

CH Legal Moment Christian Jannetta - Restrictions Of Cannabis Use In The Workplace

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Receptionist: Cohen Highley

Announcer: And now the Cohen Highley Legal Moment on Fresh Radio...

Announcer: I'm here with Christian Jannetta from Cohen Highley Lawyers. Can an employer restrict cannabis use from its employees during work hours while at the same time allowing alcohol consumption?

Christian Jannetta: Yes they can. Employers are entitled to restrict the use of cannabis in the workplace, or in any extension of the workplace, while at the same time permitting employees to have an alcoholic drink during a customer lunch or social event.

Announcer: Now what about medical cannabis?

Christian Jannetta: Where an employee uses cannabis for a valid medical purpose, the *Human Rights Code* requires the employer to make accommodations for its use.

Announcer: Are there limitations to the accommodation the employer must extend?

Christian Jannetta: Absolutely. An employee's right to consume cannabis for medical purposes does not mean that an employee can be impaired while at work. Similarly, an employer can place restrictions on how the medical cannabis is consumed during work hours. Accommodation is about finding a workable solution for everyone.

Announcer: Thanks Christian. This is the Cohen Highley Legal Moment.

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Singers: Cohen Highley, we're listening. cohenhighley.com