



M E M O R A N D U M

TO: All Non 40-Man Roster Players and Club Non-Playing Personnel

FROM: Minor League Health Policy Advisory Committee

DATE: January 23, 2020

RE: 2020 Updates to the Minor League Drug Program and Drug Policy for Non-Playing Personnel

As many of you know, the Office of the Commissioner and the Major League Baseball Players Association recently announced an agreement regarding certain updates to the Joint Drug Prevention and Treatment Program, which applies to all 40-man roster players. These updates include random testing for Drugs of Abuse, the removal of natural cannabinoids (e.g., THC, CBD and marijuana) from the Program's Prohibited List, and treating marijuana-related conduct the same as alcohol-related conduct under the Joint Treatment Program for Alcohol-Related and Off-Field Conduct (Attachment 27 to the Basic Agreement).

In light of these changes to the Joint Drug Program, the Office of the Commissioner has also decided to remove natural cannabinoids from the list of Prohibited Substances under the Minor League Drug Prevention and Treatment Program and the Drug Policy for Non-Playing Personnel. These updates will take effect at the start of 2020 Spring Training. Once these updates take effect, although natural cannabinoids will be removed from the applicable Prohibited Lists and no longer randomly tested for, a policy on marijuana and alcohol-related conduct will be established for all non 40-man roster players and Club non-playing personnel. This policy, which will be similar to Attachment 27 to the Basic Agreement, will require a mandatory evaluation and referral to a treatment program whenever a non 40-man roster player or Club personnel: (a) is arrested or charged with driving while intoxicated or under the influence of marijuana and/or alcohol; (b) is arrested or charged with a criminal violation relating to the use of marijuana and/or alcohol, or in which the use of marijuana and/or alcohol may have been a contributing factor in the misconduct; (c) appears intoxicated or under the influence of marijuana and/or alcohol during a Club's games, practices, workouts, meetings or otherwise during the course and within the scope of his or her employment; or (d) appears, to a member of the Club's medical staff, to be suffering from a marijuana and/or an alcohol use problem. Individuals covered by this policy may be subject to discipline for marijuana-related and/or alcohol-related conduct by their Club or the Office of the Commissioner, but participation in any treatment shall be considered as a mitigating factor in any discipline imposed.

Beginning in 2020 Spring Training, all non 40-man roster players and Club personnel will also be required to participate in mandatory educational programs on the dangers of opioid pain medications and smart approaches to marijuana and CBD during the 2020 and 2021 seasons. This programming will be established by the Office of the Commissioner and will focus on evidence-based and health-first approaches based on reputable science and sound principles of public health and safety.

Copies of the updated Minor League Drug Program and Drug Policy for Non-Playing Personnel, as well as the new policy on marijuana and alcohol-related conduct, will be distributed to Clubs in advance of 2020 Spring Training. In the interim, a copy of this memorandum should be provided to all non 40-man roster players and Club personnel. Each Club will be asked to provide confirmation that this memorandum was distributed, and the method of delivery, after the Spring Training reporting date. Any questions related to the recent updates to Major League Baseball's drug testing programs should be directed to Jon Coyles (212-931-7859) or Lindsey Ingraham (212-931-7485) at the Commissioner's Office.