



# Cannabis: One Year Later

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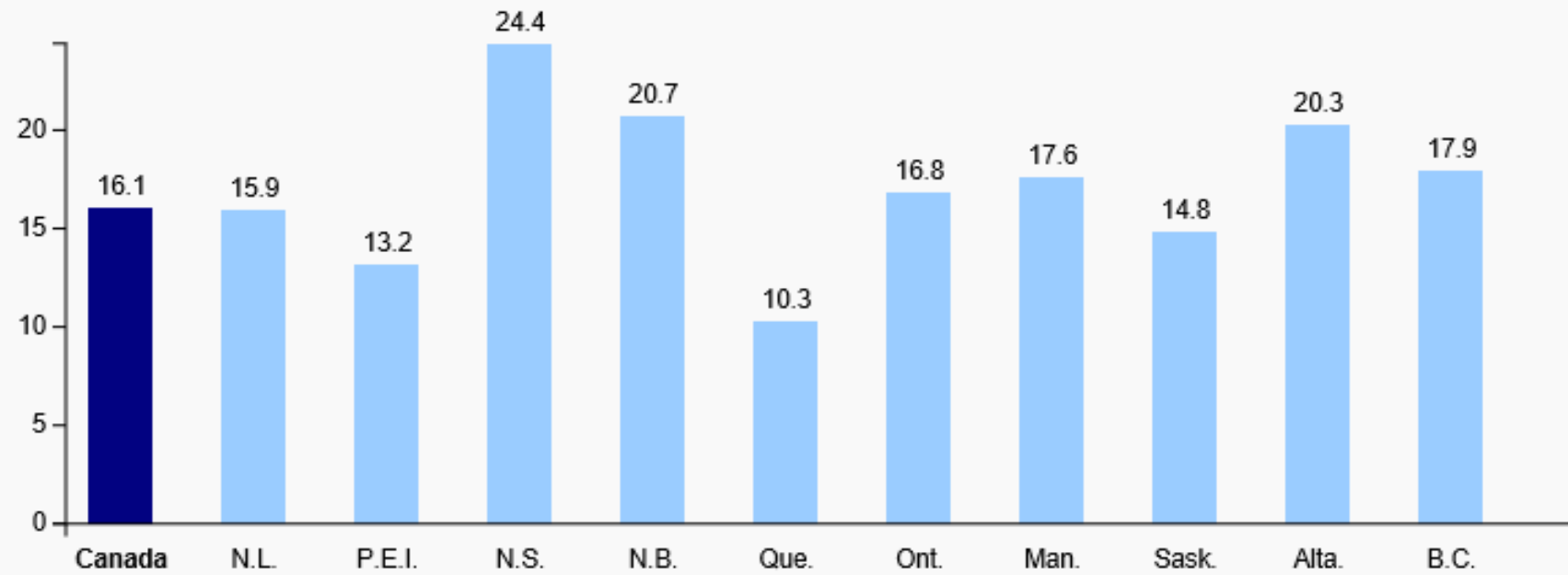
# What's new?

- The numbers
- The law
- Edibles, extracts and topicals - legal on October 17
- The challenges

## Cannabis use in the past three months by province

Second quarter 2019

(%)

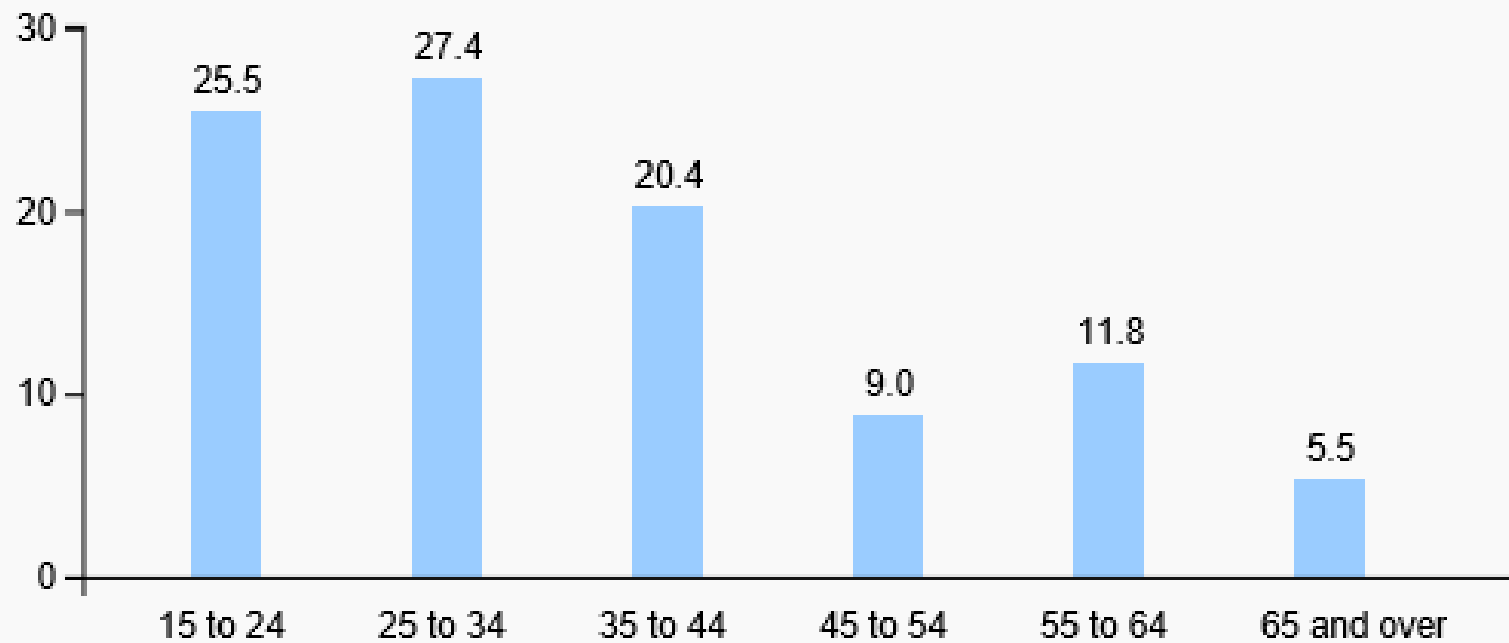


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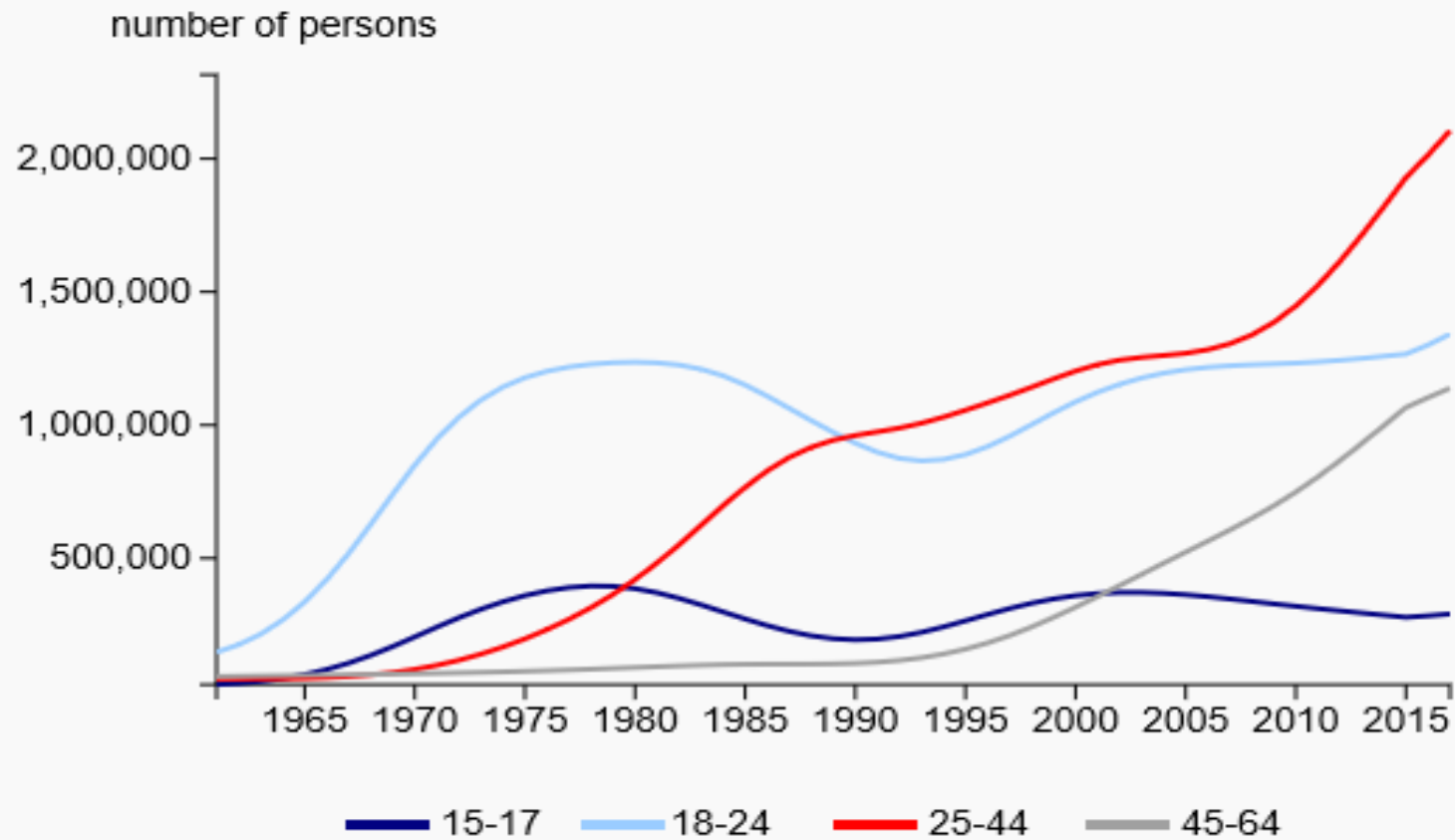
## Cannabis use in the past three months by age, Canada

Second quarter 2019

(%)



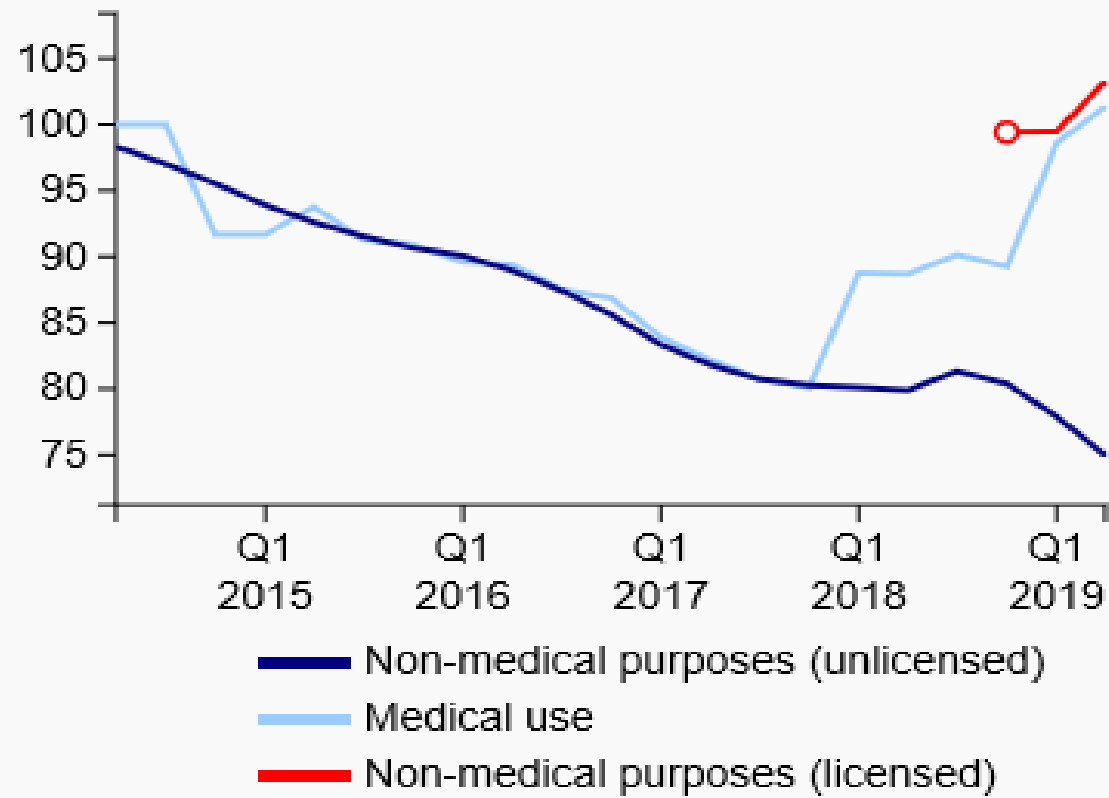
## Consuming population by age group — Total, all frequencies 2017



## Cannabis implicit price index, Canada

Second quarter 2019

(2012=100)



# The Law

- *IBEW, Local 1620 v. Lower Churchill*, 2019 NLSC 49 upheld arbitrator's decision that denial of employment at a safety-sensitive construction site due to medically prescribed cannabis use was reasonable. Employer unable to measure impairment and safety risk; undue hardship.
- *Aitchison v. L & L Painting and Decorating Ltd.*, 2018 HRTO 238, Tribunal said no "absolute right" to use cannabis at work even if medically prescribed.
- Safety-sensitive position - "if not performed in a safe manner, can cause direct and significant damage to property and/or injury to the employee, others around them, the public and/or the immediate environment."



# Edibles, Extracts and Topicals

- Demand expected to be high
- Take longer to take effect, and effect lasts longer than if inhaled
- Euphoric effect peaks in 4 hours, lasts up to 12
- Takes longer to have any effect....up to 2 hours
- Unintentional over-consumption

# The Challenge

- Effective policies
- Detection
- Closing the education gap



These materials are intended to provide brief informational summaries only of legal developments and topics of general interest.

These materials should not be relied upon as a substitute for consultation with a lawyer with respect to the reader's specific circumstances. Each legal or regulatory situation is different and requires review of the relevant facts and applicable law.

If you have specific questions related to these materials or their application to you, you are encouraged to consult a member of our Firm to discuss your needs for specific legal advice relating to the particular circumstances of your situation.

Due to the rapidly changing nature of the law, Stewart McKelvey is not responsible for informing you of future legal developments.