

AGENDA
COMMITTEE OF THE WHOLE MEETING
Village Hall – Board Room
Monday, July 8, 2019
Following Regular Village Board Meeting

Reasonable accommodations / auxiliary aids will be provided to enable persons with disabilities to effectively participate in any public meetings of the Board. Please contact the Village Administrative Office (847.883.8600) 48 hours in advance if you need special accommodations to attend. The Committee of the Whole will not proceed past 10:30 p.m. unless there is a consensus of the majority of the Trustees to do so. Citizens wishing to address the Board on agenda items may speak when the agenda item is open, prior to Board discussion.

CALL TO ORDER

1.0 ROLL CALL

2.0 APPROVAL OF MINUTES

2.1 Acceptance of the June 24, 2019 Committee of the Whole Meeting Minutes

3.0 ITEMS OF GENERAL BUSINESS

3.1 Planning, Zoning and Land Use

3.2 Finance and Administration

3.21 Report and Discussion Regarding Regulation and Taxation of Recreational Cannabis Businesses (Village of Lincolnshire)

3.2 Public Works

3.3 Public Safety

3.4 Parks and Recreation

3.5 Judiciary and Personnel

4.0 UNFINISHED BUSINESS

5.0 NEW BUSINESS

6.0 EXECUTIVE SESSION

7.0 ADJOURNMENT



MINUTES
COMMITTEE OF THE WHOLE MEETING
Tuesday, June 24, 2019

Present:

Mayor Brandt	Trustee Harms Muth
Trustee Grujanac	Trustee Hancock
Trustee Leider	Trustee Pantelis
Trustee Raizin	Village Clerk Mastandrea
Village Attorney Simon	Village Manager Burke
Finance Director/Treasurer Peterson	Public Works Director Woodbury
Chief of Police Leonas	Assistant Village Manager/Community & Economic Development Director Gilbertson
Assistant Public Works Director/Village Engineer Dittrich	

ROLL CALL

Mayor Brandt called the meeting to order at 7:17 p.m., and Village Clerk Mastandrea called the Roll.

2.0 APPROVAL OF MINUTES

2.1 Acceptance of the June 10, 2019 Committee of the Whole Meeting Minutes

The minutes of the June 10, 2019 Committee of the Whole Meeting were approved as submitted.

3.0 ITEMS OF GENERAL BUSINESS

3.1 Planning, Zoning and Land Use

3.2 Finance and Administration

3.21 Consideration of a Resolution Approving Closed Session Meeting Minutes and Authorizing the Village Clerk to Make Certain Closed Session Meeting Minutes Available to the Public for Inspection First Review – 2019 and Authorizing the Destruction of Certain Audio Recordings of Closed Session Minutes (Village of Lincolnshire)

Village Manager Burke provided a summary of the semi-annual resolution approving closed session meeting minutes and authorizing the Village Clerk to make certain closed session meeting minutes available to the public for inspection and authorizing the destruction of certain audio recordings of closed session minutes.

It was the consensus of the Board to place this item on the Consent Agenda for approval at the next Regular Village Board Meeting.

3.3 Public Works

3.31 Discussion of draft 2020-2029 10-Year Capital Plan (Village of Lincolnshire)

Assistant Public Works Director/Village Engineer Dittrich provided a presentation of the draft 2020 – 2029 10-year Capital Plan including:

- Facilities - significant changes estimated for HVAC system, flooring, and bathroom/locker room remodeling.
- Equipment - significant changes deleting replacement of a sod cutter, anti-icing unit, and line painter; as well as deferred utility cart replacement to 2022; and adding conversion kit for existing mover for snow plowing paths. The 2020 proposed purchases are \$70,000 less than last year's proposed capital plan.
- Furniture & fixtures - significant changes being addition of Public Works facility furniture and landscape improvements.
- Storm Sewer/Infrastructure - Staff continues to work with the residents on the Queens Way drainage improvements which will be deferred to next year.

Trustee Hancock asked if the \$350,000 budgeted for the Queens Way ditch line detention construction in 2019 would not be spent. Assistant Public Works Director/Village Engineer Dittrich confirmed this budgeted item would not be spent. When staff develops the 10-year financial component staff puts in anticipated year-end expenditures which Finance Director/Village Treasurer Peterson uses in the Financial Forecast to report these differences.

Assistant Public Works Director/Village Engineer continued the presentation with storm sewer highlights stating the outfall which takes the rainfall down to Lincolnshire Drive and Londonderry out to the Des Plaines River is in need of repair as well as improvements to the flood pumping stand pipe used to hook up the 6" pump; both are in the 2020 budget for repair. The Cumberland Drive Improvements will be evaluated in 2020.

Wally Dittrich reported that last week staff was able to complete redoing approximately 100' of pipe in Spring Lake Park and had a contractor come in and flush the lines, which seems to have helped the flooding situation for the short-term. Trustee Harms Muth asked if the contractor was able to determine if there was a problem. Assistant Public Works Director/Village Engineer Dittrich stated there was sediment built up, and once the contractor was able to flush the line, the catch basins on Cumberland were able to drain after the rain events. Mayor Brandt asked if flushing the line needs

to be done more often. Assistant Public Works Director/Village Engineer Dittrich stated staff will make flushing more of a continual effort to get the system to where it can be operational as the master storm water study is being completed. Mayor Brandt suggested notifying residents on what staff has been doing to help the situation. Trustee Hancock noted he is assuming the Lincolnshire Drive flooding issues are more than just flushing. Assistant Public Works Director/Village Engineer Dittrich stated the issues on Lincolnshire Drive are due to pipes collapsed and a flat gate that is falling in the river. Trustee Harms Muth asked if this is what staff is contracting Christopher Burke to study. Assistant Public Works Director/Village Engineer Dittrich stated the issues on Lincolnshire Drive had been identified previously and will be repaired next year. Trustee Hancock asked why the repairs would not get done sooner. Assistant Public Works Director/Village Engineer Dittrich stated permitting requires a survey and an easement for access rights. Village Manager Burke noted staff is working with a number of agencies for permitting and access to discharge stormwater to the river.

Assistant Public Works Director/Village Engineer Dittrich continued his presentation with storm sewer infrastructure noting no significant changes are being made to the Capital Plan; projects will be evaluated and added during the development of next year's program after the Village-wide drainage study is complete.

- Infrastructure Water - significant changes include deferment of watermain improvements/relocations associated with US45/IL21 project to 2027 and additional \$35,000 for the east side reservoir bypass pumping in 2021.
- Sanitary Sewer - no significant changes.
- Parks & Paths - highlights were reviewed.

Trustee Hancock asked if the Board could reject any of the line items that had not yet been started or contracted during the new budget cycle. Assistant Public Work Director/Village Engineer Dittrich confirmed the document reviewed at this meeting is a planning documents and any highlighted items scheduled for 2020 could be rejected by the Board during the budget process.

Assistant Public Works Director/Village Engineer Dittrich continued highlighting significant changes in the Capital Plan for Parks & Paths as follows - pedestrian bridge inspections, Old Mill Park retaining wall, North Park basketball court resurfacing, and any Lincolnshire Sports Association requests.

Trustee Raizin asked if all the bridges would be inspected every four years. Assistant Public Works Director/Village Engineer Dittrich stated the inspections would be staggered to be inspected over

time.

- Roadway - highlights for 2020 include Brampton east, Stafford, and Brampton Courts for resurfacing.
- Vehicle Replacement - significant changes noted is deferment of squad car replacements for 2019 to 2020.

Assistant Public Works Director/Village Engineer Dittrich identified next steps are the 5-year Financial Forecast, public input on the Capital Plan at a future Committee of the Whole meeting, Budget workshop meetings, and final Budget review/approval.

Trustee Hancock asked if it was typical in the out years to have a declining grand total or does staff anticipate other things coming up to add to the plan. Assistant Public Works Director/Village Engineer Dittrich stated staff does their best to spread projects out while still knowing that some things will end up getting deferred. Village Manager Burke noted some of what you see in the near future is what came from the facility assessment, which gave a lot more clarity in terms of numbers in the immediate few years.

It was the consensus of the Board to place this item on the Consent Agenda for approval at the next Regular Village Board Meeting.

3.4 Public Safety

3.5 Parks and Recreation

3.51 Consideration of Name and Dedication Date for the Lincolnshire Downtown Pocket Park (Village of Lincolnshire)

Public Works Director Woodbury provided a summary of Creekside Park as the new name of the downtown pocket, which was the results of a survey done by school district #103 students. The proposed date of the park dedication is September 9, 2019 at 6:00 p.m.

It was the consensus of the Board to place this item on the Consent Agenda for approval at the next Regular Village Board Meeting.

3.52 Discussion of Whytegate Removal and Reinstallation of Whytegate Subdivision Historical Fence (Village of Lincolnshire)

Public Works Director Woodbury provided a summary of the request to remove and reinstall Whytegate subdivision fence. Lake County sent the Village a letter of notification that the fence is in the county right-of-way noting Lake County requirements state the Village remove and/or relocate the fence a minimum of 15' westward of its current location. Public Works Director Woodbury provided the following three options: remove / reinstall new (PVC) fence 15' west of its current location;

remove the fence completely – no reinstallation; and remove existing fence / install 107' of new fence. Staff recommends the third option which contemplates removal of the existing fence and installing 107' of new fence out of the Lake County right-of-way.

Trustee Hancock asked what caused Lake County to care about this fence all of a sudden. Public Works Director Woodbury stated the County has a series of existing capital improvements planned and anticipated utility work to be completed in the area.

Mayor Brandt suggested another option may be to work with the resident to have them pay for fence material costs, and the Village could provide labor to offset installation costs.

Trustee Grujanac asked if the fence up to Surrey Lane is made of PVC material. Public Works Director Woodbury noted the fence up to Surrey Lane is PVC.

Trustee Hancock asked who put the fence in initially. Public Works Director Woodbury noted the Developer of the Whytegate subdivision put in the fence. Trustee Hancock asked who currently owns the fence. Public Works Director Woodbury stated the Village owns the fence, but it is on Lake County property. Public Works Director Woodbury noted the proposed location would put the fence on Village property.

A conversation regarding the historic value of the fence, and the resident's desire to keep the fence followed.

Trustee Hancock asked about removal of the existing foliage if the fence is removed. Public Works Director Woodbury stated the cost of tree removal would be substantial.

Village Attorney Simon asked if the gas company would remove the foliage during their planned gas work. Public Works Director Woodbury stated he would have to find out from Lake County the exact limits of any planned project in this area as it may affect tree loss. Mayor Brandt asked if Lake County has given the Village a timeframe for removal. Public Works Director Woodbury stated Lake County has not given the Village a timeframe for removal.

Mayor Brandt recommended all the Trustees visit the site and view the current fence before a decision is made.

A discussion of the safety of the crosswalk in this location followed. Trustee Raizin asked how hard it would be to move the crosswalk to make it safer. Assistant Public Works Director/Village Engineer Dittrich stated if the Village requested to move the crosswalk, Lake County may come back and say no to any crosswalk at this location since the crosswalk does not connect pedestrians to an actual path or sidewalk

in the west side of Riverwoods Road.

Trustee Pantelis asked if there is any negotiation with the County since the fence has been there for so many years. Public Works Director Woodbury stated Lake County simply wants the fence moved out of the right-of-way, and has not indicated an openness to negotiating this requirement.

It was the consensus of the Board to visit the site and to have staff provide additional information related to how the site appears in the winter at a future Committee of the Whole meeting for review and consideration.

3.6 Judiciary and Personnel

4.0 UNFINISHED BUSINESS

5.0 NEW BUSINESS

6.0 EXECUTIVE SESSION

7.0 ADJOURNMENT

Trustee Grujanac moved and Trustee Raizin seconded the motion to adjourn. Upon a voice vote, the motion was approved unanimously and Mayor Brandt declared the meeting adjourned at 8:15 p.m.

Respectfully submitted,
VILLAGE OF LINCOLNSHIRE

Barbara Mastandrea
Village Clerk



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MEMORANDUM

To: Mayor and Village Board
Village of Lincolnshire

CC: Bradly Burke, Village Manager
Joe Leonas, Police Chief

From: Adam B. Simon

Subject: Regulation and Taxation of Recreational Cannabis Businesses

Date: July 2, 2019

On June 25, 2019, Governor J.B. Pritzker signed House Bill 1438, enacting the Cannabis Regulation and Tax Act, beginning preparation for the lawful use and sale of recreational cannabis by adults after January 1, 2020.

The new law would allow state residents over the age of 21 to possess up to 30 grams of cannabis beginning January 1, 2020. The Act would allow personal cannabis use in most private residences, but not in prohibited areas including any public place or in close physical proximity to underage persons. An earlier proposal allowed households to grow up to five cannabis plants, but this new law would limit home cultivation to medical cannabis patients. The Village cannot further limit home cultivation.

To help the Village understand the scope and limitations of its power we have prepared this memo in a question and answer format. In addition, the firm's client alert is enclosed which also provides a high-level summary of the law as it affects municipalities.

Q: What options (if any) are available to Lincolnshire regarding regulating the sale in the Village?

A: While the Act does not permit the Village to regulate the possession of cannabis (provided it is within the legal amount), the Act does grant the Village the power to control whether it is sold here. The law allows the Village to "opt-out" by prohibiting or significantly limiting cannabis businesses in their jurisdiction, including dispensaries, cultivation centers, craft growers, processing organizations, and transportation organizations.

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Q: How much cannabis are individuals allowed to possess?

The law distinguishes between the amount that State residents can possess from the amount non-residents can possess. Non-residents can have only one half the amount that State residents can possess. A person who is 21 years of age or older and a resident of this State, may possess: (1) 30 grams of cannabis flower; (2) no more than 500 milligrams of THC contained in cannabis-infused product; and (3) 5 grams of cannabis concentrate.

Q: Will the Village allow cannabis lounges?

The proposed law grants the Village broad authority to authorize and regulate privately-owned businesses where cannabis and cannabis products may be consumed on-site. Possibly similar to hookah lounges, the Village may consider whether to allow these "cannabis lounges" and how to exercise their broad authority to regulate this novel use. The Village's authority to regulate and license the on-site consumption of recreational cannabis is much broader than its authority over the other operational characteristics of cannabis business establishments licensed by the State.

Q: What taxes can the Village impose upon the sale of marijuana? What other sources of revenue will result from legalization of recreational cannabis?

After January 1, 2020, the Village can adopt an ordinance to impose a local tax on the operation of a cannabis dispensary. The rate of tax cannot exceed 3% of the dispensary's gross receipts from the sale of non-medical cannabis. If imposed, the tax may only be imposed in 0.25% increments. The municipal cannabis sales tax will be collected and enforced by the Department of Revenue, which is entitled to retain 1.5% of the amount distributed to each municipality as an administrative fee. To collect the tax the Village must adopt and file a tax ordinance with the Department before June 1. Any new tax or rate changes will be implemented after September 1.

We are unable to accurately estimate the amount of tax revenue which the Village can collect. The amount of revenue will depend on the rate of taxation, the number of local dispensaries and the number of dispensaries in nearby jurisdictions which compete with local sales.

Aside from local taxes, the Act calls for the State to share some of its new revenue with local governments. All money collected by the State under the Cannabis Regulation and Tax Act, including taxes, license fees, other fees, will be deposited into the Cannabis Regulation Fund. Subject to a two month delay, the State will transfer 8% of

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the Cannabis Regulation Fund to the Local Government Distributive Fund which shall be allocated similarly to the Village's share of the State income tax on a population basis. Although money the Village receives from LGDF is not normally earmarked for a particular purpose, the Act states the money will be used to fund crime prevention programs, training, and interdiction efforts, including detection, enforcement and prevention efforts, relating to the illegal cannabis market and driving under the influence of cannabis. We are unclear how the State will limit the use of a portion of the Village's LGDF revenue and expect to see a corrective bill in the Fall or more details in the administrative regulations issued by the Department of Revenue.

Separately, the Act also creates grant opportunities for local law enforcement agencies. For each traffic and criminal conviction in the State the court collects an additional penalty which is earmarked for the Traffic and Criminal Conviction Surcharge Fund. As a result of the new law, the Surcharge Fund may be used, in part, by the Illinois Law Enforcement Standards Training Board to create a grant program to fund crime prevention programs, training, and interdiction efforts, including detection, enforcement and prevention efforts, relating to the illegal cannabis market and driving under the influence of cannabis. No more information about these grants are available yet, including the amount available, the application process or if the sale of cannabis is a prerequisite to qualify for a grant.

Q: Can we go to referendum and ask the residents to weigh in on this?

Unlike earlier proposals, the new law would not impose a time limit or require a referendum for the Village to prohibit or significantly limit cannabis business locations.

The Village does have authority to present an *advisory* referendum to its residents. If the Village wishes to seek an advisory referendum, it needs to be aware of the timing for the referendum and how it will affect local businesses interested in obtaining a license to operate a cannabis business establishment. The next opportunity to present a proposition to the voters is the General Primary Election scheduled for March 17, 2020. Because the election is after January 1, the Village would need to enact a ban on cannabis business establishments pending the result of the referendum.

Q: If we allow it what controls can we put in place through zoning?

If the Village elects to permit the sale of cannabis, the new law also allows local governments to adopt (1) reasonable zoning ordinances that do not conflict with the Act; and (2) ordinances and rules governing the time, place, manner, and number of cannabis businesses consistent with the Act. Possible regulations include:

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- requiring special use permits,
- distance restrictions between cannabis businesses and other sensitive places,
- hours of operation, or
- caps on the number of cannabis businesses allowed within the Village.

However, the Village would be unable to regulate these activities in a manner more restrictive than provided in the Act. For example, two cannabis business establishments cannot be closer than 1,500 feet apart and cannot advertise cannabis products closer than 1,000 feet from the perimeter of school grounds, a playground, a public park or a public library.

Currently, the Village's zoning regulations of medical cannabis dispensaries require a special use permit and are only allowed in the O/I(d) District. The O/I(d) District is presently located primarily west of Schelter Road and south of Half Day Road. Before specific deliberation on the appropriate location for cannabis business establishments the Village should address the threshold question of whether it wishes to prohibit such uses.

Q: Are there any deadlines we need to be aware of? Do we need to do anything relative to zoning quickly to avoid someone doing something or planning something that would put us in a bad place and force us to allow a shop in a place we may not want?

The Act became effective immediately upon being signed, so the administrative steps required for the State to begin regulating and licensing cannabis business establishments have already begun. Since there are no medical dispensaries located within the Village, there are no businesses eligible for an Early Approval Adult Use Dispensing Organization License.

The Act allows for up to 47 dispensary licenses to be awarded within the "Chicago-Naperville-Elgin" region by May 1, 2020. The applications for such licenses shall be available by October 1. Because the anticipated competition for such licenses is high, it is advisable for the Village to declare a clear policy before October 1.

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Q: Can we require special licensing similar to a liquor license? Can we require a potential business owner to go before a board similar to the liquor license review board?

The Village will not be allowed to require a local license for cannabis business establishments similar to a liquor license. Nonetheless, it can enforce reasonable time, place and manner conditions imposed by a special use permit. The Village should condition any zoning relief on the applicant being awarded a State license since there is a substantial vetting process conducted by the State for any cannabis business establishment licensee.

4831-1943-2859, v. 1

From: Ancel Glink <info@ancelglink.com>
Sent: Thursday, June 6, 2019 9:13 AM
To: Simon, Adam
Subject: Client Alert - Recreational Cannabis



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Client Alert

To: Local Government Clients
From: Ancel Glink

Is Your Community Ready for Recreational Cannabis?

On May 31, 2019, both chambers of the Illinois General Assembly passed House Bill 1438, which means that when Governor J.B. Pritzker signs the bill as expected, the Cannabis Regulation and Tax Act will be effective immediately, beginning preparation for the lawful use and sale of recreational cannabis by adults after January 1, 2020.

The new law would allow state residents over the age of 21 to possess up to 30 grams of cannabis beginning January 1, 2020. The Act would allow personal cannabis use in most private residences, but not in prohibited areas including any public place or in close physical proximity to underage persons. An earlier proposal allowed households to grow up to five cannabis plants, but this new law would limit home cultivation to medical cannabis patients.

The Act includes several changes since it was first publicly introduced last month, but it does not change the important questions local governments will consider while preparing to manage cannabis in their communities.

Will your Community Allow Cannabis Businesses?

The proposed law allows local governments to "opt-out" by prohibiting or significantly limiting cannabis businesses in their jurisdiction, including dispensaries, cultivation centers, craft growers, processing organizations, and transportation organizations. However, unlike in earlier proposals, the new law would not impose a time limit or require a referendum for local governments to prohibit or significantly limit cannabis business locations.

How will your Community Regulate any Allowed Cannabis Businesses?

The new law would allow local governments to adopt (1) reasonable zoning ordinances that do not conflict with the Act; and (2) ordinances and rules governing the time, place, manner, and number of cannabis businesses consistent with the Act. Possible regulations include requiring conditional or special use permits, distance restrictions between cannabis businesses and other sensitive places, hours of operation, or caps on the number of cannabis

businesses allowed within the jurisdiction. However, home rule and non-home rule units alike would be unable to regulate these activities in a manner more restrictive than provided in the Act. For example, two cannabis business establishments cannot be closer than 1,500 feet apart and cannot locate closer than 1,000 feet from the perimeter of school grounds, a playground, a public park or a public library.

Will your Community Allow Cannabis Lounges?

The proposed law grants local governments broad authority to authorize and regulate privately-owned facilities where cannabis and cannabis products may be consumed on-site. Possibly similar to hookah lounges, local governments may consider whether to allow these "cannabis lounges" and how to exercise their broad authority to regulate this novel use.

Will Your Community Tax Recreational Cannabis?

After January 1, 2020, both home rule and non-home rule municipalities can adopt ordinances to impose a local tax on the operation of a cannabis dispensary. The rate of tax cannot exceed 3% of the dispensary's gross receipts from the sale of non-medical cannabis. If imposed, the tax may only be imposed in 0.25% increments. The municipal cannabis sales tax will be collected and enforced by the Department of Revenue, which is entitled to retain 1.5% of the amount distributed to each municipality as an administrative fee. To collect the tax a municipality must adopt and file a tax ordinance with the Department before June 1. Any new tax or rate changes will be implanted after September 1.

How will your Community Engage in Crime Prevention?

In a change from prior proposals, the Cannabis Regulation Fund will now transfer 8% of the state tax revenue to the Local Government Distributive Fund to fund crime prevention programs, training, and interdiction efforts, including detection, enforcement, and prevention efforts, relating to the illegal cannabis market and driving under the influence of cannabis. Rules will be developed to administer the use of this money and the award of grants.

How will your Community Prosecute Cannabis Use and Possession?

Communities should review their ordinances to ensure they are consistent with the Act. While local ordinances may not prohibit home cultivation for medical use or unreasonably prohibit personal cannabis use, local governments can regulate these activities consistent with the Act and should consider adopting ordinances enforceable through prosecutions in administrative adjudication or circuit court.

What Law Enforcement Records Should be Automatically Expunged?

In a significant change from prior proposals, expungements will now take place in three different processes: petitions, pardons from the Governor, and automatic expungements. Only the automatic expungements will directly affect local governments.

Local law enforcement agencies must automatically expunge records involving non-violent minor cannabis offenses of simple possession of no more than 30 grams of cannabis if (1) one year or more has elapsed since the date of the arrest or law enforcement interaction documented in the records; and (2) no criminal charges were filed relating to the arrest or law enforcement interaction or criminal charges were filed and subsequently dismissed or vacated or the arrestee was acquitted.

We anticipate that many of the records covered by this obligation will relate to municipal code violations. These records will be required to be expunged according to a schedule

described in the bill that will give municipalities until January 1, 2025 to expunge records that precede January 1, 2000.

How will you Manage Recreational Cannabis and your Employees?

Employers will likely want to update their personnel policies once the new law becomes effective. Employers will have the authority to adopt zero tolerance policies or other policies concerning drug testing, smoking, consumption, storage, or use of cannabis in the workplace provided that the policy is applied in a nondiscriminatory manner. In addition, employers will have the power to discipline or terminate an employee for violating an employer's employment policies or workplace drug policy. The Act also stipulates that an employer may consider an employee to be impaired or under the influence of cannabis if the employer has good faith belief that the employee manifests specific, articulable symptoms while working that decrease or lessen the employee's performance of the duties or tasks. However, the law requires employers to offer employees an opportunity to contest the basis for any discipline arising from alleged cannabis impairment. Additionally, the law prohibits discrimination against employees for use of "lawful products" like cannabis during nonworking and non-call hours.

Contact Ancel Glink

Ancel Glink is prepared to help you navigate these questions and the many others that will arise as you prepare for recreational cannabis in your community. Please contact Daniel J. Bolin (dbolin@ancelglink.com) or your regular Ancel Glink attorney. For more on the new recreational cannabis law, listen to the latest episode of Ancel Glink's [Quorum Forum](#) podcast.

This bulletin is provided as a service to our public sector clients and friends. It is intended to provide timely general information of interest, but should not be considered a substitute for legal advice. Be sure to consult with an attorney before taking action based on the contents. We welcome comments and questions. This may constitute advertising material as defined under the Illinois Rules of Professional Conduct. Prior results do not guarantee a similar outcome.

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