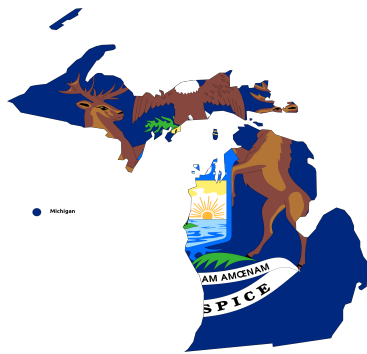




Michigan - State Specific Information

Information provided is current as of December 23, 2025, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

Medical Use	Legalized – 2008 (Proposal 1)
Recreational Use	Legalized – 2018 (Proposal 1)
Possession/Personal Use Specifics	Adults aged 21 and over can purchase from a legal marihuana sales location, and possess up to 2.5 ounces of marijuana, grow up to 12 plants at home, and store up to 10 ounces within their residence. Crossing state lines in possession, and consuming in public, is strictly prohibited.

State Regulatory Agency Information

State Regulatory Agency	Michigan Cannabis Regulatory Agency
State Forms (If Applicable)	None_Specified

State Testing Policy

General Information	In Michigan , private employers retain the right to maintain zero-tolerance policies and are not required to accommodate cannabis use, regardless of an employee's medical card status. While the Michigan Civil Service Commission ended pre-employment THC testing for most state government jobs in October 2023, this change does not apply to the private sector. Employers may still refuse to hire or terminate individuals for off-duty use if they test positive, as Michigan law (including Proposal 1) explicitly protects an employer's ability to enforce drug-free workplace policies. Establishing robust documentation is a key risk mitigant for employers in states like Michigan.
Safety Sensitive Positions	Also called " test-designated positions " as any role where potential drug use could endanger public safety, security, or vulnerable individuals. This encompasses jobs like operating vehicles or machinery, holding law enforcement roles, providing healthcare to state-held individuals, interacting with correctional populations, handling controlled substances, or working with hazardous materials.

Privacy Laws

[Michigan legislation does not address drug testing](#) in private employment. Michigan employers may screen employees and candidates for employment as long as all Federal requirements are followed.

Recommended Procedures**Does the state have recommended procedures?**

It is always recommended to have standardized documentation and training procedures and regular employee evaluations to set clear performance expectations.

Michigan remains a broadly zero-tolerance state for private employers, who retain the right to fire or refuse to hire individuals for off-duty cannabis use. While private employers are not yet legally required to follow this lead, documentation of actual workplace impairment is increasingly recommended to mitigate litigation risks.

State Employee Procedures and Policies

[Michigan prioritizes safe workplaces](#) by prohibiting drug use, including marijuana, for all its employees. Violation leads to potential dismissal. To deter drug use, Michigan educates employees, tests for drugs, and requires reporting of drug convictions. Employees must follow these rules and report convictions to avoid termination or rehabilitation programs. This policy applies to all state employees and officials.

Protections for Use Outside Workplace/ Work Hours**Is Michigan a "Right to Weed State"?**

The state government has moved toward a "Right to Weed" model for its own workforce; the [Michigan Civil Service Commission](#) now prohibits pre-employment THC testing for most state jobs, excluding "test-designated" safety-sensitive roles. medical marijuana users terminated for a positive test may still be eligible for unemployment benefits, depending on the specific circumstances of the case.

More Detailed Information

[Mass General Laws c.94G](#)

State Requirements for Drug & Alcohol Testing Program**Testing policy requirements:**

[Michigan State Police Order No: 02-04](#)

Main Requirement:

Although many states have passed laws regulating or restricting an employer's right to require drug testing, Michigan has not. Michigan legislation does not address drug testing in private employment.