

## CLARIFYING MISCONCEPTIONS ABOUT MARIJUANA USE IN THE WORKPLACE



<b>DATE:</b>	January 17, 2019
<b>TIME:</b>	9:00 a.m. – 12:00 p.m.
<b>LOCATION:</b>	Centre for Health & Safety Innovation (5110 Creebank Road, Mississauga)
<b>FEE:</b>	\$395 + HST

Although the Ontario government has made clear that employees may not smoke, vape or consume recreational marijuana at work, those who live with a disability or have sustained a workplace injury may come ask to use medicinal marijuana at work.

This session will cover case law updates and provide practical strategies to help you address the following key issues.

### **Medicinal Marijuana**

- What do you do if an employee produces a prescription?
- Human rights vs. safety issues – which prevails?
- How do you assess impairment and whether an employee is fit for work?
- What is your obligation to protect other employees from second-hand smoke?
- The duty to accommodate:
  - How far does it extend?
  - What about employees working in a safety-sensitive position?
  - Must you find a place for employees to use medicinal marijuana at work?

## Recreational Marijuana

- Can employees smoke recreational marijuana during the work day, at lunch or on a break, if they are not on company premises but will be returning to work?
- What about social functions such as holiday parties?
- Can an employee possess marijuana at work even though they claim they are not using it during working hours?

## Drug & Alcohol Policy

- What should you include in your drug and alcohol policy to cover both medicinal and recreational use of marijuana?

**Who should attend:** HR professionals, managers/supervisors



**Facilitator:** Asha Rampersad  
Lawyer & Human Resource Advisor



# Clarifying Misconceptions About Marijuana Use in the Workplace

## Workshop Information:

**Date:** Thursday, January 17<sup>th</sup>, 2019

**Time:** 9:00 a.m. – 12:00 p.m. (registration begins at 8:30 a.m.)

**Location:** Centre for Health & Safety Innovation – Corporate Event Centre (5110 Creekbank Road, Mississauga)

**Space is limited! Please register early.**

## To Register:

**Please scan and email form to [bseath@hrlawyers.ca](mailto:bseath@hrlawyers.ca) or fax back to 905-486-1992**

Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Postal Code \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ Facsimile (\_\_\_\_) \_\_\_\_\_

Email \_\_\_\_\_

**Fee:** \$395 + HST = \$446.35 (fee includes workshop materials and a light breakfast)

**Method of Payment**  Visa  MasterCard  Cheque

Name of Cardholder \_\_\_\_\_

Card Number | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | Security Code | \_ | \_ | \_ |

Signature \_\_\_\_\_ Expiry Date | \_ | \_ | / | \_ | \_ |

Billing Address \_\_\_\_\_ City \_\_\_\_\_ Postal Code \_\_\_\_\_

*\*Payment must be received in advance*

If paying by cheque, please make cheque payable to:

**The Bernardi Centre Inc.** 1443 Hurontario Street, Suite 201, Mississauga, ON L5G 3H5

HST # 754305118RT0001

Refund Policy: Refunds will be given for cancellations received in writing 48 hours in advance, subject to a refund levy of \$28.25 (includes HST). No refunds will be given for cancellations received after this date, however, a delegate substitution is welcome at all times. If you register less than 48 hours in advance, your registration is considered final.

**For more information, please contact Becky Seath at 905.271.2028 or [bseath@hrlawyers.ca](mailto:bseath@hrlawyers.ca)**