

Legal Access to Marijuana – The Workplace Impact

Why it Matters & How to Manage it

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WHAT IS MARIJUANA?



WHAT IS MARIJUANA?

// What is Marijuana?

- Cannabis: Sativa, Indica & Ruderalis

The flowering or fruiting tops of the cannabis plant (excluding the seeds and leaves when not accompanied by the tops) from which the resin has not been extracted, by whatever name they may be designated.

1961 United Nations Single Convention on Narcotic Drugs

WHAT IS MARIJUANA?

// How is Cannabis Ingested?

- Smoking/vaporization
- Oral (ingesting edibles / sublingual)
- Rectal administration
- Transdermal delivery
- Eye drops
- Aerosols

FUN FACT...  ???

// Colorado, USA

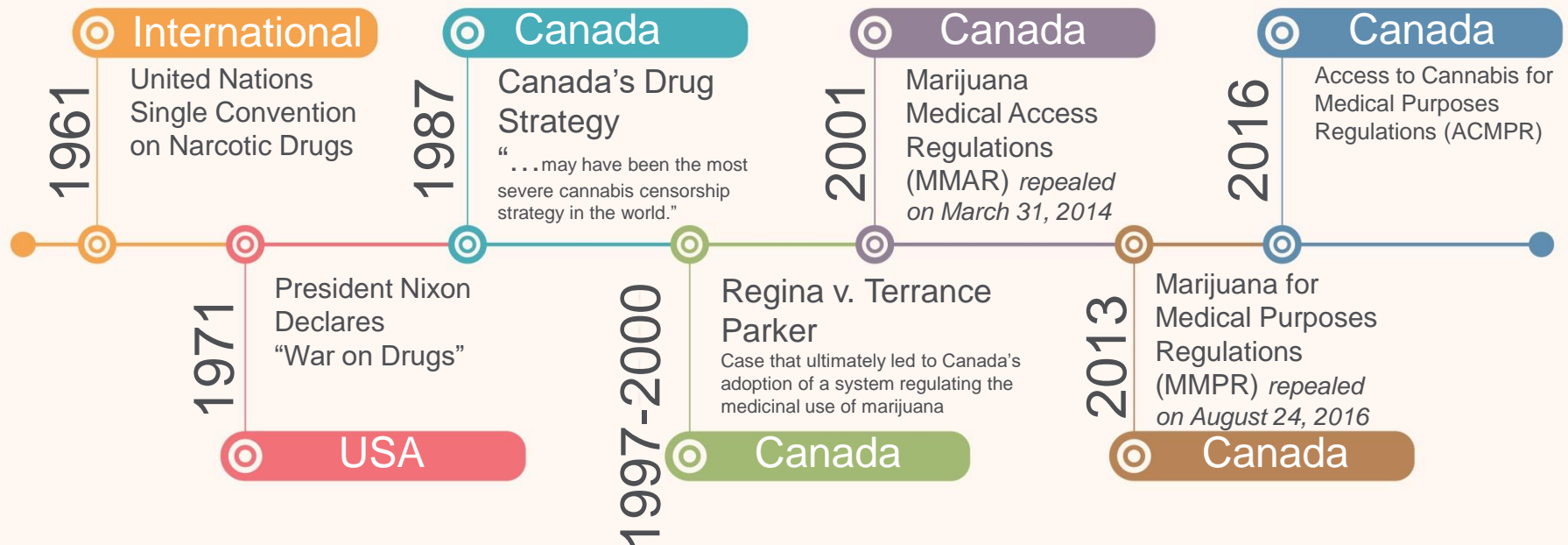
There are more dispensaries in Colorado than Starbucks, McDonald's and 7-Elevens combined – and the numbers keep growing...



HISTORY OF MARIJUANA



History






HOW DOES MARIJUANA EFFECT US?

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HOW DOES MARIJUANA EFFECT US?

// Cannabinoids

1. Phytocannabinoids 
2. Endocannabinoids 
3. Synthetic cannabinoids 

HOW DOES MARIJUANA EFFECT US?

// How do cannabinoids work?

- Regulate endocannabinoid system
- Mimics endogenous neurotransmitters
- Targets receptors “Unlocks Doors”



HOW DOES MARIJUANA EFFECT US?

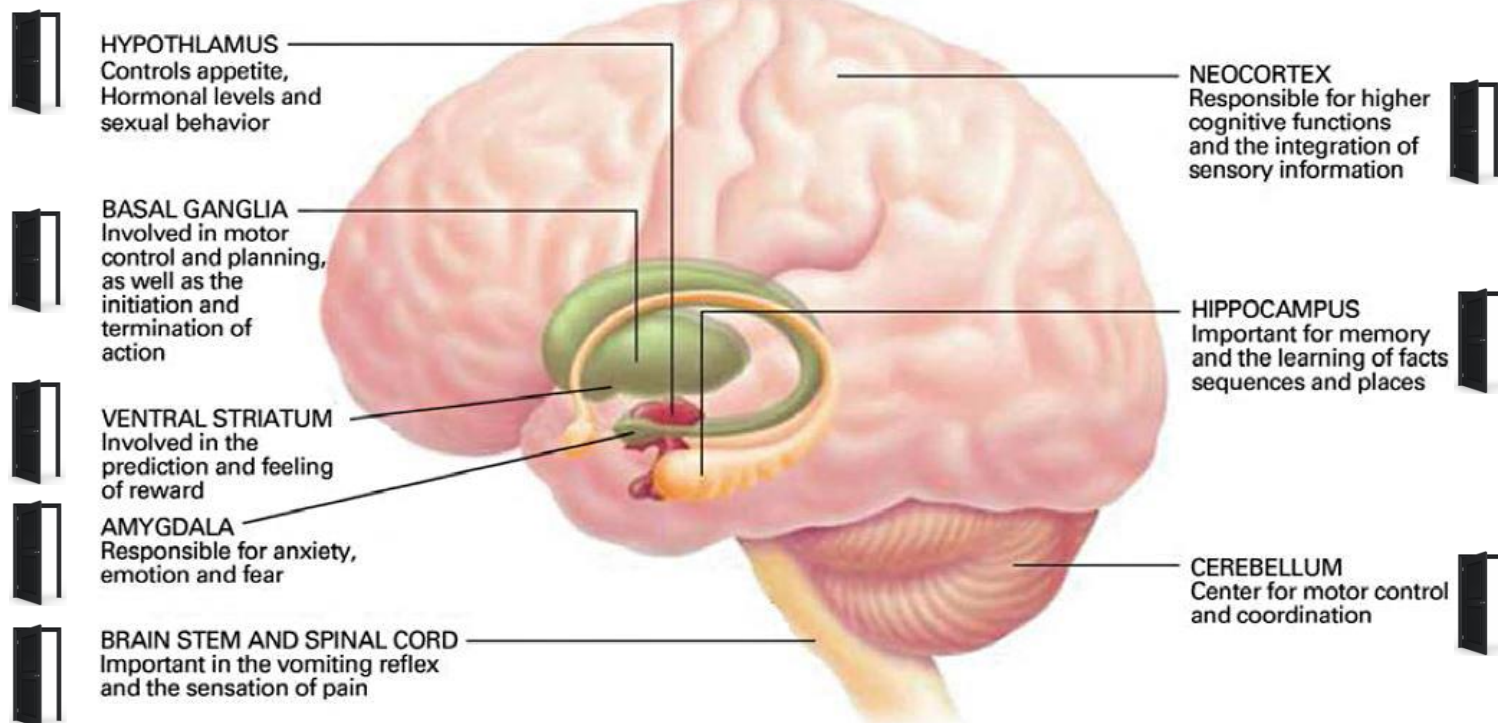
// The “Big 6” Phytocannabinoids

1. **THC** - Delta-9-tetrahydrocannabinol
2. **CBD** - Cannabidiol
3. **CBC** - Cannabichromene
4. **CBN** - Cannabinol
5. **CBG** - Cannabigerol
6. **THCV** - Tetrahydrocannabivarin



HOW DOES MARIJUANA EFFECT US?

Marijuana's Effects on the Brain



© Alice Y. Chen, 2004. Adapted from *Scientific American*.

When marijuana is smoked, its active ingredient, THC, travels throughout the body, including the brain, to produce its many effects. THC attaches to sites called cannabinoid receptors on nerve cells in the brain, affecting the way those cells work. Cannabinoid receptors are abundant in parts of the brain that regulate movement, coordination, learning and memory, higher cognitive functions such as judgment, and pleasure.

WHAT'S THE HARM USING "OFF THE JOB"?



World Health Organization

Recently abstinent cannabis users (7 hours to 20 days) may experience impairment in attention, concentration, inhibition and impulsivity during the period in which THC and its metabolites are eliminated. The greatest residual deficits in executive function are found following prolonged use of cannabis. (Whitlow, et al. 2004)

WHAT'S THE HARM USING "OFF THE JOB"?



Health Canada

www.hc-sc.gc.ca

Cannabis (marihuana, marijuana) contains hundreds of substances, some of which can affect the proper functioning of the brain and central nervous system.

Cannabis use can impair your concentration, ability to think and make decisions, and reaction time and coordination. This can affect your motor skills, including your ability to drive. It can also increase anxiety and cause panic attacks, and in some cases cause paranoia and hallucinations.

Cannabis is one of the most widely abused illicit drugs, and can produce physical and psychological dependence. The drug has complex effects in the CNS and can cause cognitive and memory impairment, changes in mood, altered perception, and decreased impulse control

Depending on the dose, impairment can last for over 24hrs after last use

Using the Word “Impairment”



WHY IS IT OF THERAPEUTIC INTEREST?



WHY IS IT OF THERAPEUTIC INTEREST?

// Why is Cannabis of Therapeutic Interest?

- Compassionate end-of-life care
 - Neurodegenerative disorders
 - Severe pain, arthritis, anorexia, weight loss, and/or severe nausea from cancer and HIV/AIDS infection

WHY IS IT OF THERAPEUTIC INTEREST?

// Why is Cannabis of Therapeutic Interest?

- Medical applications inclusive of:
 - Attention Deficit Disorder
 - Arthritis
 - Chronic pain
 - Glaucoma
 - Migraines
 - Sleep disorders

IS CANNABIS A PRESCRIPTION?

// Is Cannabis a Prescription?



Health Canada

www.hc-sc.gc.ca

Dried marijuana is not an approved drug or medicine in Canada. The Government of Canada does not endorse the use of marijuana, but the courts have required reasonable access to a legal source of marijuana when authorized by a healthcare practitioner.

THE MEDICAL COMMUNITY'S OPINION?

Canadian Medical Association

“We have little to no evidence-based information about its use as medical therapy... the lack of evidence to support the use of marijuana for medicinal purposes signifies that it is not a medical intervention”

IS CANNABIS A PRESCRIPTION?

// Is Cannabis a Prescription?

- Characteristics of a prescription drug:

Special Alerts	Generic Equivalent Available: Product Availability	Pregnancy Risk Factor
ALERT: Boxed Warning	Controlled Substance	Pregnancy Implications
Brand Names: US	Prescribing and Access Restrictions	Lactation
Brand Names: Canada	Medication Guide and/or Vaccine Info Statement Admin	Breast-Feeding Considerations
Pharmacologic Category	Use	Dietary Considerations
Dosing: Adult	Medication Safety Issues	Pricing
Dosing: Pediatric	Adverse Reactions Significant	Monitoring Parameters
Dosing: Geriatric	Contraindications	International Brand Names
Dosing: Renal Impairment	Warnings/Precautions	Mechanism of Action
Dosing: Hepatic Impairment	Metabolism/Transport Effects	Pharmacodynamics and Pharmacokinetics
Dosage Forms	Drug Interactions	Drug Identification Number (DIN #)

IS CANNABIS A PRESCRIPTION?

// However....



DEVELOPING YOUR SAFETY PROGRAM



EXECUTIVE OFFICER OBLIGATIONS

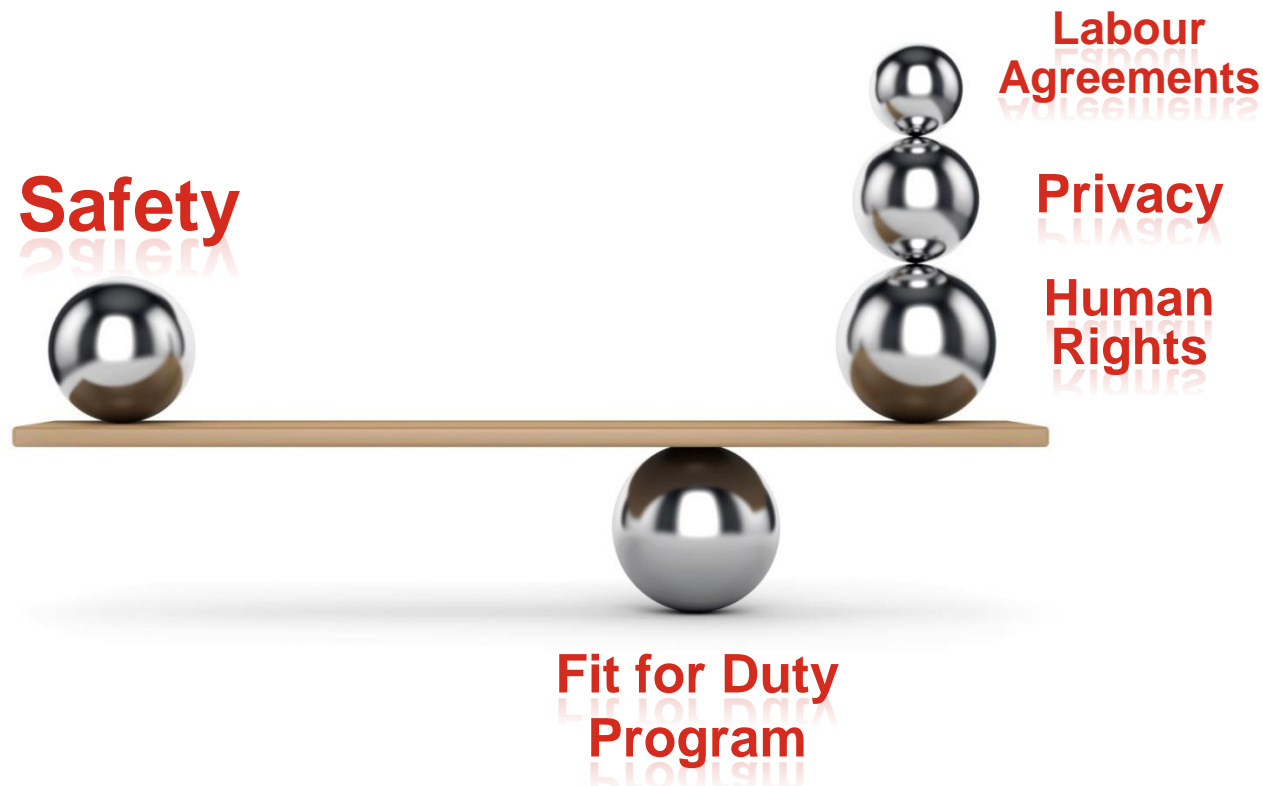
// Bill C-45 (Westray Bill)

Section 217.1 of the Criminal Code

“Every one who undertakes, or has the authority, to direct how another person does work or performs a task is under a legal duty to take reasonable steps to prevent bodily harm to that person, or any other person, arising from that work or task.”

DEVELOPING YOUR SAFETY PROGRAM

Finding the Right Balance



DEVELOPING YOUR SAFETY PROGRAM

// Step 1: Determine Workplace Risk Level

Safety Sensitive Position: Performs activities and/or works in an environment where a temporary lapse in concentration, focus and/or judgement could result in immediate serious injury, harm or death.

DEVELOPING YOUR SAFETY PROGRAM

// Step 2: Account for Unionized Environment

1. Not in conflict with collective bargaining agreement
2. Reasonable
3. Communicated clearly and equivocally
4. Brought to employee attention prior to action
5. Employee notified of potential consequences addressed
6. Consistent enforcement

DEVELOPING YOUR SAFETY PROGRAM

// Step 3: Avoid Discrimination by Design

- Verify Bona-Fide Occupational Requirement Exists
 1. Rational
 2. Adopted in good faith
 3. Reasonable necessity



DEVELOPING YOUR SAFETY PROGRAM

// Step 4: Adhere to Privacy Legislation

- Privacy legislation authorizes collection, use, and disclosure of personal information to extent necessary for management of/entering into employment relationships (and where consented to)
- Information must be confidential and need-to-know

DEVELOPING YOUR SAFETY PROGRAM

// Step 5: Policy, Education & Execution

- Duties of employee
- Prescription/medical treatment disclosure language
- Policy violation and employer action
- Supervisor and employee awareness training

WHAT YOU MIGHT BE MISSING



TAKE HOME MESSAGE

- // Marijuana and safety sensitive work cannot mix safely and reliably**
- // The effects of marijuana are longer lasting than what the general public believes**
- // Marijuana use off the job can bring risk onto the job**
- // Clear policies and procedures are crucial**

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