

# Cannabis and the Canadian Worker

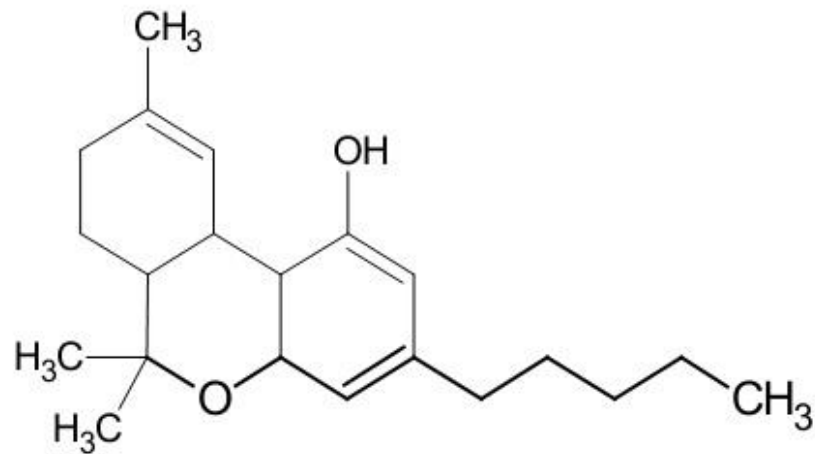


Occupational Health  
Clinics for Ontario  
Workers Inc.

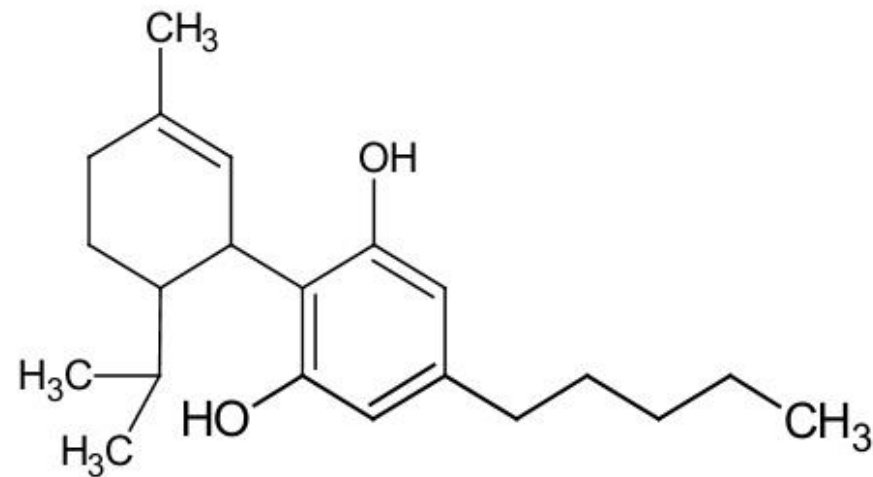
Centres de santé  
des travailleurs (ses)  
de l'Ontario Inc.

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OHCOW Eastern Region



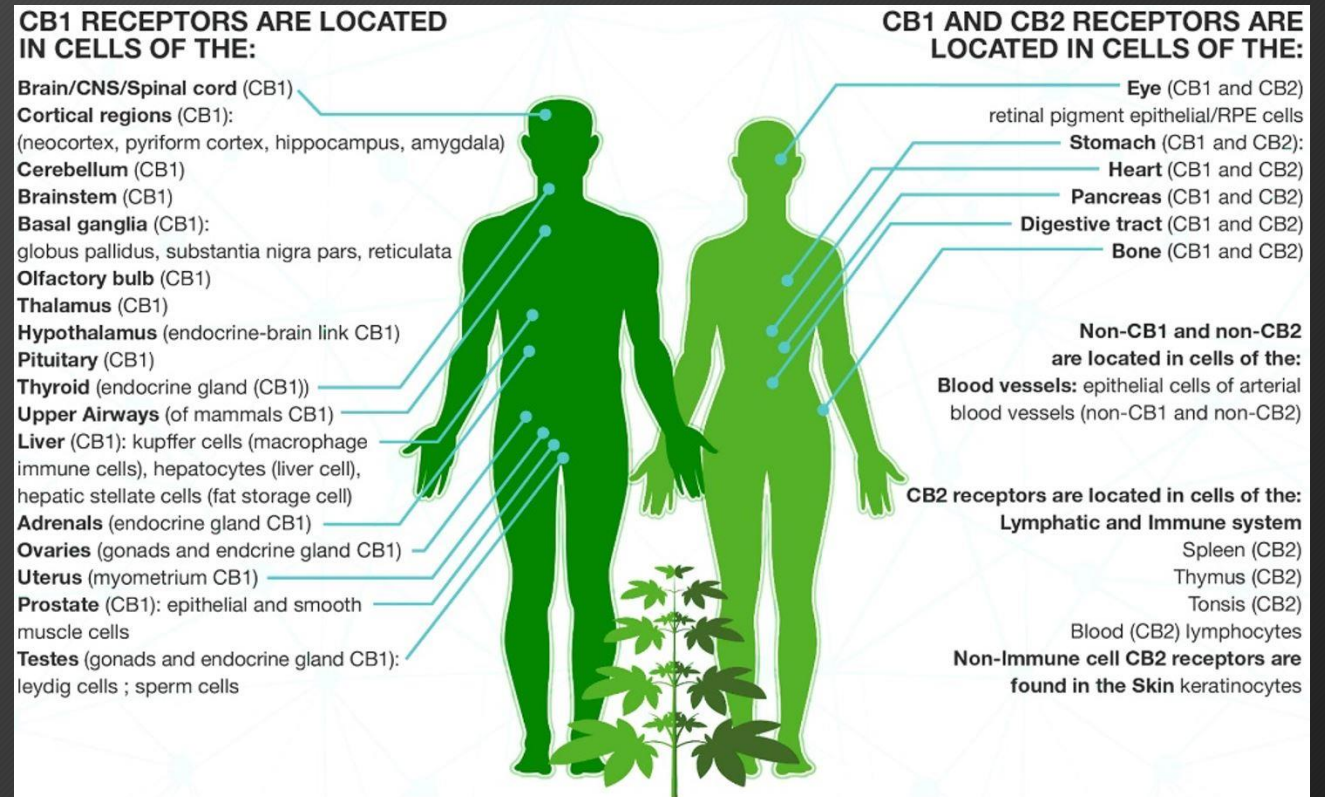
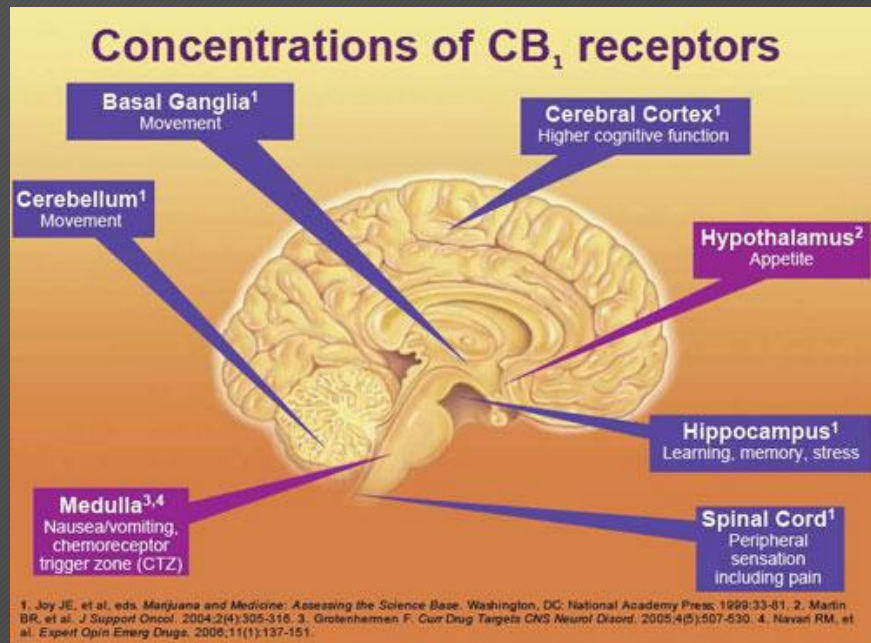


Tetrahydrocannabinol (THC)



Cannabidiol (CBD)

- THC vs. CBD
- Cannabis potency has increased over time







Inhalation:  
Smoke, Vapour

Ingestion:  
Capsules, Salad  
Dressing, Cookies,  
Candies, Teas

Marijuana  
Bud  
Blunt  
Grass  
Hash  
Herb  
Mary jane/ mj  
Reefer  
Skunk  
Oil  
Shatter  
Wax  
Weed









Using cannabis regularly (daily or almost daily) and over a long time (several months or years) can:

- Hurt the lungs and make it harder to breathe.
- Affect mental health.
- Make you physically dependent or addicted.



## Bill C-45, Cannabis Act

Not all forms of cannabis would be immediately available for legal sale under the proposed Cannabis Act. In 2018, the proposed Act would permit the sale of:

- cannabis oil
- fresh cannabis
- dried cannabis
- cannabis plant seeds
- cannabis plants
- The sale of edibles containing cannabis and cannabis concentrates would be permitted within one year following the coming into force of the proposed Act. (Health Canada)



# Ontario's Cannabis Legislation



- On October 17, 2018, the Ontario Cannabis Store website began and was the only legal option for purchasing recreational cannabis.
- On December 13, 2018, the Government of Ontario announced that a temporary cap of 25 Retail Store Authorizations will be imposed while the cannabis supply stabilizes
- The Alcohol and Gaming Commission of Ontario is the provincial regulator authorized to grant store licences and make sure stores sell recreational cannabis safely, responsibly and lawfully.
- On April 1, 2019, recreational cannabis retail stores opened. Authorized retailers must display the official cannabis retail seal at their store.
- The Ontario Cannabis Store remains the exclusive wholesaler to the authorized retail stores. These stores are regulated, with the protection of youth and children as a top priority, and will help the province combat the illegal market.
- People 19 and over are able to purchase cannabis online through the Ontario Cannabis Store. Online orders are delivered safely and securely. Consumers are required to verify their age to accept delivery and no packages will be left unattended at the door.
- You are able to purchase up to 30 grams (about one ounce) of dried recreational cannabis at one time for personal use.
- Strict rules are set by the Federal government.





## Impairment

“any abnormality of, partial or complete loss of, or loss of the function of, a body, organ, or system” <http://medical-dictionary.thefreedictionary.com/impairment> (Dorland's Medical Dictionary for Health Consumers. © 2007 by Saunders)

- The College of Family Physicians of Canada :
- *“Patients taking medical marijuana in form of dried cannabis should be advised not to drive for at least 4 hours after inhalation, 6 hours after oral ingestion and 8 hours after inhalation or oral ingestion if the patient experiences euphoria”*



- Depending on the dose, impairment can last for over 24 h after last use because of the long half-life of  $\Delta^9$ -THC
- Serum concentrations between 7 and 10 ng/mL (whole blood, approximately 3 - 5 ng/mL) have been compared to a blood-alcohol concentration of 0.05% which is associated with driver impairment





## Driving Impaired

- **Driving impaired by cannabis is illegal and dangerous.** Cannabis, like many other drugs, slows your reaction time and increases your chances of being in a collision.
- If a police officer finds that you are impaired by any drug, including cannabis, you will face serious penalties, including:
  - an immediate licence suspension
  - financial penalties
  - possible vehicle impoundment
  - possible criminal record
  - possible jail time
- Police officers have tools to determine if you are impaired and are now also authorized to use oral fluid screening devices at roadside to help enforce the law.



- Canadian Centre for Occupational Health and Safety (CCOHS)

## “Workplace Strategies: Risk of Impairment from Cannabis”

<http://www.ccohs.ca/products/publications/cannabis/>

# Our Workplace and Industries





- Occupational Health and Safety Act (OHSA)
- 





- Safety Sensitive Positions



- Substance Use Policies

**ZERO  
TOLERANCE**







- Motor skills/Coordination
- Attention/Concentration
- Critical Thinking
- Workplace Hazards





- Health Services
- Unions
- Employee Assistance Programs



**ConnexOntario**

1-866-531-2600

Access to **Addiction, Mental Health, and Problem Gambling Services**



# Resources:



- Canadian Human Rights Commission
- Canadian Nurses Association (CNA)
- Canadian Centre for Occupational Health and Safety (CCOHS)
- Government of Canada - Employment and Social Development & Health Canada
- Ontario Ministry of Labour
- Ontario.ca
- Unions