

# Cannabis @ Work



## Employee FAQs

### **Q Do we have any Bayshore policies on cannabis use?**

**A** We have three policies, Fit for Duty and Fatigue Management, Smoke and Vapour Free in the Workplace and Cannabis for Medicinal Purposes. Each of these policies can be found in the “Policy Centre” on InfoBay.

### **Q What does “Fit for Duty Mean”?**

**A** Fit for Duty means that you are ready for work, well rested and not affected by any substances that may impair or reduce your ability to safely care for your client.

### **Q Can cannabis affect my ability to work?**

**A** Yes, one of the active ingredients in Cannabis is THC. THC can affect a person’s ability to safely make decisions by decreasing attention and reaction times. It also reduces a driver’s ability to safely drive their car.

### **Q Is using Cannabis and driving like having a drink and driving?**

**A** Cannabis impacts a person much longer than drinking alcohol. The effects can last up to 24 hours after the last use. These effects are called “Residual Impairment”. Similar to drinking and driving, the easy answer is if you use cannabis, don’t drive.

### **Q So Can I smoke or eat cannabis the night before my next shift?**

**A** Depending on what has been ingested or smoked before your next shift, you may still be impaired enough to be a safety risk to yourself and your client. Smoking cannabis effects you almost immediately; the effect of eating cannabis takes longer to be felt, but the high lasts longer than smoking.

### **Q Are tests available to determine if you are impaired?**

**A** Yes, the federal government has approved roadside testing that is similar in use to a roadside breathalyser test to determine a driver’s impairment.

### **Q Can I smoke or eat cannabis during lunch or while on a break?**

**A** No, the Fit for Duty Policy and the residual impairment criteria does not allow a worker to be impaired at work. Not following this policy can result in corrective action up to and including termination.

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**Q I am authorized to use medical cannabis, can I use it at work?**

**A** The use of medical cannabis at work requires a dialogue with your supervisor, NDC Human Resources and your treating health care provider as employers are not allowed to have employees impaired at work for their own safety and the safety of their clients.

**Q Can I bring cannabis products to work and share with my co-workers and clients?**

**A** No, the sharing of cannabis related products is strictly prohibited. Sharing with clients may potentially cause a health crisis and should not be done.

**Q My client smokes or vapes cannabis, what am I to do?**

**A** Bayshore has a Smoke and Vapour Free In The Workplace Policy which says clients are requested to not smoke or vape 60 minutes before a visit to respect provincial and municipal workplace safety laws. A client's home is our workplace while we are working. Clients have to respect the law and must be smoke and vapour free for 60 minutes prior to our arrival.

**Q Where can I learn more about cannabis in the workplace?**

**A** Your supervisor has more information regarding cannabis in the workplace. The federal and provincial governments also have information on their health websites – for more information check out:  
<https://www.canada.ca/en/services/health/campaigns/cannabis.html>

It is ultimately your responsibility to know when or where you can use cannabis safely. Information about impairment in the workplace can be found at:  
[www.canada.ca/en/services/health/campaigns/cannabis/impairment.html#a2](http://www.canada.ca/en/services/health/campaigns/cannabis/impairment.html#a2)