

66th ANNUAL ENFORM PETROLEUM SAFETY CONFERENCE

MARIHUANA IN THE WORKPLACE

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COMMON FORMS OF CANNABIS

- Marihuana
 - Avg 20% THC
- Weed Oil
 - Up to 70% THC
- Shatter (not common)
 - 80 to 90% THC
- Medical Marihuana
 - THC levels vary



❖ Marihuana vs. marijuana



MARIHUANA USE

- Dangerous as impairment is not recognized by user
- Dangerous as employers / employees can have a belief that it is okay because it is a medicine and it is going to be legalized
- Linked to workplace incidents and injuries

MEDICAL MARIHUANA

- Health Canada does not recognize marihuana as a therapeutic drug
- Does not have a DIN (Drug Identification Number)
- Called a substance
- Can disqualify employee from short or long term disability insurance

RECOMMENDED DOSAGES

- Medical Marihuana
 - 1– 3 gm per day
 - 150 gm possession
 - THC – start low and go slow
- Prescription
 - Plant material, oils, inhaler, pill
 - 1 gm plant = 8ml oil



MEDICAL CANNABIS SIMPLIFIED

- Tetrahydrocannabinol (THC)
- Cannabidiol (CBD)
- The higher the THC the lower the CBD

POLICY CONTENT/CHANGES

- Legalization of marihuana
 - No change to testing
 - No use or possession on company sites or client sites
- Medical Marihuana
 - Cannot work in a safety sensitive position
 - Accommodate to point of undue hardship for both safety and non safety positions

MEDICAL MARIHUANA (test)

- Lab positive for THC
- MRO review – use of Medical Marihuana
- MRO changes to negative result
- MRO issues safety letter
- Duty to accommodate
 - Short/long term disability, sick leave

DRUG TESTING

- Drug testing does not measure levels of impairment
- Measures to a standard
- **IMPORTANT** – focus on standards

FIT FOR DUTY

- Being capable of performing work related duties in a safe, efficient, productive manner with no drugs or alcohol present in the body at or above established standards

DRUG TESTING GOALS

- To provide a safe productive workplace
- To deter drug use among potential or existing employees
- To foster public trust

POLICY CONTENT/CHANGES

- Define safety sensitive position
- Identify safety sensitive positions
- Policy applies to all employees
- Testing provisions only apply to safety sensitive positions
- Company will abide by Fed/Prov laws and regulations

POLICY CONTENT/CHANGES

- An employee in a safety sensitive position must be removed from duty and accommodated if using Medical Marihuana until such time as medication no longer required

POLICY CONTENT/CHANGES

- Use of prescription drugs, over the counter medications, prescribed substances
- No possession of alcohol, drugs or paraphernalia
- Employee in safety sensitive position required to disclose prescribed Medical Marijuana use

DUTY TO ACCOMMODATE

➤ Triggered by:

- Verified positive drug test
- Confirmed positive alcohol test
- Refusal to test
- Self disclosure – Safety and non Safety
- MRO issued Safety Letter
- Casual use – no duty to accommodate
- Assessment very critical for decision making

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