise level that would be generated by the proposed premises;
- (6) the history of cannabis violations and reported criminal activity at the proposed premises; and
- (7) any other factors specified by law or regulation that are relevant to determine that granting a license would promote public convenience and advantage of the community

- Retail dispensaries must be a physical brick and mortar store
- Can sell in person, over the internet or via a digital app
- May operate a drive-thru service window or preorder pick up lanes for individuals using ground transport (aka need a mode of ground transport to pick up) (9 NYCRR 123.10)
 - Dispensary needs prior written approval from OCM and must comply with state and local laws

- Deliveries: what if locality opted out of retail dispensaries and on-site consumption premises – can cannabis still be delivered within that locality?
- Yes! Orders can be delivered to a customer aged
 21+ to a physical address
 - All residential properties
 - Short or long-term residences
 - Private businesses
- Delivery <u>not</u> authorized to town hall, nor:
 - Public buildings, public spaces (parks etc), community centers, school grounds, daycares, motor vehicles

- All deliveries must be pre-paid online or over the phone at the time the order is made – no cash transactions at delivery!
- ID and signature required at the time of delivery
- Deliveries CANNOT cross state lines federal
 CSA makes that a problem
- Dispensaries can charge fee for delivery
- Daily limit: 3 oz (85 grams) of cannabis
 flower or 24 grams concentrated
 cannabis (oil, vape, tincture, edibles etc)



Microbusiness Regulations

Microbusinesses

- As you saw earlier, microbusinesses are on the way to the Tug Hill region!
- Microbusiness license authorizes the cultivation, processing, distribution, retail sale and delivery of the licensee's own cannabis products
- Must engage in cannabis cultivation <u>and</u> at least one additional licensed activity, including processing, distribution, or retail sale
 - Microbusiness must be located within 25 miles of cultivation location in municipalities with populations less than 1,000,000

Microbusinesses

- Microbusiness license holders may:
 - Cultivate cannabis
 - Operate processing facility to manufacture cannabis
 - Purchase up to 500 lbs cannabis biomass per calendar year
 - Process up to 1700 lbs cannabis biomass
 - Sell cannabis to licensed processor and / or distributor
 - Distribute self-produced cannabis products to retail dispensaries and on-site consumption premises

Microbusinesses

- Microbusiness license holders may:
 - Deliver microbusiness cannabis products to cannabis consumers
 - Be a Cannabis Event Organizer
 - Sell cannabis products directly to consumers through microbusiness retail premises
- Do distance regulations apply?
 - Depends is the second factor outside of cultivation retail sale? If so, yes!
- Designed for small, craft producers
- Small and medium-sized entities

Cannabis as a Crop

Cannabis / Agriculture

- 2024- confusion as to whether agricultural operations that harvested cannabis entitled to ag exemption
- Chapter 605 of the Laws of 2024 (signed / effective December 21, 2024)
- Cannabis explicitly added to definition of crops, livestock and livestock products



Cannabis / Agriculture

- Cannabis lawfully cultivated is eligible for agricultural assessment
- Farmers that shift to cannabis do not have to worry about losing ag exemption
- Exemption applies to entire use will not lose exemption if manufacture on premises too

Revenue!

Taxation on Cannabis

- MRTA created a 4% local excise tax imposed on adult-use cannabis sales
- 4% tax revenue distributed by OSC to the county in which the retail dispensary is located
- County retains 25% of the revenue (aka 1% of the 4%)
 and must distribute the remaining 75% to the city, town,
 and/or village in which the retail dispensary is located
- County must distribute the revenue within 30 days of receipt from the OSC
- If county has more than one retail dispensary, the remaining 75 percent will be shared in proportion to the sales of the adult-use cannabis products

Taxation on Cannabis

- If a retail dispensary is located in a village within a town, and both local governments allow adult-use cannabis sales, the revenue will be distributed based on a distribution agreement between the town and the village
- In the absence of an agreement, the revenue will be distributed evenly between the town and village.
- New Revenue Account Code: A1116 Tax on Adult-Use Cannabis
- Use this to account for adult-use cannabis tax revenue

Showcases

Growers Showcase

- Slow rollout of licensing and sales led to frustration amongst cultivators, producers and retailers sitting with millions of dollars of product
- Solution: Growers Showcase!
- OCM's way to help licensed producers to sell cannabis
- Essentially acts as a pop-up dispensary
- Licensee (on-site, retail dispensary, microbusiness or ROD) can participate upon written permission from OCM (9 NYCRR 120.19)
- Required to show approval from governing body of locality unless locality granted permit (eg, temporary event permit
- First one occurred in New Paltz August 2023
- No events occurring after January 1, 2024

Growers Showcase

- At this time NO event permits for sale of adult use cannabis products
- All sales of adult use cannabis must happen in approved brick and mortar retail store
- Those wishing to sell authorized CBD products at an event must obtain an Cannabinoid Hemp Temporary Retail Permit from Office of Cannabis Management

Enforcement Updates

Enforcement Updates – 2023/24 Budget Changes to Tax Law

- DTF authority to perform regulatory inspections on <u>licensed entities</u> to determine if taxes have been paid
 - May seize cannabis products
- . Increases financial penalties for violations
- Expands when DTF can revoke or refuse certification of registration required for cannabis businesses

Enforcement Updates – 2023/24 Budget Changes to Tax Law

Establishes new tax fraud crime for willingly failing to collect or remit cannabis taxes or knowingly "possessing for sale" any cannabis where taxes should be paid but weren't

*Means more than 5lbs adult use cannabis products or 1lb or more of edibles or concentrated cannabis products at a business

Enforcement Updates – 2023/24 Budget

Changes to Cannabis Law – expands OCM authority

- . Civil penalties on <u>unlicensed businesses</u> selling / distributing cannabis
 - Up to \$20k per day for most egregious activity
- Regulatory inspections of businesses selling/giving away cannabis (including in indirect selling*) and seize product
 - . Court order if business refuses or warrant for residence
- *Indirect selling means giving cannabis in connection with the sale of a product or service (sticker sales)

Enforcement Updates - 2024/2025 Budget

- PPGG Part G
- County OR city (towns and villages were ultimately excluded from final law) may adopt local law establishing process to execute closure orders, seize and destroy illicit cannabis, and establish own civil penalties against the illicit operators

Enforcement Updates – 2024/2025 Budget

Local law must:

- Establish a local registry of all registered organization, licensees, or permitees in jurisdiction
- Establish civil penalties
- Create a process for adjudicating any hearings required in connection with the issuance of penalties
- Establish a process on how to seize and destroy products
- Designate a local official to be the liaison between the municipality and OCM
 - Must send monthly reports to OCM on enforcement activity

Enforcement Updates – Case Law

People v Pastrana, 2023 NY Slip Op. 05966

- June 2015 defendant stopped at police roadblock
- Some marihuana in plain view and a "particularly strong" smell came from glove compartment
- Found a lot more weed and a gun
- Defendant convicted of :
 - 2nd degree criminal possession of a weapon
 - Criminal possession of marihuana in 5th degree
 - Unlawful possession of marihuana
- Wanted MRTA applied retroactively to invalidate search

Enforcement Updates – Case Law

People v Pastrana, 41 NY3d 23 (2023)

- Penal Law § 222.05 (3) adopted as part of MRTA
- Reasonable cause can't be based solely or collectively on:
 - Odor of cannabis;
 - Odor of burnt cannabis;
 - Possession in authorized amounts;
 - Presence of money near cannabis; or
 - Personal cultivation

Enforcement Updates – Case Law

Court of Appeals found no intention to have Penal Law 222.05 apply retroactively

- Pointed out Legislature included provisions in MRTA to remedy past discriminatory practices regarding policing of marijuana, including provisions vacating prior marijuanarelated convictions
- Aka when Legislature wanted MRTA to impact convictions finalized before law's effective date, it provided express provisions to that effect

Workplace Updates

Cannabis in the Workplace

Moran-Ruiz v Ontario County, 218 AD3d 1341 [4th Dept 2023]

- Petitioner was corrections officer for county
- Rx for medical cannabis use in 2018
- Went on disability in 2021
- County saw medical records and cannabis rx
- Petitioner had been cleared to return to work, county wouldn't let her until she had a negative drug test and been evaluated by a substance abuse professional
- Petitioner said violated Civil Service Law §§ 72, 75, and
 Executive Law 296 and Civil Rights Law § discriminated based on disability

Cannabis in the Workplace

- Court affirmed Supreme Court granting county's motions to dismiss
- Regarding Civil Service claims
 - Petitioner member of union. CBA prohibited use of marijuana (even with an Rx), as condition of employment
 - CBA expressly stated that grievance procedure outlined in CBA applied to alleged violations of CBA
 - Therefore, Civil Service Law §§ 72 and 75 didn't apply

Cannabis in the Workplace

As for discrimination claim:

- Cannabis Law § 42 (2) says being a certified patient for medical marijuana purposes deemed having a 'disability' under Executive Law § 296 and Civil Rights Law § 40-c
- Cannabis Law § 127 (4) says "a[n] employer shall adhere to policies regarding cannabis use in accordance with Labor Law 201-d"
- Labor Law 201-d [2][b] says it's unlawful to fire or discriminate an employee for legally using cannabis during non-work hours
- BUT Labor Law 201-d [4] say "an employer shall not be in violation... where the employer takes action pursuant to a CBA"

Questions?

khodgdon@nytowns.org lmithendemasi@nytowns.org

