



Hamilton

# INFORMATION REPORT

<b>TO:</b>	Chair and Members Audit, Finance and Administration Committee
<b>COMMITTEE DATE:</b>	December 5, 2019
<b>SUBJECT/REPORT NO:</b>	Legalization of Cannabis Edibles (HUR19028) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
<b>PREPARED BY:</b>	Gord Muise (905) 546-2424 Ext. 2655 Dave Lindeman (905) 546-2424 Ext. 5657
<b>SUBMITTED BY:</b>	Lora Fontana Executive Director Human Resources
<b>SIGNATURE:</b>	

## COUNCIL DIRECTION

Not Applicable

## INFORMATION

On October 17, 2019, cannabis edibles, extracts and oils became legal for possession and consumption by anyone in Ontario, age 19 years or older. The application process for approval for the sale of cannabis containing products will result in the products becoming available for purchase on or about December 16, 2019.

Compared to cannabis that is inhaled, the effects of cannabis in ingestible form takes longer to be felt by the brain and body (2 to 4 hours) and impairment can last longer (up to 24 hours or longer).

While consumption is legal, employee impairment through the use of alcohol, cannabis (including edibles), illicit drugs and the misuse of prescription medication causing impairment is not permitted within the workplace. Employees are also discouraged from bringing cannabis products into the workplace to avoid unintended or accidental ingestion.

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OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

The City has an obligation to provide a safe and healthy workplace for all our employees and the public. All City employees are expected to show up to work Fit For Duty and remain Fit For Duty throughout their time at work. Fit For Duty means being physically and psychologically ready to handle the tasks of the job.

Under the Highway Traffic Act, enforced by police, there is a zero tolerance for the presence of alcohol or drugs (including cannabis) in drivers of commercial vehicles. This includes any City employee who drives a City-owned vehicle. As well, our Substance Use and Substance Use for Safety-Sensitive Positions policies identify the obligations for employees to be free of impairment while at work and the steps that will be taken where impairment is suspected.

Human Resources has reviewed and updated its policies and procedures and communicated expectations for all employees as we prepared for the legalization of cannabis edibles. An “Impaired is Impaired” poster (Appendix A) was previously created and copies have been posted in prominent locations in the workplace to remind employees of their obligation to be Fit For Duty. Expectations have also been communicated through the employee newsletter and at various City team meetings.

People Leaders will be monitoring employees for signs of impairment and responding to situations where impairment is suspected by removing employees from the workplace and taking actions outlined in our policies and procedures, with the support from Human Resources.

## **APPENDICES AND SCHEDULES ATTACHED**

Appendix A to Report HUR19028 – “Impaired is Impaired” Poster