



Legalization of Cannabis

To: Presidents and All Members
From: Pierre Côté, General Secretary

For Information

With the legalization of cannabis, employers are turning their minds to policies and procedures they may put in place with respect to cannabis use by employees. Regardless of whether an employer has a specific policy in place, they are entitled to manage their workplace in a reasonable manner, which includes ensuring that employees are able to perform their duties in a safe manner. The standard for employees' performance and behaviour is raised for the majority of our members because the safety of students is involved.

Cannabis is an intoxicant that can impair a person's ability to perform certain cognitive and physical tasks. It should be treated in the same way as other intoxicants such as alcohol or other drugs (over the counter and prescription) that cause impairment. Failure to do so may place members at risk of discipline from their employer.

Recreational Use

Members who use cannabis recreationally should take into consideration the same general guidelines that they would apply to other recreational drugs such as alcohol. Members are advised that they should not attend work while under the influence of cannabis.

Medical Use

Members who have been prescribed cannabis as a treatment for a medical condition should treat it like any other medication that can cause impairment. If cannabis has been prescribed, its use as prescribed cannot impair a member's ability to perform their duties in a safe manner. If a member's medical condition or its treatment requires accommodation in the workplace, they should contact their Bargaining Unit for assistance in providing their employer with the appropriate medical documentation so that their limitations and restrictions can be accommodated.

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