

WHAT YOUR BUSINESS NEEDS TO KNOW ABOUT CANNABIS LEGALIZATION

Cannabis Control Act: Nova Scotia 2018

An Act to Provide for the Regulation and Sale of Cannabis

SPEAKERS

- Meaghan McIntyre, Clinic Manager, National Access Cannabis Halifax
- Nick Beynon, Board Director, Chartered Professionals in Human Resources of Nova Scotia
- Shawn King, Partner, Chief Creative Officer: Arrivals + Departures, Podcast host: Turning A New Leaf
- David Deveau, P.Eng., MBA, CRSP, Regional Director Occupational Health and Safety, Province of Nova Scotia
- Ian Brown, Labour & Employment Law, BOYNECLARKE LLP
- Tim Pellerin, Senior Vice President & Chief Operating Officer, NSLC



WHAT THEY'RE SAYING

- Have you assessed your workplace environment and specific job tasks to determine what risks might exist for employees who are impaired on the job, and determined how to mitigate these risks?
- Are you comfortable that your impairment policy and associated processes will adequately address health and safety issues as it relates to all sources of impairment in the workplace (not just cannabis)?
- Are you, as an employer, aware of your obligations under the Occupational Health and Safety Act for ensuring safety at or near your workplace(s)?
- Are you prepared to address the differences between medical cannabis and recreational cannabis?

WHO TO CONTACT

Canadian Federal Government

Justice Canada: 613-957-4222

Health Canada: 613-957-2991

Public Safety Canada: 613-944-4875

Provincial Government

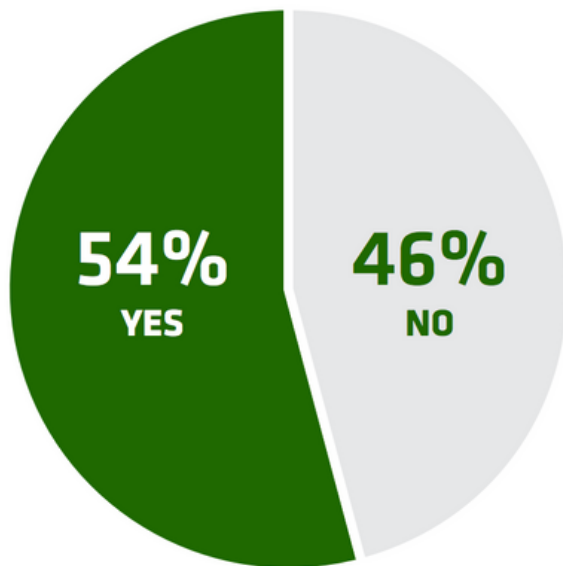
Department of Justice: (902) 424-4030

Occupational H&S: (902) 424-5400

WORKPLACE CONCERNS

- Employees operating motor vehicles
- Disciplinary Procedures
- Decreased work performance
- Employees using heavy machinery
- Attendance

Do you believe your existing policy for marijuana adequately covers off on any potential new workplace issues that may arise with the legalization of recreational marijuana?



CURRENT STATUS

The Cannabis Act has received Royal Assent. Until October 17, 2018, it remains illegal to buy, possess or use cannabis for anything other than authorized medical or research purposes.

Between now and coming into force, there will be a transition period for:

- the federal government
- provinces and territories
- the regulated industry and
- law enforcement

Law enforcement will continue to enforce existing laws.

FACT SHEET RESOURCES

Human Resources Professionals Association
Canadian Federal Government
Nova Scotia Provincial Government

KEY FACTS

- 19+: legal age will be 19 for cannabis use, purchase, cultivation & possession.
- Retail & Distribution: Cannabis will be sold through the NSLC.
- Road Safety & Impaired Driving: Cannabis use of any kind in vehicles will be prohibited.
- Consumption: Public consumption will be restricted by the Smoke-Free places Act.
- Possession & Cultivation: Adults will be allowed to have up to 30 grams of cannabis and grow up to four plants per household.
- Medical Cannabis: The rules will not impact the way medical patients access cannabis.

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