

# HR Update: Marijuana Legalization Webinar



**Date:** July 11th, 2018

**Speaker:** Alanna Twohey

While the precise effects of legalizing recreational marijuana on the Canadian workplace are unknown, there appears to be a general sentiment that use will increase, even if only temporarily, once recreational use becomes legal. What does this mean for your workplace? How can management and occupational health and safety professionals provide a safe workplace, without infringing on employees' privacy and human rights with respect to legalized drug use?

Please join Alanna Twohey of Emond Harnden LLP for a discussion of the impact of legalized marijuana on Canadian workplaces, including practical tips for handling suspected impairment, and for accommodating employees when necessary.

Topics to be addressed include:

- Who uses marijuana and why?
- How can employers distinguish between medical versus recreational use?
- What can you do if you believe an employee is impaired, by marijuana or other drugs, while at work?
- Can employers test employees for marijuana impairment?
- When, if at all, must workplace marijuana use be permitted?

## **Alanna Twohey, Research Lawyer**

Alanna is a Research Lawyer who provides support to the other lawyers of the firm in all aspects of labour and employment law. Alanna received a Bachelor of Arts from Brock University and an LL.B. from the University of Ottawa.

Alanna was called to the Bar in 2009. Prior to joining the firm, she articulated and practiced at a management-side labour and employment law boutique in Ottawa. During that time, Alanna's practice included providing advice and representation to employers in both the public and private sectors. Alanna has significant and diverse experience with employment, labour, human rights and occupational health and safety

matters in both the federal and provincial jurisdictions. She is also experienced in collective bargaining, having been exposed to a variety of bargaining issues, both as chief negotiator and in an advisory role.

Alanna is a member of the Ontario Bar Association.