



Policy: Cannabis in the workplace
Effective Date: October 2018

This policy is written in accordance with Occupational Health & Safety Regulations and is to ensure the safety of all employees working at the Strathcona Hotel and establishments.

The Strathcona Hotel prohibits the use of cannabis at work, and we prohibit employees from attending work while **impaired**.

While at work, employee's must:

- not use or be under the influence of any illegal drugs
- not use cannabis (or alcohol) at the workplace
- not use cannabis (or alcohol) during regular breaks or lunch breaks;
- not be impaired from any cause, for any reason;
- All employees are to disclose to HR any relevant medical condition/addiction that might affect compliance with this policy.

Prescribed medical cannabis must be used responsibly. If the use of any prescribed medication causes an employee to be impaired, it could negatively affect the safety of the work place. **The employee must report this fact to their supervisor and or human resources prior to starting their shift. If the employee is suspected of using cannabis the employer has every right to ask for a doctor's note and the prescription prescribed.**

The illegal use, possession or sale of alcohol, drugs or controlled substances on any company property is strictly prohibited. Employees are not allowed to be at work while impaired. These are grounds for immediate dismissal. In addition to dismissal, the local law enforcement agencies will be advised. **The only exception to this is: a) legal drugs as prescribed by a doctor as long as they do not affect the individual's ability to perform their duties or risk the health and safety of their person or others. b) alcoholic beverages served in conjunction with an authorized company event on company property.** At such celebrations, Strathcona will provide alternative arrangements for anyone who is driving. Strathcona does not condone alcohol or cannabis consumption and driving. Strathcona Hotel also expects all employees to be accountable for their own behavior by limiting their consumption. If you are aware of any co-worker that appears to be impaired during a staff event, please ensure they have a safe way home

or inform a manager, supervisor or another person of responsibility of the event. In the province of British Columbia, the legal drinking age is 19 and no staff under age will be allowed to consume liquor on premises and or any staff events.

The Strathcona Hotel reserves the right to do an investigation of its employees in appropriate circumstances. If an employees on the job behavior provides reasonable grounds to believe he/she is impaired by alcohol or cannabis, or if an employee is involved in a workplace accident an investigation will be conducted. If, after conduction an investigation, the company determines that an employee is impaired by alcohol or cannabis while at work or has otherwise violated this policy, the company will take appropriate action and the employee will be cause for disciplinary actions which may include termination.

The Cannabis Control and Licensing Act will specifically prohibit the smoking of marijuana in the workplace. The relevant provisions are:

64(1) A person must not smoke or vape cannabis in any of the following places that are fully or substantially enclosed within the meaning of the regulations:

(b) a workplace, being any place

(I) in which a person performs services in return for compensation, or

(ii) used in conjunction with the performance of services in return for compensation,

Including restrooms, meeting rooms and structures used for breaks;

68(3) If a person smokes or vapes cannabis in contravention of section 64(1) enclosed work spaces or within a prescribed distance from a doorway, window or air take the employer is deemed to have a contravention and is liable