



BLAZING THE TRAIL



What the legalization of cannabis means for **Canadian employers.**

CANNABIS USAGE

NEW LEGISLATION

Canada will become the first G7 country to **fully legalize** recreational cannabis use federally — making it the only drug approved for both medicinal and recreational purposes.



269,502+

Estimated number of Canadians authorized for medical use of cannabis.¹

IMPACTS ON THE WORKPLACE

Employers may have to address some of these issues related to cannabis legalization.



Workplace safety concerns



Alcohol & drug policies and testing



Problematic drug use or dependence



Defining cannabis impairment



Potential costs to the organization



Implementing prevention strategies



Medicinal cannabis use



Consumption during work-related events

12%

Percentage of Canadians over 15 years of age who used cannabis in the last year.²

EMPLOYEE EDUCATION + PREVENTION

Educating employees about these topics will ensure workers are informed and helps in the prevention of problematic cannabis use.

- Quantities of THC in products
- Effects of different ingestion methods
- Strains of the drug
- Effects of impairment
- Changes to alcohol & drug policies
- Tools, training and support available

LEGAL IMPAIRMENT

Bill C-46 outlines the penalties and criteria for cannabis impairment while operating a **motor vehicle**.³

2 to 5 nanograms of THC per mL of blood = Summary offense & fine up to **\$1000**

> 5 nanograms of THC per mL of blood **OR** **2.5** nanograms of THC per mL of blood + 50 mg of alcohol per 100 mL of blood = Fine of at least **\$1000** + jail time for repeat offenders

MANAGING PROBLEMATIC USE + DEPENDENCE

Employers should prepare for a potential rise in problematic cannabis use and dependence in the workplace.

- Communicate any changes made to alcohol & drug policies
- Focus on treatment and recovery over disciplinary action

ALCOHOL & DRUG POLICIES

Employers have the **right to regulate** cannabis usage at work and employees have a right to a safe workplace. When adjusting workplace Alcohol & Drug policies, employers should consider:

- Potential impacts on productivity
- Expectation that employees work unimpaired
- Accommodating medicinal use of cannabis
- Stringency of testing and discipline
- Impacts on international business travel

SOURCES

1. Government of Canada, "Market Data" as of March 22, 2018
2. Health Canada's 2015 Canadian Tobacco, Alcohol and Drugs Survey (CTADS)
3. Parliament of Canada, "Legislative Summary of Bill C-46"

