

ARE CANADIAN COMPANIES READY FOR RECREATIONAL CANNABIS?

October 17, 2018 marks the first day that recreational cannabis is legal across Canada. But are Canadian companies ready to deal with the impact this may have on their workplaces? According to a new poll from Ipsos, commissioned by ADP Canada, there remains a disconnect between the expectations of employers and employees in many Canadian companies when it comes to recreational cannabis and its place in their workplace.



The vast majority of Canadians don't believe they'll be allowed to use recreational cannabis at or before work. But that won't stop everyone.

Are managers more likely to consume cannabis during work hours?

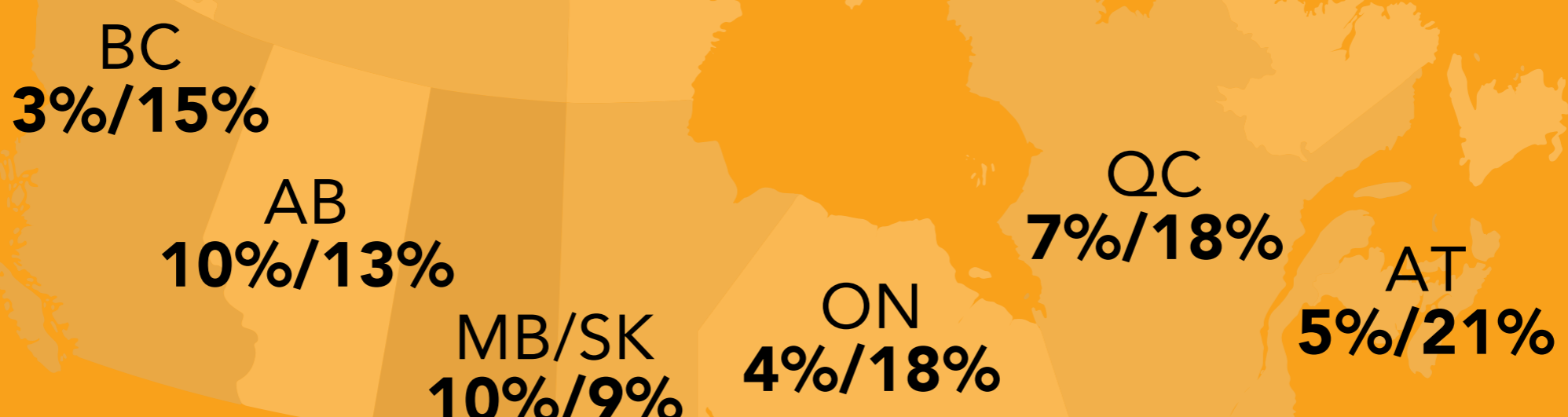
6% of employed Canadians believe they will be able to use recreational cannabis at or before work
10% of managers **2%** of employees



One in five managers (19%) say they are at least somewhat likely to consume cannabis before going to work, compared to 7% of employees

14% of managers say they are at least somewhat likely to use recreational cannabis at work, compared to 4% of employees

Will Canadians be able to use recreational cannabis at work? (Yes/Maybe)



Lack of communication about policies and guidelines leading to confusion between managers and employees



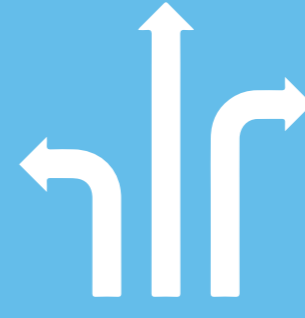
75%

of managers say they're aware of formal policies and guidelines for drug and alcohol use in their workplace, but only 64% of employees say the same



36%

of managers say their organizations are introducing or revising their workplace policies and guidelines because of the impending legalization of recreational cannabis – but only 13% of employees say they're aware of changes



49%

Half of employees say they are unsure if their organization's policies and guidelines are being updated or revised to include guidance surrounding recreational cannabis

Managers and employees are worried about potential negative impacts on the workplace

INCREASE: Health and Safety Incidents, Absenteeism



DECREASE: Productivity, Quality of Work



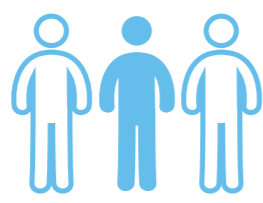
Tips for employers to help clear the air about expectations around recreational cannabis and the workplace:



Set clear and formal guidelines about expectations as a part of the company's formal workplace policies



Communicate early and often about what constitutes acceptable workplace behaviour as it relates to recreational cannabis use



Lead by example – if employees are expected to avoid using recreational cannabis during working hours, managers should be held to the same standard

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