

TOPIC: Cannabis in the Workplace

ACKNOWLEDGE: Thank you for being here and participating in this safety talk. I know your time is valuable, so I will ensure every moment of this talk is worth your while (*make eye contact with the entire group*).

Training Tips:

Ask a lot of questions: While delivering your Safety Talk, ask questions that ‘hook the mind’ and engage your participants. The simple act of asking questions is a High Impact Training technique!

Raise a hand when asking questions: Directed to your audience, you’ll often find that people are more willing to answer your questions and become active participants... try it out! Also, pause for a moment after asking a question; waiting for and encouraging responses from the group.

Provide an example of a personal experience: (or a recent news event) For instance: “A close friend of mine once _____”, or “Just last week _____”. This is a very effective method to help participants relate to your topic. It often helps them to realize: ‘*Yeah, this could affect me. I should listen to this.*’

What’s in it for Me? (WIIFM): Today we’re doing a brief safety talk about Cannabis in the workplace! As you are likely aware, the federal government introduced legislation to legalize cannabis on **October 17, 2018**. Just because it’s legal, doesn’t mean it’s safe for our workplace. In fact, cannabis impairment could be a serious hazard and education is key!

ASK: Who can tell me what Cannabis is? (Wait for and encourage responses)

ANSWER: Some common names for Cannabis include marijuana, weed, pot, Mary Jane, reefer and grass to name a few. Cannabis is a group of hardy, versatile plants whose stems, leaves, buds, flowers, and seeds are used recreationally and in some cases as a medical treatment.

ASK: What forms does Cannabis come in? (Wait for and encourage responses)

ANSWER: Some forms of Cannabis include:

- dried plant parts that can be smoked, blended into food products or brewed in tea
- hashish, the sticky resin secreted by the plant is dried and pressed into blocks
- hash oil, plant resin extracted with a solvent
- pills, skin creams, salves or skin patches



SHARE: Cannabis contains 100’s of chemical substances, the most common of which is THC and responsible for the psychoactive effect or “high”. Another key component is CBD (cannabidiol) which has been found useful in treating various health conditions such as epilepsy, Parkinson’s disease and Crohns disease. CBD does not produce a high. Evidence is suggesting that cannabis can reduce nausea and vomiting during chemotherapy, improve appetite and reduce chronic pain and muscle spasms.

So those are some good medical effects, however let's talk about Cannabis in the workplace.

ASK: Who can tell me some of the side effects of Cannabis?

Responses may include: dizziness, drowsiness, disorientation, confusion, feeling drunk, nervousness, anxiety, suspiciousness, light headed / feeling faint, feeling drunk, impairment of motor skills and perception, loss of full control of body movements, falls, changes in blood pressure, heart rate, nausea and vomiting. It can even cause paranoia and hallucinations. (This is not an exhaustive list!)



The effects will vary from person to person and depend on the amount of THC and in what form the Cannabis is consumed (smoked, ingested etc.).

ASK: How long will a person be impaired after using Cannabis?

ANSWER: Health Canada states that effects have been noted to last as long as 24 hours. Effects will vary depending on a number of factors such as amount of food in the stomach and number of doses.

ASK: Do you think legalization of Cannabis mean employees can be impaired at work?

ANSWER: NO. Employers are responsible to ensure the safety and health of their workers in the workplace. Just like employers currently set rules for use of alcohol, they have the right to set rules for Cannabis use such as prohibiting employees from being impaired while at work.

SHARE: When it comes to medical Cannabis, employers have a duty to accommodate. Disabled employees who use medical Cannabis must be accommodated the same what any other disabled employee who has been prescribed medication. However, this does not entitle an employee to be impaired at work or to compromise the safety of them selves or any other person. Furthermore, it does not entitle employees to be late or absent from work or to smoke in the workplace.

ASK: So, what's the big deal if you or a co-worker shows up high at work? What would be the impact in our workplace?

ANSWER: *"Using cannabis or any cannabis product can impair your concentration, your ability to think and make decisions, and your 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."* – Health Canada

DISCUSS: What are the high-risk jobs we do in our workplace where impairment from Cannabis be a serious hazard? What would be the consequences (serious injury, multiple injuries, death)

Examples might be: operating or repairing equipment, working at heights, working alone, working in excavations and confined spaces etc.

ASK: What do you think you should do if you suspect that a co-worker is impaired at work?

ANSWER: Encourage the co-worker to seek help and speak with your supervisor. You are doing good by them, yourself and your co-workers.

REMEMBER: If a person is acting differently than normal, they could be impaired or there may be a medical issue developing that may have serious consequences to that person or yourself. It's important that you act.

In closing, it's important you everyone follow our safety rules for an impairment free workplace. Lives depend on it.

Discuss your company Drug and Alcohol policy here.

STATE: If you have any questions regarding the topics discussed today, please let me know. If I don't have an answer for you now, I will direct your question to another individual, if you are comfortable with that. We want you to be safe and feel safe while at work!

The information contained in this resource is not legal advice and should not be relied on as such.

Facilitator, remember to:

1. Ask for the commitment of your employees,
2. Answer all questions,
3. Thank them for their time and
4. Document that this safety talk occurred.

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| RECORD OF SAFETY TALK | |
| CANNABIS IN THE WORKPLACE | |
| Company Name: | Work Location Dept.: |
| Talk Given by: | Date / Time: |

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| Results of inspection, demonstration or other activity or suggestions during talk: |
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| List of All Employees Who Attended the Safety Talk: | |
|--|------------------|
| Name (PRINT) | <i>Signature</i> |
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Signed: _____ Position Held: _____