



**City of Ewart**  
5814 100<sup>th</sup> Avenue  
Ewart, Michigan 49631  
Phone: 231-734-2181  
Fax: 231-734-3917  
[www.ewart.org](http://www.ewart.org)

*Interim City Manager  
Treasurer/Assessor*  
**Sarah Dvoracek**  
[sarah.dvoracek@ewart.org](mailto:sarah.dvoracek@ewart.org)

*City Clerk*  
**Heather Pattee**  
[cityclerk@ewart.org](mailto:cityclerk@ewart.org)

*Department of Public Works  
Director/Zoning  
Administrator/Airport  
Manager*  
**Mark Wilson**  
[mark.wilson@ewart.org](mailto:mark.wilson@ewart.org)

*Chief of Police*  
**John Beam Jr.**  
[john.beam@ewart.org](mailto:john.beam@ewart.org)



January 3, 2019

To: All City Employees

From: Sarah Dvoracek, Interim City Manager/Treasurer/Assessor

Subject: Michigan **Proposal 1**, the Marijuana Legalization Initiative

With the passage of Proposal 1, for those who are 21 years old or older the possession and use of marijuana is legal in Michigan, along with home grow limitations.

The purpose of the memo is not to provide legal advice to you, but rather to advise you that there are a number of limitations in the new law and that it might change over the coming weeks and months as it is fully implemented. You should familiarize yourself with the law; there are many sources of information on the internet. Furthermore, be advised the City will not permit any employee to work or be on duty while under the influence or marijuana or to use marijuana while on duty.

The prohibition is just like employees not being allowed to be on duty while under the influence of alcohol. If you test positive for being under the influence of marijuana while on duty it will result in disciplinary action up to and including discharge. Violation of the new marijuana law as it exists or as amended may also lead of disciplinary action. Please govern yourself accordingly and if you intend to use, possess or grow marijuana make sure you are familiar with the new law including any amendments which may be passed.

Lastly, the U.S. Department of Transportation (DOT) has taken the position that whether marijuana is legal or not, if a person covered by DOT regulations tests positive for marijuana it is deemed a failure. Thus, any employees who hold CDL licenses or are operating equipment in safety sensitive positions that require drug testing are in a zero-tolerance position.