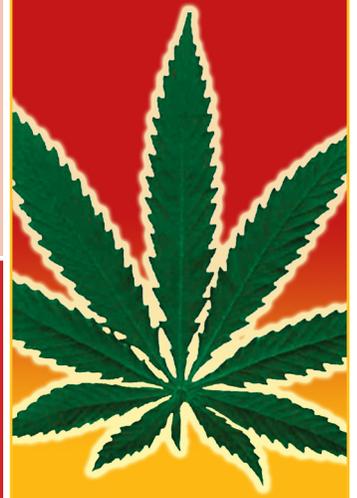


# Better Business Practices Series

New date!

## Into the Weed - How to Manage the Impact of Recreational Marijuana Legislation in the Workplace



On October 17, 2018 the recreational use of marijuana became legal in Canada. Employers need to amend their workplace policies and practices related to the recreational use of drugs and alcohol to include the use of recreational marijuana.

Employers should ensure that they have both an updated Drug and Alcohol Policy which includes language around Fit for Duty, and an Off-Duty Conduct Policy that governs employee behaviour both in and out of the workplace during the workday. Employers need to be careful to differentiate between the use of marijuana for recreational and medicinal purposes as an employee's right to use medicinal marijuana is protected under both Human Rights legislation and the Accessibility for Ontarians with Disabilities Act.

### Join us for an interactive seminar to discuss

- Changes to legislation
- The impact on your workplace
- Drug & Alcohol Policy
- Fitness for Duty
- Off Duty Conduct Policy
- What to do when an employee comes to work impaired
- Accommodating medical marijuana users
- Training and employee awareness

### Registration Information

Thursday May 2, 2019 • 9:30 am to 1:00 pm • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast and a light networking lunch • Please note the cost of this seminar is far less than the average legal consultation fee • **To register**, please contact the ECCDC at 905.646.7311 extension 304, email [eccdc@eccdc.org](mailto:eccdc@eccdc.org) or visit [www.eccdc.org](http://www.eccdc.org)

# Better Business Practices Series

## Into the Weed - How to Manage the Impact of Recreational Marijuana Legislation in the Workplace



### About the Facilitators

#### **Terri Carr & Joy Lerman – TJ Solutions**

Terri and Joy have worked together as consultants and facilitator/trainers working all over southern Ontario for more than fifteen years. They have extensive experience in providing training in the areas of Management, Human Resources, Organizational reviews, and Board Governance.

Terri and Joy's focus is on providing seminars and solutions in managing your Child Care/Family Resource Organizations. Their interactive workshops are creative and energetic combining practical and workable solutions that often include ready-to-use templates you can use in the workplace.

#### **Asha Rampersad – Bernardi Human Resource Law LLP**

Asha has represented major Crown Corporations, municipalities, and large private sector clients including Child Care Organizations on a broad range of labour and employment matters, including human rights litigation; grievance arbitrations; AODA and human rights compliance; and occupational health and safety issues.

Equipped with several years of teaching experience at the university level, and conducting numerous training sessions for human resource professionals and child care administrators. Asha has significant expertise in delivering training to both employers and employees on all facets of employment and labour law, including collective agreement interpretation.

Asha has worked with Joy and Terri in the Child Care sector for over seven years. Her main areas of practice include human rights litigation and accommodation issues, labour relations, and all facets of human resources law.