Marijuana in the Workplace: A Balancing Act



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Speaker: Paul Lalonde, Partner, Emond Harnden

The use of ‘medical marijuana’ is on the rise and the Trudeau election promise of ‘legalizing marijuana’ is underway. This seminar will help HR and OHS managers understand and manage the many workplace legal risks associated with marijuana and other substances, legal and otherwise. We will cover:

- The current state of the law;
- Who’s using medical marijuana and why;
- Drug use and fitness for duty;
- The human rights duty to accommodate; and
- Alcohol and drug testing policies.

About the speaker
Paul Lalonde, Partner, Emond Harnden

Paul serves a large client base in the public, broader public and private sectors, including employers who operate in the construction industry. He provides counsel in a wide range of labour and employment matters, and has gained considerable experience in the areas of employee and labour relations as well as occupational health and safety, and workplace safety and insurance.

Paul provides strategic advice and counsel to employers faced with union organizing campaigns, and frequently represents employers in unfair labour practice complaints, applications for certification, and other proceedings before labour boards. He also has considerable collective bargaining experience, often acting as the spokesperson for his clients at the bargaining table, and when necessary providing strategic advice in strike and lockout situations, and representation at interest arbitration proceedings.

Paul also provides advice and representation in wrongful dismissal, employment standards, and human rights matters, and assists employers with the development and implementation of strategies to minimize the costs associated with terminations and workplace accidents, and in achieving compliance with the numerous and seemingly ever increasing statutory and other legal obligations that are imposed on employers.