



Agenda and Speakers

Problematic Substance Use and the Workplace • Mar 2, 2017 • Toronto

> **Show Me:** [Full Agenda](#) | [Speakers Only](#)

Thursday, March 02, 2017

7:30 am Registration and Continental Breakfast

8:00 am Opening Remarks



Frank Saunders

Vice-President, Nuclear Oversight and Regulatory Affairs
Bruce Power



Chair:

John Brewer

Executive Program Developer
The Conference Board of Canada

8:30 am Plenary Session 1

Drug Use and the Workplace—An Overview of the Current State and Future Trends

Problematic substance use has long been controversial with much disagreement over testing, employee privacy, safety, and other issues.

But while the topic has been important for a long time, the environment has changed and many organizations have failed to keep their policies and procedures up to date. And while the expected imminent legalization of marijuana for recreational use has many HR leaders rushing to review their policies, this is only one aspect of a rapidly changing environment.

Based on The Conference Board of Canada's recently published report, *Problematic Substance Use and the Canadian Workplace*, which is the first briefing of its kind to provide information on the frequency, types, and characteristics of existing drug and alcohol policies and programs among Canadian employers, this session will provide an overview of the current environment and provide essential context for the discussions that follow.



Dr. Tony P. George

Chief of Addictions, CAMH
Centre for Addiction and Mental Health (CAMH)

9:00 am

Plenary Session 2

Opiates in the Workplace—A Canadian Crisis

Opiate use is exploding across Canada and is now considered an abuse epidemic. Although opiates are a legally prescribed medicine, this does not mean they are safe, particularly for those organizations that employ staff in safety sensitive occupations. Opiate use in the workplace is a challenge and raises concerns on how to mitigate risk and maintain a safe work environment, while respecting human rights.

- What are Opiates/Opioids?
- Opioid Use Disorder
- Fentanyl Crisis
- Impairment Implications for the Workplace
- Testing for Opioids—What Employers Can Do?



Dr. Melissa Snider-Adler
Chief Medical Review Officer
DriverCheck Inc.

9:30 am Plenary Session 3

Putting a Human Face on Addiction and Substance Abuse at Work

Companies need policies and procedures in place on how to address employee substance abuse. What Allan Kehler provides is first-hand experience, as well as the tools to deal with these issues while overcoming any previous stereotypes and judgments.

When employers have the ability to understand and care about the individual struggling (opposed to seeing the addiction as just another "issue to be dealt with"), it creates a positive ripple effect throughout their companies.?

Many addictions do not get addressed until they are unmanageable. Allan not only provides the signs of addictions, but also challenges his audience to examine whether or not they have control over their own use. He encourages individuals to make their own choices, understanding that they must also face the consequences that come with their actions.

Allan argues passionately for a workplace environment free from judgment where stigma is replaced with compassion. A proactive approach can decrease the number of accidents, and lead to enhanced productivity, less turnover, and heightened team morale.



Allan Kehler
Author, College Instructor, Speaker

10:15 am Networking Break

10:45 am

Plenary Session 4

Developing an Effective Substance Use Policy for Today's Workworld

This session will explore two different organizations' approaches to problematic substance abuse. Topics for discussion will include:

- developing a new policy
- addressing the issue of random testing
- the potential impact of legalized recreational marijuana



Jason Fleming

CHRL, Director, Human Resources
MedReleaf



Megan MacRae

Director, Employee Relations
Toronto Transit Commission

12:00 pm Networking Luncheon

1:00 pm Plenary Session 5
It's Not Just Processes, It's People—Informing Your Policies Through a Better Understanding of Addiction

This session will explore the challenges and the implications of properly applying policies pertaining to addiction and related mental health issues in the workplace. Although most workplaces have broad based exiting policies to deal with health and safety issues, it is surprising that some workplaces have no policy at all nor do they have a policy specific to addiction or substance abuse. For workplaces that do have an existing policy for addiction and related mental health issues in the workplace, the policy must go beyond a simple process. Addiction issues and trends are dynamic that require policies to be reviewed regularly, amended if necessary, well communicated and include input from all of the workplace stakeholders to be effective.

This presentation will address the basic knowledge and understanding required in the development and maintaining of effective workplace policies for addiction and related mental health of employees. This presentation will include the following topics:

- Safety Sensitive Occupations
- Management with Union / Non-Union Environments
- Education/training for Supervisors / Management
- Occupational Health Services (internal/external)
- Treatment Options (abstinent based programs vs harm reduction)
- WSIB Claims
- Understanding of Post Treatment and Back to Work Issues for Employees
- Peer Support / Volunteers

- EFAP Programs, Psychological Services
- Extended Health Care benefits



Tom Gabriel
 EFAP Consultant, Crisis & Addiction Counsellor
 Toronto Police Association

2:00 pm **Plenary Session 6**
The Potential Impact of Marijuana Legalization on the Workplace and Other Key Legal Issues of Problematic Substance Use

Right now many people are focused on the much anticipated legalization of marijuana. While no one is sure exactly what form this will take or how consumers will be able to access the drug, few doubt that widespread use will become easier and more acceptable.

This session will explore what this change might mean to your workplace from a legal perspective. Are those who argue that all you need to do is treat marijuana like you do alcohol correct? Or will you need to take a closer look at your policies?

Also, while legalization is an important issue it is just as important that you don't lose sight of other legal developments. This session will, therefore, review the legal landscape for problematic substance use and the workplace, as well as highlight common pitfalls organizations need to be aware of in this critical field.



Dan Demers, BSc
 Senior Manager of Strategic Business Development
 CannAmm LP

2:45 pm **Refreshment Break**

3:00 pm **Plenary Session 7**
Addressing Problematic Substance Use as Part of a Healthy, Safe, and Respectful Workplace

Substance abuse policies don't exist in a vacuum. Accordingly, this closing discussion will position your actions in this area within a context of overall health and safety and will also explore how effective policies contribute to a respectful workplace. There will also be a discussion of the linkages to wellness strategies and Employee Assistance Programs (EAP).

Doron Gold, a Staff Clinician at Homewood Health will discuss employee impairment, including understanding addiction as a mental health disorder, the impact of substance abuse in the workplace, Signs of substance use progression, indicators of substance abuse on the job, recognizing when intervention is required, defining the difference between helping and enabling and the do's and don'ts for managers trying to assist the impaired employee.



Supervisor, Health and Wellness
Emera Inc.



Yvone Defreitas
Director, Human Resources and Organizational Effectiveness
Canadian Centre for Occupational Health and Safety



Doron Gold
Staff Clinician
Homewood Health

4:15 pm Closing Remarks from the Chair



John Brewer
Executive Program Developer
The Conference Board of Canada

4:30 pm Conference Adjourns

Sponsors

We'd like to thank our generous sponsors for their contribution to this event.



Marketing Partners



Special Contributor



Travel Partner



The details of this event are subject to change. Please revisit this page periodically for updated information.

© Copyright 2017 The Conference Board of Canada,* 255 Smyth Road, Ottawa ON K1H 8M7 Canada
*Incorporated by AERIC Inc., Agreement No. 40063028