

Committee Report
Tuesday, September 03, 2019

Subject: Update to Alcohol and Illicit Drugs in the Workplace Policy

Recommendation:

THAT Committee Receive Report #20190050; and recommend:

THAT Council approve the Alcohol, Cannabis and Illicit Drugs in the Workplace Policy, P 100-02 as amended.

Background:

Recreational Cannabis was legalized in Canada in October of 2018. As such, the Town's current policy on alcohol and illicit drugs in the workplace requires an update to specifically include Cannabis. A person impaired while at work is a health and safety risk to themselves, their coworkers, and the public. This policy update will ensure employees understand that even though Cannabis is no longer a prohibited substance, the corporate expectation remains that all staff are expected to attend work fit-for-duty and to conduct their work unimpaired.

Financial Considerations:

None.

Strategic Plan Relationship: Risk Management

A policy that clearly defines the Town's expectations for appropriate behaviour, establishes the consequences for non-compliance, provides consistent guidelines, but also establishes a framework for supporting employees who are dealing with current or emerging drug and alcohol problems will reduce the potential for a workplace injury or incident due to impairment.

Other Pertinent Reports/Attachments:

Attached is the Town's proposed Alcohol, Cannabis, and Illicit Drugs in the Workplace Policy, P 100-02.

Prepared and Recommended by:

Brianna Langohr, Human Resources and Health and Safety Coordinator

Approved and Submitted by:

David Cribbs, Chief Administrative Officer
