Same Roads, Same Cannabis, Slightly New Context

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OCTOBER 18, 2018
HUMBER

Agenda
1. What should you expect with the new system

2. What do we know about cannabis and driving

3. What types of processes/policies should be in place.

4. What types of conversations you should be having with your employees.
- Which province uses cannabis the most?
  - Nova Scotia, 15.7% of adults
    (BC is 14.3% and ON 12%)

- How many kilos of cannabis did producers have on hand when cannabis was legalized yesterday?
  - At least 66,000kg in plant material, and 32,000L of oils

- What are the two most commonly found chemicals in cannabis?
  - THC and CBD
Ontario Good Roads Association: Managing Winter Operations Workshop

Legalization of Cannabis: Social Perspective

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GREEN DAY!

STAR METRO CALGARY

Green light

Legalization of Cannabis: Social Perspective
What Does Legalization Mean for Canada? For Ontario?

• Canada is moving away from a failed prohibition-based approach after nearly a century.
• Estimated tax revenue $650m + within a few years
• 50k people no longer having a cannabis offence each year.
• 19 years old to buy cannabis
• Only online sales for now, stores in April 2019
• Government run Ontario Cannabis Store is wholesaler for the province
• Smoking in private property, including backyards and porches.
• No smoking at workplaces.
What Do We Know About Cannabis Use?

- Most use starts around age 16, but decreases after about age 25.
- More than 50% of users get from a friend or family member, or in a group.
- Most users are infrequent. Of regular users, large percentage use very frequently.
- No significant increased risk of lung diseases like cancer or emphysema.
- Minimal cognitive risk if not used excessively.
- Biggest risk is for young people who use frequently.
How Long Does Cannabis Stay in The Blood?

- *Odell et al* (2015) found heavy users have in system at least seven days.
  - Even after five days, some heavy users have 1,000ng/mL
- *Huestis and Cone* (2004) showed rapid decrease in oral swab concentration
  - 12 minutes 5,800 ng/mL
  - 20 minutes 81 ng/mL
  - 4 hours 2.2 ng/mL
  - 12 hours 1 ng/mL
Impact of THC on Driving Performance

- “Detrimental effects of cannabis use vary in a dose-related fashion, and are more pronounced with highly automatic driving functions than with more complex tasks that require conscious control, whereas alcohol produces an opposite pattern of impairment.” Sewell et al (2009)

- Some tests that show cognitive issues while impaired fail to show practical impairment when examined in simulator conditions.
What Do We Know About Cannabis and Driving Issues?

- About 20% of regular cannabis users report having driven within two hours of consuming cannabis.
  - But only 5% of regular cannabis users have done this often.

- Teenage males most likely to drive within two hours of consumption

- Driving while high increases risk of an accident.
  - But studies show mixed amount of impact (20-266%)
What Kind of Policies Should You be Considering?

- Be clear about drug testing policies in place with your team.
- There is a limit to how you can dictate what employees do in their personal time.
- You’ll need to have medical exemptions in place; duty to accommodate
  - This does not mean individuals have a right to compromise safety of others
- Consider ‘Fit for Duty’ policies

What Kind of Conversations Should You be Having With Your Employees?

- You want to instill normative beliefs
- Punishment certainty, not severity is more effective
- Help people understand the risks, but don’t try to scare them.
  - Be honest, be clear, and make them be professional
- Create a shared sense of professionalism
  - Identity is key
THANK YOU.

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