

Cannabis in Health Insurance Coverage

Student's Name

Institutional Affiliation

### Week 5 Discussion: Cannabis in Health Insurance Coverage

As an HR Manager in California, I would include medical cannabis in our company's health coverage. Given the legal status of medical cannabis in California and its proven benefits for certain medical conditions, including it in our health plan aligns with supporting employee health and well-being. Additionally, offering comprehensive health benefits can enhance employee satisfaction and retention, making our organization more attractive to potential hires.

One significant impact of this decision would be the need to establish clear guidelines and policies regarding the use of medical cannabis in the workplace. These policies would ensure that employees understand their rights and responsibilities while using medical cannabis. Additionally, it would be essential to train managers on how to handle situations involving medical cannabis use, ensuring compliance with both company policies and state laws.

Including medical cannabis in our health coverage could result in cost savings by potentially reducing the need for more expensive prescription medications. For instance, if employees use medical cannabis as a cost-effective alternative to manage chronic pain or other conditions, the overall health care costs for the organization could decrease. Additionally, improving employee health and reducing absenteeism could lead to increased productivity and lower health-related costs in the long term.

### **Responding to Peers**

Please reply to at least TWO other students to earn full credit.

#### **Response 1**

Hi Melissa, your decision to include medical cannabis in health coverage is well-supported by your reasoning. I agree that providing comprehensive health benefits can

improve employee satisfaction and retention. Have you considered any potential challenges in implementing this policy? Great job!

**Response 2**

Hello Alia, I found your discussion on the need for clear guidelines and policies very insightful. Establishing these policies is crucial for ensuring compliance and understanding among employees. Do you think additional training for managers could also help in managing these new policies effectively? Excellent insights!