



## Internal Memo

**Date:** November 18, 2024

**To:** HR Directors and Designees

**From:** Barbara Sanders

### RE: Policy Updates

Effective November 18, 2024, the [HR/LR Policy #1418 Prohibition of Drug and Alcohol Use by State Employee](#) is updated and available on the [MMB HR/LR Policies, Procedures, and General Memos](#) webpage.

The [HR/LR Policy and Procedure #1418A Attachment B: Designated Employer Representative \(DER\) List](#) is also updated.

Updates to the Policy include:

- 'Adult-Use Cannabis Product' has been added as a Term in the list of Definitions.
- Cannabis Products has been included in the Definition of the Term 'Drug'.
- In the Statutory References, the title of M.S. Ch. 342 has been corrected to read 'Cannabis'.
- Adult-Use cannabis has been added to the provision prohibiting use, possession, or impairment on the premises of the place of employment or during the hours of employment.

Updates to the contact persons on Designated Employer Representative (DER) have been made.

### Contact

Contact Barbara Sanders, MMB, at [barbara.sanders@state.mn.us](mailto:barbara.sanders@state.mn.us) with questions.