

Cannabis and the Workplace

The City of Winnipeg Community Centres are committed to provide a safe, healthy, and productive workplace where employees, volunteers and the general public are protected from the effects of substance use and chemical impairment.

What is Cannabis?

Cannabis is now a legal recreational drug. It contains hundreds of chemical substances. Over 100 of these are known as cannabinoids. Cannabinoids have effects on cell receptors in the brain and body.

How does legalization of Cannabis impact the workplace?

It is not allowed. Community Centres have an obligation to provide information on their expectations so the centre and grounds are safe.

- All employees, volunteers are required to be fit for work throughout their work day
- Any employee impaired in the workplace can expect to be removed from the centre and the grounds of the centre

What does the Community Centre expect from their Employees/Volunteers?

- All employees/volunteers are required to be fit and ready to perform their tasks at all times during the day
- Employees/Volunteers must not use, possess, distribute, offer for sale, or buy any substance in the centre or on the grounds
- Employees/Volunteers should understand and report if symptoms of impairment are seen in themselves or others
- Supervisors are responsible for providing a safe Community Centre and surrounding grounds

What can you do if you have concerns someone may be impaired?

- Protect yourself first. You can only help if you are safe
- If they are in medical distress call an ambulance first, then a supervisor to assist
- Once safe, help the person as you call for support of a supervisor
- Don't ignore it. You won't be in trouble if you are wrong so long as you raised the issue out of genuine concern for the individual(s) involved

What are the reporting requirements?

- Any employee/volunteer that is, or becomes impaired, must advise their immediate supervisor
- Any employee/volunteer who has a medical prescription which may adversely affect their ability to do their job safely must discuss limitations or restrictions with their supervisor
- The duty to accommodate extends to employees who use prescribed medical marijuana