A NOTE TO THE TRAVELER

Please read this manual in its entirety and complete the Acknowledgement of Employee Handbook prior to your start date.

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Medical Solutions began in 1997 as a one-person operation. Back then the focus was only on permanent placements to a few clients in Nebraska and Kansas. In 2001, under new ownership, Medical Solutions started in its present form, focusing on travel assignments.

2004 was a big year for Medical Solutions in two ways. First, we were one of the first staffing agencies to receive the Joint Commission’s Healthcare Staffing Services Certification Gold Seal of Approval. At the same time, we did something a little radical in our industry and started providing our travelers with a dedicated Career Consultant (Recruiter) for their entire career. We understand the importance of listening to you, our traveler, and helping you reach your professional and personal goals. This practice has become one of our core strengths, so you can be comfortable knowing that you can contact one person for your hospital questions, payroll and housing information, new assignment possibilities, anything you need.

We also match this model on the Hospital side through the role of Client Managers. When Medical Solutions provides the Hospital with the same great service that we provide to our Travelers, the result is better job matching and more successful, enjoyable assignments.

Thank you for joining the Medical Solutions team! Your commitment, focus, attitude and talent make Medical Solutions the great company that it is.
Our Mission at Medical Solutions is simple. We seek to provide “Service That Inspires.” When we provide this level of service, three things happen:

- Happy and Fulfilled People
- Personal and Trusting Relationships
- Compassion and Healing

Medical Solutions has built this Mission around the following Core Values:

- Remain flexible & embrace change.
- Show passion for your work and have fun doing it!
- Challenge yourself and strive for excellence.
- Create a positive experience with everyone you encounter.
- Treat people like you want to be treated.
- Be an expert at your job.
- Be proactive, not reactive.
- Focus on the solution, not the problem.
- Use open and honest communication to build trust.

These values guide our decisions every day. They help us fulfill our Mission and to operate with the highest level of business integrity. We expect our employees and our travelers to uphold these values as well.
On January 4, 2005, Medical Solutions became one of the first health care staffing companies in the country to be awarded the Joint Commission’s Healthcare Staffing Services Certification Gold Seal of Approval. The Joint Commission has been accrediting hospitals and other health care entities for over 50 years and focuses on the delivery of high quality, safe patient care. Medical Solutions considers it a great honor and achievement to receive and hold this award. We continually strive to conduct our day-to-day business operations with patient safety and quality care as our main goal.

If you have any concerns about patient safety or patient care that you feel Medical solutions has not addressed, you may contact a member of our management team at 1-866-633-3548 or info@medicalsolutions.com. You may also contact the Joint Commission Office of Quality Monitoring at 1-800-994-6610 or complaint@jointcommission.org.

No traveler will receive any type of punishment or discipline for reporting a safety or quality concern to the Joint Commission. For more info on the Joint Commission, please visit www.jointcommission.org.

Medical Solutions firmly supports equal employment opportunities in every aspect of the employment relationship, including employee recruitment, hiring, compensation, benefits, training, education assistance, promotion, transfer, layoff and termination, social and recreation programs, employee facilities and recognition. All employment decisions will be based solely upon individual ability, interests, and performance. It will be free of discrimination or harassment on the grounds of race, religion, color, national origin, ancestry, physical and/or mental disability, marital status, sex, sexual orientation, age, or veteran status.

That is a nice corporate sounding paragraph, isn’t it? What is important for you to understand is that our goal is to provide a fair and equal employment opportunity for all job applicants. Medical Solutions follows each state’s guidelines for equal employment, not only because it is the law, but because it is the right thing to do. If at any time you feel you have experienced discrimination; please contact your Career Consultant immediately.

Located in Cabazon, California, the Carbazon dinosaurs have appeared in everything from Coca-Cola commercials and most notably, the film, ‘Pee-Wee’s Big Adventure.’ Tell ‘em large Marge sent ya!
AFFIRMATIVE ACTION

(Includes Section 503 of the Rehabilitation Act of 1973 and The Vietnam Era Veterans’ Readjustment Assistance Act of 1974)

Some of the assignments you may take with Medical Solutions may be with a government contracted facility. Because of this, we have to follow Executive Order #11246. This means that Medical Solutions has developed an Affirmative Action Program, which audits and monitors our hiring practices. The success of our hiring depends on each person in our company, and we have a number of policies and procedures that we use to make sure that this Executive Order is accomplished. If you would like to see it, we have a copy of it in our corporate offices in Omaha, NE. Just ask.

AMERICANS WITH DISABILITY ACT OF 1990

It is the policy of Medical Solutions not to discriminate against any qualified traveler in any aspect of employment because of a disability or a perceived disability so long as the traveler can perform the essential functions of the job. Consistent with this policy of nondiscrimination, Medical Solutions will attempt to provide reasonable accommodation to a qualified traveler with a disability, as defined by the ADA, provided that such accommodation does not constitute an undue hardship on Medical Solutions or its Client Hospitals. If you have a disability, and believe you need a reasonable accommodation to perform the essential functions of your job, you are required to notify your Career Consultant. Medical Solutions requires travelers with disabilities to come forward and request reasonable accommodation.

EMPLOYMENT AT WILL

Every traveler at Medical Solutions is considered an “at-will” employee. This means that you may terminate your employment for any reason at any time. Medical Solutions may also terminate your employment for any reason at any time, except for reasons that are in violation of state and federal guidelines. Please be aware that some terminations may breach the signed work order for that assignment and carry the consequences listed on the contract. Please refer to the rest of this handbook or your assignment contract for any consequences that may result from this type of termination.

HARRASSMENT

Any form of harassment on the job – this includes sexual, racial, ethnic, disability, and other forms – is absolutely prohibited at Medical Solutions. Harassment is defined as any conduct which demeans a person by equating that person’s worth to gender, race, religion, age, disability, or other personal traits, rather than the ability to do your job.

If you believe you have been harassed by any person in the workplace, or if you witness harassment of another person, you may do any or all of the following:

- Tell the person doing the harassing that the conduct is not acceptable
- Contact your Career Consultant to give information about the harassment
- Contact the proper Hospital staff to report any incident

At Medical Solutions, we take all harassment complaints very seriously. We will handle these quickly and thoroughly, working with our Hospital clients when necessary to resolve the issue. If the complaint is justified, we will help find the best solution to the situation. We will treat all information as confidential as we can while still being able to deal with the issue in an appropriate manner.

PLEASE NOTE: So far we have only spoken about harassment from the receiving end. If you are an employee of Medical Solutions, and a justified complaint is made against you, you will be disciplined, up to and including terminating your employment. This includes any threats or perceived threats of retaliation against someone making a complaint. We are very serious about this.

EMPLOYMENT CLASSIFICATION

Medical Solutions must classify all of its travelers according to Department of Labor guidelines for the purposes of salary, overtime, and the receiving of benefits. All travelers with Medical Solutions are classified as Hourly. As an Hourly employee you will be paid for every hour worked when approved by your Manager, and you are eligible to purchase employee benefits if you average 32 or more hours per week.
The privacy of your health information is very important to us at Medical Solutions. To help ensure this privacy, we are very careful to follow the rules established by the Health Insurance Portability and Accountability Act (HIPAA) established in 1996 by the US Department of Health and Human Services. Under these rules your personal health information must be kept confidential and only used or disclosed in accordance with our policies. Here is a short version of our policy.

Medical Solutions creates, receives and maintains certain medical information about employees to help provide health benefits to travelers, including payments, to fulfill legal and regulatory requirements, to coordinate the provision of healthcare to travelers when needed, and to conduct applicable business and employment screening. We obtain medical information through forms that you may complete, forms you submit to us, or reports and data provided directly to us by third parties via email, fax, or other means.

What this means to you is that we need to get some of your health information. This includes:

• Physical/Statement of Health
• TB screening (TB testing results, chest X-ray, TB Screening form, mask fitting, etc.)
• Immunization documents (MMR, Hep B, Varicella)
• Other health information as requested by the hospital you are assigned to

This also means that we will need to send this information to our Client Hospitals before you begin an assignment. They want to ensure the safety of patients and employees in the same way that we do, so it is necessary that they know these health requirements have been met. If the security of this information is ever in question of being violated, the following steps will be followed:

• A Manager will be notified as soon as possible
• The Traveler involved will be notified as soon as possible
• An internal inquiry will be conducted regarding the violation - What happened that caused the violation - Take all necessary steps to resecure the information - Implement steps to prevent further violations

According to the HIPAA guidelines, you may request copies of your personal health information from Medical Solutions at any time. If there is any incorrect information you may request a change. You may also request to know when and where we have sent your personal health information. Please contact your Career Consultant if you would like any of this information. You may also request that we do not send this information to the Hospital that you are assigned, but please understand that this may mean the cancellation of that assignment and make it very difficult to place you in any Hospital.

After reading this handbook, there is a form for you to sign, which gives us your consent to send this information to our Client Hospitals as needed. If you do not sign the consent, we will not be able to continue with the assignment as listed above. If you have any questions about any of these policies, or if you would like to see our complete HIPAA policy, please contact your Career Consultant.
PAY SCHEDULES & PROCEDURES

Travelers with Medical Solutions are paid weekly as long as a signed Timesheet is turned in on time. If a scheduled payday falls on a company observed holiday, you will normally be paid on the day before the holiday. All required deductions, such as federal, state and local taxes, as well as all voluntary deductions, such as Medical Insurance, will be withheld automatically from your paycheck.

TIMESHEETS

As a traveler, you are required to list all work hours, lunch breaks, call, and other work time on a time sheet each week. Your time sheets are due each Monday by 3:00pm. You must turn in your timesheet by this time to receive your weekly pay on Friday. The timesheet must be signed by the appropriate person at the Hospital. Please be very specific with your timesheets, so that we may pay you correctly for your work. If you leave anything out, or if your time has not been approved by the Hospital, your pay may be delayed. As always, please contact your Career Consultant with any questions.

WORKERS’ COMPENSATION

If you are injured or have any exposures while working, you must immediately report to your Hospital supervisor and then to your Career Consultant as soon as possible. You are covered by workers’ compensation insurance while you are on assignment with Medical Solutions, and we want to be sure we can assist you in getting the medical treatment you need. If you do not contact us right away, it may jeopardize your ability to receive workers’ compensation benefits.

COBRA

If you are a traveler that is covered by our medical insurance plan, you have the right, under the COBRA law, enacted in 1986, to choose continuation coverage if you lose your coverage because of termination (except for reasons of gross misconduct on your part). Your eligible dependents may also have the right to elect and pay for continuation coverage under certain circumstances where their coverage would otherwise end. You will receive notice in the mail of your options under COBRA at the termination of your employment with Medical Solutions.

CASH REWARDS

From time to time, Medical Solutions will hold contests, incentives, or other programs for our travelers. These programs may reward travelers with cash or other items. Any payment or gift that you receive from Medical Solutions will be taxed according to IRS guidelines.
Medical Solutions wants to offer you extra benefits we feel you deserve as Travel Nurses and Travel Allied Health Professionals. Once you begin your assignment we will provide you with the necessary promo codes to allow you take full advantage of all the awesome discounts only offered through Medical Solutions to you. Here are our current offerings:

- **Working Advantage** - Save up to 60% on tickets, travel, and shopping! You receive exclusive discounts on places such as SeaWorld, Busch Gardens, Target.com, AMC theaters, Overstock.com, Universal Studios, as well as hotels, sporting events, family events, Broadway theatre and MORE!

- **Scrubadoo.com** - In need of new scrubs or looking for some fun new features? You get the advantage of a 10% discount on all purchases through their website.

- **FragranceNet.com** - Over 11,000 genuine brand name fragrances, skincare, hair care, aromatherapy & candles all at discount prices, up to 70% off retail.

- **Verizon Wireless** - You’ll be offered the “Consumer or Business Phone Pricing” when buying a phone. Which means you’ll be able to get the best price offered of either the consumer price or the business price, whichever price is lower. You’re also offered; 8% access discount for minute plans of $34.99 and higher, 12% feature discount on certain phone features and 25% accessory discount on any phone accessories.

- **Enterprise & National Car Rentals** - Beep! Beep! Want to drive to your next assignment in style? We’ve partnered with Enterprise Rent-A-Car and National Car Rental and are offering you a 5-10% discount on any one way car rental.

- **VPI Pet Insurance** - VPI Pet Insurance provides healthcare coverage for your pet. As a our employee,you'll receive a 5% group discount on your VPI policy. Plus, owners of multiple pets are entitled to receive additional discounts!

- **ProperPet.com** - Exclusive 10% discount on all your pet needs. Find all you’ll ever need to spoil your little friends.

- **1-800-PetMeds** - In need of some medicine for your sick kitty or want to protect your puppy from flea and ticks? Order all your pet pharmaceutical needs from 1-800-Pet-Meds and receive a 10% discount from America’s largest pet pharmacy.

- **PetRelocation.com** - Safe, personalized travel arrangements for your pets at a discount! We are offering all our Travelers an exclusive 10% discount with one the world’s best pet relocation services. Whether you’re moving across the state or across the country, PetRelocation.com is all you need.
We want to be known as the best in the business. That means that everything we do has to be the best that it can be. The following sections are policies and procedures for how we strive to do that in many areas. As a traveler of Medical Solutions, we expect you to uphold the same standards. If you have any questions or want to see the complete policy for any area, please contact your Career Consultant.

**PERFORMANCE EVALUATION**

Let’s face it, our travelers are the ones doing the hard work every day taking care of patients in our Client Hospitals. Our success depends on your performance. And we have a responsibility to provide our Client Hospitals with the most qualified and experienced travelers as possible. One of the ways we do this is by asking for performance evaluations from the Hospital at the end of each assignment. Some of the important items that these evaluations focus on are:

- Medication administration
- Documentation
- Critical thinking, problem solving and flexibility
- Time management and priority setting
- Quality of interactions with patients, staff and family members

You will also be evaluated by your Career Consultant. These items certainly aren’t clinical, but are very important in terms of professionalism and the way you represent Medical Solutions. These evaluations focus on:

- Timeliness of response to requests by Medical Solutions
- Taking care of all pre-assignment responsibilities like drug and health screening, paperwork, certifications, licensure, etc.
- Attitude and enthusiasm
- Getting timesheets in on time
- The way you communicate with your Career Consultant

We want to develop a long term relationship with the best Travelers in the business. These evaluations are an important step in fostering the career that you want, and recognition of the great work that you deserve.
Most work-related issues can be settled by a conversation between you and your Career Consultant. We encourage you to try to resolve any issues in this manner first. But if a situation arises, you have the right to file a grievance with our company. Here are some general guidelines about our grievance process:

- An issue involving salary, wages, assignment of work or benefits, is not an issue to be processed as a ‘Grievance.’ Please discuss these issues with your Career Consultant.
- A grievance alleging discrimination (such as stated in the section on Harassment) should definitely be handled using our Complaint/Grievance process, as well as any other issue that would fit the grievance guidelines.
- Any grievance should be written and should identify the basis of the dispute, including specific facts, and provide documentation that is important to the issue. Also, please give us your desired resolution to the issue.

Timing of Documentation:

- If the grievance involves suspension or termination of your employment, please submit within 5 working days following the suspension or termination.
- If the grievance involves another issue, please submit within 10 business days of the incident.
- Medical Solutions will provide a written response to the grievance within 10 business days after we receive notice.
- If you wish to provide further information, or to request additional consideration on our part, you must do so within 10 business days of our written response to the initial grievance.

In order to constantly increase the quality of our business, and more importantly, the quality of patient safety and care, Medical Solutions conducts performance improvement activities in an attempt to do the following:

- Identify areas that need improvement
- Evaluate performance in these areas to discover what improvements can be made
- Evaluate processes that impact these areas of performance, and make improvements
- Report required data to specific agencies such as the Joint Commission and OSHA

GRIEVANCE PROCESS

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EMPLOYEE CONDUCT

Medical Solutions is committed to creating and maintaining a safe, efficient and productive work environment for our Travelers, Client Hospitals and their patients. As such, all Travelers must conduct themselves in an appropriate and professional manner. The following list contains examples of inappropriate conduct, but the list is not all-inclusive. Medical Solutions may take disciplinary action, up to and including termination of employment, should a Traveler act as described below or act in any manner that Medical Solutions determines, in its sole, reasonable discretion: 1) threatens the health, safety or welfare of our Travelers, Internal Employees, Client Hospitals or their patients; or 2) unreasonably interferes with the safe, efficient, or productive operation of Medical Solutions’ or a Client Hospital’s business.

- Using, abusing, or being under the influence of drugs or other intoxicating substances, including marijuana, that are illegal under local, state, or federal law while engaging in any Medical Solutions or Client Hospital business or while on Medical Solutions’ or a Client Hospital’s premises (whether on duty or off duty)
- Possessing, using, abusing, purchasing, selling, transferring, transporting, dispensing, or being under the influence of alcohol and/or drugs or other intoxicating substances in violation of local, state, or federal law on Medical Solutions’ or a Client Hospital’s premises (whether on duty or off duty) or while engaging in any Medical Solutions or Client Hospital business
- Smoking in prohibited areas while on Client Hospital property, including “smoke free” campuses
- Possessing any firearms or other weapons on Medical Solutions property or on any Client Hospital property
- Fighting with or assaulting a fellow employee or employee of the Client Hospital
- Threatening or intimidating managers, other employees, or patients
- Engaging in any form of harassment
- Swearing and/or vulgar or inappropriate language, especially in conversation with co-workers or patients
- Theft, destruction, defacement, or misuse of Medical Solutions property, Client Hospital property, or the personal property of another
- Concealing defective work
- Insubordination or the refusal to follow Client Hospital or Medical Solutions policies
- Falsifying or altering any Medical Solutions or Client Hospital record or report (i.e. application, patient chart or timesheet)
- Gambling on Medical Solutions or Client Hospital property
- Disclosing proprietary Medical Solutions or Client Hospital information to non-employees or using this information for personal gain
- Sleeping on the job

PERFORMANCE IMPROVEMENT

In order to constantly increase the quality of our business, and more importantly, the quality of patient safety and care, Medical Solutions conducts performance improvement activities in an attempt to do the following:

- Identify areas that need improvement
- Evaluate performance in these areas to discover what improvements can be made
- Evaluate processes that impact these areas of performance, and make improvements
- Report required data to specific agencies such as the Joint Commission and OSHA

PROCEDURES

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PROCEDURES
Accordingly, Medical Solutions has established a Substance Free Workplace policy to keep the quality of services we provide up to the highest standards and to keep our Travelers, Internal Employees, Client Hospitals and their patients safe.

In addition to the policies listed under “Employee Conduct” in this Handbook, violation of Medical Solutions’ Substance Free Workplace policy as described in this section, or a conviction or violation as described in this section, may result in disciplinary action against the employee in accordance with Medical Solutions’ policy, up to and including termination of employment:

- All Travelers must notify Medical Solutions of any charge(s) involving drugs within 2 calendar days of the charge(s) so that Medical Solutions can determine its obligations and appropriate next steps.
- All Travelers must submit to drug testing under the following circumstances: Pre-employment, each new location and any for-cause action according to the policy of the Client Hospital or Medical Solutions.
- The following are prohibited while conducting Medical Solutions and/or Client Hospital business or while on Medical Solutions or Client Hospital premises, whether on or off duty:
  - Using, abusing, or being under the influence of alcohol, drugs or other intoxicating substances, including marijuana, that are illegal under local, state, or federal law; and
  - Possessing, using, abusing, purchasing, selling, transferring, transporting, dispensing or being under the influence of alcohol, drugs or other intoxicating substances in violation of local, state, or federal law.
- All Travelers must follow the smoking policies of the Hospital of the Traveler’s assignment.
- Notwithstanding anything in the Handbook to the contrary, the legal and appropriate use of over-the-counter medication or other medication that can be legally prescribed under both federal and state law is allowed to the extent that such use does not impair an employee’s job performance or safety or the health or safety of others.
- Medical Marijuana Note: While some states have passed legislation allowing for the medicinal and/or recreational use of marijuana, it remains classified as a Schedule I drug under the federal Controlled Substances Act and is, therefore, illegal. As such and due to the safety-sensitive nature of our Travelers’ work, the use of marijuana, for any reason, is prohibited as described in the Employee Conduct Policy and the Substance Free Workplace Policy. Employees in violation of these policies are subject to disciplinary action up to and including termination of employment.

(See State Medical Marijuana Laws chart at back of handbook)
WORKPLACE VIOLENCE

Workplace Violence is a very serious issue, and will not be tolerated at Medical Solutions. This includes:

- Actual or implied threats to harm an employee, former employee, Supervisor, Supplier, Customer or Visitor during employment with Medical Solutions or while on Medical Solutions premises
- The possession of a weapon of any kind while on Medical Solutions or Hospital property
- Obscene, abusive, or threatening language or gestures
- Willful destruction of Medical Solutions or personal property
- Any other conduct perceived as a threat of violence

In addition, all travelers have a “duty to warn” their immediate supervisor and their Career Consultant of any suspicious workplace activity, situations, or incidents that are observed or that employees are aware. Anyone engaging in any violent behavior will be subject to corrective action, up to and including termination, and may also be personally subjected to civil or criminal liability.

GIFTS OF APPRECIATION

Sometimes during the course of an assignment, you may be faced with a patient, coworker, or someone that wants to offer you a gift as appreciation for your work. It is perfectly acceptable to receive such gifts provided they are small (usually designated as worth less than $20) and are not used as a way to gain preferential treatment or favors that are in conflict with ethical standards of business. Please let your Career Consultant know if you receive any such gift. It helps us to make sure we are operating the right way, and it is also great to know that your hard work is being appreciated in this way. However, gifts not seen as nominal or that violate the law may not be accepted.

INTERNAL EMERGENCY MANAGEMENT

If an emergency occurs that affects the normal operations of Medical Solutions, you can trust that we have many procedures in place that enables us to continue business with limited effect to our travelers. If the emergency constitutes an interruption in phone service for any length of time Medical Solutions maintains an off-site answering service, operating 24/7, to field incoming calls and relay them to appropriate Medical Solutions employees via mobile phones. We may also change our digital phone system to analog to receive phone service while electric power may be out.

So whether there is a power outage, inclement weather, threat of severe weather, fire, natural emergency, etc. rest assured that you will still be able to contact Medical Solutions for any need you may have.
As a Traveler, you know that there are many steps required to a successful assignment. One of those steps is making sure you have a complete personnel file at all times. We will help you every step of the way and facilitate many of these requirements on your behalf, but in the end, the responsibility to submit documents and maintain a complete file is YOURS. Please make sure to always do the following:

• Submit all necessary paperwork, forms, documents, copies, etc. when requested. The timely receipt of these items is absolutely necessary to a successful assignment
• Update your Career Consultant when there are changes to your demographics and/or personal information, such as new address, new phone number, new email, name change, updated professional license status, or other items as needed
• Please note that if you fail to send in requested information in the timeframe required, it may result in
  - Delay in start date
  - Inability to report for assigned shifts until missing paperwork is completed
  - Disciplinary action, up to and including cancellation of a contract
  - Withholding of per diems, assignment bonuses, reimbursements, stipends, etc.

COMPLETION OF MEDICAL SOLUTIONS ORIENATION

As a Traveler you may be in a position to be reassigned (floated) to another unit as patient acuity, staffing levels and work flow change. Please keep the following in mind when asked to float.

If you are asked to float within the terms of your contract, you should willingly go to those areas where your skill level and competence are adequate for the assignment. Sometimes this will require orientation to the unit you are being floated to.

If you are asked to float to an area or unit where you don’t feel competent and/or you have not been appropriately oriented to work in, you should discuss this immediately with a Hospital Supervisor or Manager and attempt to resolve the issue in the best manner (ie orientation to that unit, float to a unit that does match your competency). After this, please contact your Career Consultant so that this issue may be addressed with our Client Hospital.

REASSIGNMENT OF PERSONNEL (FLOATING)
Managing Safety Risks & Incident Reporting

As an experienced healthcare provider you have undoubtedly been exposed to situations and events which are unexpected and fall outside normal daily work. These ‘situations’ or ‘events’ are often referred to as incidents or variances. Medical Solutions is dedicated to providing the highest quality and safety of patient care. That is why you are our Traveler. In conjunction with OSHA and Joint Commission standards, we have put a reporting structure into place to handle these incidents. As a Traveler with Medical Solutions, there are several guidelines you must follow to ensure safe patient care:

• We are not physically at the Hospital with you, and therefore can’t monitor your direct patient care. So we have to rely on the incident reporting process that the Hospital has established. Please make sure you understand this policy when you begin a new assignment. When any type of incident occurs, you should immediately follow the Hospital process for handling and reporting. If you have questions at this time, please communicate with your shift Supervisor or Manager. The following is a list of categories of events that MUST be reported. There may be other categories based on the Hospital policies and procedures.
  - Medication, Treatment, IV Therapy, or diagnostic Error
  - Blood Transfusion error
  - Patient fall
  - Staff Member Fall or other Injury and Illness
  - Code (Cardiac or Respiratory Arrest)
  - Blood and body Fluid Exposure
  - Medication Exposure (e chemotherapy) or Chemical Exposure
  - Equipment malfunction
  - Suicide Attempt/Suicide
  - Wrong-sided Surgery
  - Patient/Infant Abduction
  - Sentinel Event

• Once the incident has been resolved and reported according to Hospital policy, you MUST report the incident to Medical Solutions within 24 hours or as soon as is reasonably possible.
  - If the nature of the incident is urgent or the patient outcome is significant, and it is outside of normal business hours, please call Medical Solutions. Our answering service will be able to connect you with a company representative that can assist in reporting the incident right away.

  We will review all information provided and take any course of action necessary in accordance with the nature of the incident. Action may include, but is not limited to the following:
  • Follow up conversations with you and/or your Hospital Supervisor
  • Education or instruction through on-line or home study course
  • A change in job responsibilities

  Incident reporting is not meant to be punitive. However, negative trends and repeated errors may result in appropriate disciplinary action taken by the Hospital or Medical Solutions.

Evaluating & Maintaining Clinical Competence

As a Traveler, your clinical skills and expertise will be validated in several ways. These may include:

• License/Certification Verification
• Skills Checklist
• References
• Interviews with Prospective Supervisors
• Performance Evaluations
• Competency Exams
• Ongoing Education

Your clinical skills will also be evaluated in large part by those involved with your training and patient care at the Hospital while on assignment. Medical Solutions uses all of this information to verify and evaluate the competency of our travelers. As a part of maintaining clinical competency, you will be required to take a yearly course that will review topics related to OSHA, HIPAA, Joint Commission, the National Patient Safety Goals, etc.

Through RN.com Medical Solutions offers free CEUs for you to continue learning in your career. Many of these courses are appropriate for license renewal, or as a way to review and brush up on your knowledge. You will receive information on how to access these courses at the time of your placement.

Contacting Medical Solutions

As a Traveler with Medical Solutions, it is important that you are able to speak with your Career Consultant, or another Medical Solutions representative, when a need arises. Our normal business hours are Monday-Friday 8AM-5PM (CST).

Please contact us by any of the following:
• Phone: 1-866-633-3548
• Fax: 1-866-688-5929
• Email: info@medicalsolutions.com

You will also have direct contact information to your Career Consultant.

If you need to contact us outside of normal business hours, you may use the same phone number 1-866-633-3548 at any time. Once you call this number, you will have the choice to speak with our answering service that can take your call 24/7, or Customer Care line.
I have read and understood all of the information and guidelines pertaining to employment with Medical Solutions. By initialing and signing below, I acknowledge that I am an employee of Medical Solutions and a representative of this company to clients, customers and vendors. I agree to abide by all of the guidelines as written in the Employee Handbook/Orientation Manual.

Please check the following statements about key items in this document, indicating your understanding and agreement to comply with all guidelines, policies, procedures and employee expectations.

☐ I understand how to contact Medical Solutions especially when involved in an incident leading to an incident report, injury or missed shift.

☐ I understand that Medical Solutions has various policies that I must abide by and in reading this document, I am aware of those policies and how they relate to my employment with Medical Solutions.

☐ I understand the need to submit all requested paperwork, forms and documents in a timely manner, as well as the potential consequences of not complying with such requests.

☐ I understand the Performance Appraisal process and how I will be evaluated as an employee of Medical Solutions.

☐ I have read and understand the physical requirements of my job based on the description provided.

☐ I understand that as part of being a traveler for Medical Solutions, any health screening documentation (including, but not limited to, all lab results, physical findings, radiological and diagnostic tests, drug screens etc.) ordered or obtained by Medical Solutions may be sent to Medical Solutions and/or to any hospital as needed for a travel assignment.

Signature of Employee: _________________________________  Date (mm/dd/yyyy):

I have read and understood all of the information and guidelines in this Employee Handbook pertaining to my personal Protected Health Information. I know that if I should have any questions concerning Medical Solutions privacy practices or wish to access or correct private health information, I can contact my Career Consultant or a member of Management.

By signing below, I consent to the policies and protocols regarding disclosure and transmission of my health information.

Signature of Employee: _________________________________  Date (mm/dd/yyyy):
<table>
<thead>
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<td>Arizona</td>
<td>Ariz. Rev. Stat. Ann. § 36-2801 to § 36-2819.</td>
<td>Arizona offers medical marijuana registration identification cards for patients with qualifying conditions who are likely to experience therapeutic or palliative benefits and who can support their requests with a physician's statement.</td>
<td>Employers generally are authorized to take adverse employment actions for positive drug tests or failure to take drug tests (Ariz. Rev. Stat. § 23-493.05). If the medical marijuana card holder employee &quot;used, possessed or was impaired by marijuana on the premises of the place of employment or during the hours of employment,&quot; the employer can discipline or terminate the employee (Ariz. Rev. Stat. Ann. § 36-2813).</td>
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<tr>
<td>Colorado</td>
<td>Colo. Rev. Stat. §§ 12-43.3-101 to 12-43.3-106, 18-18-406.3 and 25-1-5.106.</td>
<td>Colorado offers medical marijuana registration identification cards for patients with legitimate debilitating medical conditions. The state recognizes the need for patients to access medical marijuana and authorizes access to the extent consistent with state constitutional, statutory and regulatory law (Colo. Rev. Stat. § 25-1-5.106(1) and (8)).</td>
<td>Employers are not required to accommodate medical marijuana use in any place of employment (Colo. Const. art. XVIII, § 14).</td>
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For Colorado, the court held that it is not a violation of public policy or California's Fair Employment and Housing Act (Cal. Gov't Code §§ 12900-12996) to dismiss a patient employee from employment because of having tested positive for a chemical found in marijuana (Ross v. RagingWire Telecomm., Inc., 174 P.3d 200 (Cal. 2008)).

The Colorado Court of Appeals upheld the termination of employment of an employee who tested positive for marijuana notwithstanding his off duty use to treat a legitimate debilitating medical condition. The court rejected the plaintiff's argument that he had engaged in lawful off duty conduct, deferring to federal rather than state law to define such "lawful" conduct (Coats v. Dish Network, L.L.C., Co. Ct. Appeals, Court of Appeals Nos. 12CA0595 & 12CA1704, 303 P.3d 147 (April 25, 2013) (cart granted), for more information, see Legal Update, Holland & Hart: Colorado Employee Legally Fired For Off-duty Marijuana Use.)

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<td>Connecticut</td>
<td>Conn. Gen. Stat. §§ 21a-208 to 21a-429 and Conn. Agencies Reg. §§ 21a-408-1 to 21a-408-70</td>
<td>Connecticut offers medical marijuana registration cards for patients with debilitating medical conditions. No arrest, prosecution or denial of a right or privilege (including professional licensing penalties) for the palliative use of marijuana consistent with state law. Employers cannot discriminate against employees or applicants on the sole basis of their status as qualifying patients.</td>
<td>Employers generally are authorized to prohibit the use of intoxicating substances during work hours and discipline employees for working under the influence (Conn. Gen. Stat. § 31-51y(b)). The provision in the law protecting palliative use does not apply to workplace use. In addition, the prohibition on employment discrimination on the basis of qualifying patient status is waived if declining to follow it is required by federal law or required to obtain federal funding.</td>
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<tr>
<td>Delaware</td>
<td>16 Del. C. §§ 4901A to 4926A</td>
<td>Delaware offers medical marijuana registration cards for patients with debilitating medical conditions. No arrest, prosecution or denial of a right or privilege, including professional licensing, for using medical marijuana consistent with state law if the registered user does not possess more than six ounces of usable marijuana (16 Del.C. § 4903A(a)). Employers cannot discriminate against employees or applicants on the sole basis of their status as qualifying patients or because of positive drug tests, unless the patient employees used, possessed or were impaired by marijuana on employer premises during work hours (16 Del.C. § 4903A(a)(3)).</td>
<td>The prohibition against employer discrimination is waived if the employer would lose financial or licensing benefits under federal law or regulations by declining to penalize the patient employee (16 Del. C. § 4905A(a)). Employers cannot be penalized under state law for employing medical marijuana cardholders (16 Del. C. § 4905A (c)). Employers are not required to accommodate medical marijuana use in any place of employment or to allow employees to work under the influence. However, employers cannot assume patient employees are under the influence merely because marijuana is detected in a drug test. Employers may discipline employees for ingesting marijuana at work or working under the influence (16 Del.C. § 4907A). Marijuana use that constitutes negligence or professional malpractice can result in civil, criminal and other penalties (16 Del.C. § 4904A(1)).</td>
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<tr>
<td>District of Columbia</td>
<td>D.C. Code §§ 7-1671.01 to 7-1671.13</td>
<td>The District of Columbia offers medical marijuana registration cards for patients with qualifying medical conditions (D.C. Code § 7 -1671.05).</td>
<td>The statute does not allow a person a defense to any criminal task under the influence of medical marijuana when doing so would be negligence or professional malpractice (D.C. Code § 7-1671.03(1)).</td>
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<td>Florida</td>
<td>On June 16, 2014, Florida's governor signed into law SB 1030, also known as the “Charlotte’s Web” bill.</td>
<td>Florida’s law legalizes only a limited non-hallucinogenic strain of marijuana in liquid form to treat seizure disorders (for example, muscle spasms and epilepsy) and cancer.</td>
<td>The significance of Florida’s law for employers is limited because no hallucinogenic strains of marijuana have been approved for medical or any other use.</td>
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<td>Illinois</td>
<td>410 ILCS 13011 to 410 ILCS 1301999</td>
<td>Effective January 1, 2014, Illinois offers medical marijuana registration to qualifying patients during a four-year pilot program. There can be no arrest, prosecution, or denial of any right or privilege (including professional licensing penalties) for the medical use of marijuana consistent with state law. There is an exception to licensing protections if the professional’s practice is impaired. Registered patients can legally possess up to 2.5 ounces of marijuana in a 14 day period. There are detailed requirements for participation in the program, including a background check and a prescribing physician.</td>
<td>Employers cannot discriminate against employees or applicants on the sole basis of their status as a registered qualifying patient unless failing to do so would result in a loss of a monetary or licensing-related federal benefit. Employers are free to make reasonable regulations concerning consumption, storage and timekeeping related to the lawful use of medical marijuana. Employers may enforce drug testing, zero tolerance or drug-free workplace policies if the policy is applied non-discriminately. Employers may also discipline employees for violations of any of these policies. Employers may discipline an employee for failing a drug test if failing to do so would result in violation of federal law or loss of federal funding. Employers do not have a cause of action against employers if the employer has a good faith belief that the employee either (1) used or possessed marijuana on the premises or during work hours, (2) was impaired (defined by statute) while working on the premises during work hours, or (3) caused injury or loss to a third party if the employer neither knew nor had reason to know that the employee was impaired (employee must be provided with an opportunity to contest the basis of the discipline). 410 ILCS 13011 to 410 /LCS 1301999</td>
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<td>Maine</td>
<td>22 M.R.S.A. § 2421 to 2430 B. 10-144 CMR Ch. 122, § 1-11.</td>
<td>Maine offers medical marijuana registration cards for patients with debilitating medical conditions (22 M.R.S.A. § 2425). No arrest, prosecution, penalty or disciplinary action and no denial of rights or privileges, including professional licensing, for using medical marijuana consistent with state law (22 M.R.S.A. § 2423-E). Employers are not required to accommodate marijuana use in any workplace or any employees working under the influence (§ 2426(2)(8)).</td>
<td>Prohibition against employer discrimination is waived if the employer would violate federal law or lose a federal contract or federal funding (§ 2423-E). Marijuana use that constitutes negligence or professional malpractice can result in civil, criminal and other penalties (§ 2426). Employers are not required to accommodate marijuana use on the sole basis of their status as qualifying patients (§ 2423-E(2)).</td>
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<td>Maryland</td>
<td>Senate B1/1364 (effective April 8, 2014, decriminalizing limited marijuana possession) and House Bill 881 (effective June 1, 2014, more general terms and conditions relevant to medical marijuana). Md. Code Ann. Health-Gen § 13-3301 to 13-3311. Md. Code, Grim. Law §§ 5-601 and 5-619. Md. Code, Health Occ. § 14-404(c).</td>
<td>Maryland’s amended medical marijuana statute allows certified physicians to issue written certifications to patients suffering from certain chronic or debilitating diseases, or medical conditions that may be relieved by the medical use of marijuana. It also establishes an application review process and permits the issuance of medical marijuana grower licenses that authorize the distribution of marijuana at specified facilities. Maryland’s amended criminal law limits criminal liability and the severity of criminal penalties associated with small amounts of marijuana (Md. Code Ann., Health-Gen. § 13-3309, as amended by House Bill 881.)</td>
<td>Implications for employers are not clearly stated in the new laws, but there are sure to be subsequent legal interpretations. As was true under the prior Maryland law, marijuana use that causes negligence or professional malpractice may result in civil, criminal and other penalties (Md. Code Ann., Health-Gen. § 13-3310.)</td>
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<td>Massachusetts</td>
<td>Massachusetts voters passed a pro-medical marijuana ballot initiative entitled An Initiative Petition for a Law for the Humanitarian Medical Use of Marijuana (codified Mass. Gen. Laws ch. 369 (2012)). 105 Mass. Code Regs. §§ 725.001 to 725.800.</td>
<td>Massachusetts offers medical marijuana registration cards for patients with debilitating medical conditions.</td>
<td>Prohibition against employer discrimination is waived if the employer would violate federal law or lose a federal contract or federal funding (§ 2423-E). Marijuana use that constitutes negligence or professional malpractice can result in civil, criminal and other penalties (§ 2426). Employers are not required to accommodate marijuana use on the sole basis of their status as qualifying patients (§ 2423-E(2)).</td>
</tr>
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<td>Michigan</td>
<td>Mich. Comp. Laws §§ 333.26421 to 333.26430 (entitled Michigan Medical Marijuana Act). Mich. Admin. Code R. §§ 333.101 to 133.</td>
<td>Michigan offers medical marijuana registration cards for patients with debilitating medical conditions. No arrest, prosecution, penalty or denial of rights or privileges, including professional licensing, for using medical marijuana consistent with state law (Mich. Comp. Laws § 333.26424).</td>
<td>Marijuana use that constitutes negligence or professional malpractice can result in civil, criminal and other penalties (Mich. Comp. Laws §§ 333.26421 to 333.26424(b)(1)). Employers are not required to accommodate marijuana use in the workplace or employees working while under the influence (Mich. Comp. Laws § 333.26424 (c)(2)). In addition, the US Court of Appeals for the Sixth Circuit held that an employer did not violate state medical marijuana law, public policy or disability accommodation laws when it discharged an employee who tested positive for drugs because of authorized medical marijuana use (Casias v. Wal-Mart Stores, Inc., 695 F.3d 428 (6th Cir. 2012)).</td>
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| Minnesota | MN ST §§ 152.22 to 152.37 | Minnesota offers a medical marijuana registration program for patients with the following specific conditions:  
- Cancer, if the condition or its treatment produces severe or chronic pain, nausea or severe vomiting, or cachexia or severe wasting.  
- Glaucoma.  
- Human immunodeficiency virus or acquired immune deficiency syndrome.  
- Tourette’s syndrome.  
- Amyotrophic lateral sclerosis.  
- Seizures, including those characteristic of epilepsy.  
- Severe and persistent muscle spasms, including those characteristic of multiple sclerosis.  
- Crohn’s disease.  
- Terminal illness, with a probable life expectancy of under one year, if the illness or its treatment produces severe or chronic pain, nausea or severe vomiting, or cachexia or severe wasting.  
- Any other medical condition or its treatment approved by the commissioner. (MN ST § 152.22).  
Minnesota’s law permits liquid consumption, which includes oils and vapors but does not include dried leaves or plants. It does not permit the smoking of medical marijuana. | Employers cannot discriminate against employees or applicants based on either:  
- Their status as a qualified patient.  
- A positive marijuana test if they are a qualified patient, unless the patient uses, possesses or is impaired by marijuana on the employers premises or during working hours.  
The law recognizes an exception to the ban on discrimination if compliance to violate federal law or cause the employer to lose money or licensing benefits provided by federal law. (MN ST § 152.32(3)(c).) |
No arrest, prosecution, penalty or denial of rights or privileges, including civil penalty or disciplinary action by a professional licensing board or the department of labor and industry, for using medical marijuana consistent with state law (Mont. Code Ann.§ 50-46-319(2)). | Employers are not required to accommodate marijuana use by registered cardholders (Mont. Code Ann.§ 50-46-320(4)(b)).  
Employers are permitted to include prohibitions on use of medical marijuana in contracts, and the law does not give employees a cause of action against employers for wrongful discharge or discrimination under Montana’s medical marijuana laws (Mont. Code Ann. § 50-46-320(5)).  
In a non-precedential and unpublished decision, the Montana Supreme Court held that an employer is not required to accommodate medical marijuana use under either state or federal law (Johnson v. Columbia Falls Aluminum Co., 213 P.3d 789 (Mont. 2009)). |
Nevada provides immunity from state and local law for delivering and producing marijuana in accordance with state law (Nev. Rev. Stat. § 453A.200). Also, no professional licensing board can take disciplinary action against a licensed person because of medical marijuana use that is consistent with state law (Nev. Rev. Stat. § 453A.510). This provision is primarily aimed at caregivers. | Employers are not required to allow medical marijuana use in the workplace or to modify the job or working conditions of employees who engage in the use of medical marijuana. However, employers must attempt to make reasonable accommodations for the medical needs of these employees provided they do not pose a threat of harm or danger, cause undue hardship or prevent the employees from fulfilling their job responsibilities. (Nev. Rev. Stat. § 453A.800 amended by Senate Bill 374). |
No arrest, prosecution, property forfeiture or criminal penalties for using medical marijuana consistent with state law (N.J. Stat. Ann. § 24:61-26(i)). |
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<td>New Mexico</td>
<td>N.M. Stat. Ann. §§ 26-2B-1 to 26-2A-7. N.M. Admin. Code §§ 7.34.2-7.34.4.</td>
<td>New Mexico offers medical marijuana registration cards for patients with debilitating medical conditions. No arrest, prosecution or penalty for possession or medical use of marijuana if the amounts are within legal limits (N.M. Stat. Ann. § 26-2B-4(A)). At least one New Mexico appellate court has held that an employer and its workers’ compensation carrier must reimburse the employee for medical marijuana costs (Vialpando v. Ben’s Auto. Servs. and Redwood Fire &amp; Casualty, 2014-NMCA-32, 2014 WL 2420112 (N.M. Court of Appeals, May 19, 2014)).</td>
<td>Although there are no specific authorizations to discharge or discipline employees for marijuana use on the job, the law specifies that criminal prosecution and civil penalty are authorized for marijuana possession or use in the workplace (N.M. Stat. Ann. § 26-2B-5(A)). As noted in the adjacent column, at least one New Mexico appellate court has held that an employer and its workers’ compensation carrier must reimburse the employee for medical marijuana costs (Vialpando v. Ben’s Auto. Servs. and Redwood Fire &amp; Casualty, 2014-NMCA-32, 2014 WL 2420112 (N.M. Court of Appeals, May 19, 2014)).</td>
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<td>New York</td>
<td>On July 7, 2014, New York enacted a bill to amend N.Y. Pub. Health Law, Section 1. Article 33, adding a new Title 5-A §§ 3360 to 3366.</td>
<td>New York offers medical marijuana registration cards to certified patients with a serious condition, defined as: - Cancer - Positive status for HIV or AIDS - Amyotrophic lateral sclerosis - Parkinson’s Disease - Multiple sclerosis - Damage to the nervous tissue of the spinal cord with objective neurological indication of intractable spasticity - Epilepsy - Inflammatory bowel diseases - Neuropathies - Huntington’s Disease - Conditions added by the Commissioner - Any condition associated with those above, including: - Cachexia or wasting syndrome; - Severe or chronic pain; - Nausea; - Seizures; or - Severe or persistent muscle spasms.</td>
<td>Employers may require that employees not be impaired by a controlled substance when performing work duties. New York recognizes certified patients as having a “disability” under New York’s Human Rights Law (N.Y. Exec. Law §§ 290 to 301) and other statutes and may require reasonable accommodation as would be true for other recognized disabilities. Employers are not required to take any action that would violate federal law or cause the loss of a federal contract or funding.</td>
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<td>Oregon</td>
<td>Or. Rev. Stat. §§ 475.300 to 475.346, Or. Admin. R. 333-008-0000.</td>
<td>Vermont offers medical marijuana registration cards for patients with debilitating medical conditions (Or. Rev. Stat. § 475.309). No professional licensing board can impose a civil penalty or take a disciplinary action against a licensed person because of medical marijuana use that is consistent with state law (Or. Rev. Stat. § 475.328) (this provision is primarily aimed at caregivers). Vermont’s statute is a criminal statute, but there is a carve out that individuals may be subject to arrest or prosecution for being under the influence of marijuana while in a workplace (Vt. Stat. Ann. tit. 18, § 4474(a)(1)(B)). There are no civil requirements or limitations relevant to employers.</td>
<td>Employers are not required to accommodate medical marijuana use in the workplace (Or. Rev. Stat. § 475.340). The Oregon Supreme Court ruled that an employer did not violate state law by terminating an employee for testing positive for marijuana (Emerald Steel Fabricators, Inc. v. BOLI, 230 P.3d 518 (Or. 2010)). Oregon offers medical marijuana registration cards for patients with debilitating medical conditions (see Recreational Marijuana).</td>
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<tr>
<td>Rhode Island</td>
<td>R. I. Gen. Laws §§ 21-28.6-1 to 21-28.6-13, R.I. Admin. Code 31-2-7:1.0 to 31-2-7:11.0</td>
<td>Rhode Island offers medical marijuana registration cards for patients with debilitating medical conditions. No arrest, prosecution, penalty, denial of rights or privileges, including civil penalties or disciplinary actions by a licensing board or bureau for use that is consistent with state law (R. I. Gen. Laws § 21-28.6-4(a)). Employers cannot discriminate against employees and applicants on the sole basis of their status as medical marijuana cardholders (R. I. Gen. Laws § 21-28.6-4(c)).</td>
<td>Employers are not required to accommodate medical marijuana use in the workplace (R. I. Gen. Laws § 21-28.6-7(b)(2)). Marijuana use that causes negligence or professional malpractice can result in civil, criminal and other penalties (R. I. Gen. Laws § 21-28.6-7(a)(11)). Rhode Island offers medical marijuana registration cards for patients with debilitating medical conditions.</td>
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<td>Vermont</td>
<td>Vs. Stat. Ann. tit. 18, §§ 4471 to 44741.</td>
<td>Vermont offers medical marijuana registration cards for patients with debilitating medical conditions. The Vermont statute specifies only exemption from criminal arrest and prosecution for those who have valid registration cards and comply with state law (Vs. Stat. Ann. tit. 18, § 4474(a)).</td>
<td>Employers are not required to accommodate medical marijuana use in the workplace (R.I. Gen. Laws § 21-28.6-13). R.I. Admin. Code 31-2-7:1.0. No professional licensing board can impose a civil penalty or take a disciplinary action against a licensed person because of medical marijuana use that is consistent with state law (R. I. Gen. Laws § 21-28.6-1). Rhode Island offers medical marijuana registration cards for patients with debilitating medical conditions (see Recreational Marijuana).</td>
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As of May 2014, the following states do not have statutory medical marijuana laws covering private employers: Alabama, Arkansas, Florida, Georgia, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Minnesota, Mississippi, Missouri, Nebraska, New Hampshire, New York, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, West Virginia, Wisconsin and Wyoming.

**Recreational Marijuana Laws**

- **Colorado**
  - Amendment 64 to the Colorado Constitution.
  - Amendment 64 states that employers are not required to permit or accommodate the use, consumption, posses ion, transfer, display, transportation, sale or growing of recreational marijuana in the workplace. Nothing in the law prohibits employers from restricting marijuana use in the workplace.

- **Washington**
  - Initiative Measure No. 502 (July 8, 2011) amended and added several Washington statutes, enumerated in the first paragraph of the initiative (Wash. Admin. Code 314-55-005 to 314-55-540). The Initiative authorizes the state liquor control board to regulate and tax marijuana according to a scheme similar to alcohol regulation. Only adults at least 21 years old can legally consume or possess limited amounts of marijuana. Licenses are available for establishments wishing to sell marijuana. Although the Initiative provides little guidance for employers, the legal interpretations of medical marijuana use will likely extend to recreational marijuana use. With respect to medical marijuana, employers are not required to accommodate on-site or off-site medical marijuana use in the workplace. Washington offers medical marijuana registration cards for patients with debilitating medical conditions. Washington also authorizes recreational marijuana use (see Recreational Marijuana). Washington is consistent with state law (Wash. Rev. Code §§ 69.51A.060(4) and (6); Roe v. Teletech Customer Care Mgmt. (Colorado) LLC, 171 Wash.2d 736 (2011)).
  - Washington is consistent with state law (Wash. Rev. Code §§ 69.51A.060(4) and (6); Roe v. Teletech Customer Care Mgmt. (Colorado) LLC, 171 Wash.2d 736 (2011)).