

# RECREATIONAL CANNABIS IN THE WORKPLACE

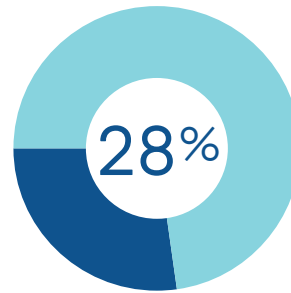


IN OCTOBER 2018, RECREATIONAL USE OF CANNABIS WILL BE LEGAL FOR ALL ADULTS IN CANADA. AS ORGANIZATIONS PREPARE FOR CHANGE, MERCER INSIGHTS, COMBINED WITH OUR CONSULTANTS' EXPERTISE, CAN HELP INFORM YOUR PLANS, POLICIES AND PROGRAMS, AND BOLSTER YOUR EMPLOYEE VALUE PROPOSITION. THE WINDOW OF OPPORTUNITY TO ACT PROACTIVELY IS NOW.

Employers feel legalization is an enterprise-wide concern for human resource leaders, the C-suite and board of directors.



Yet only **1 in 3 Employers** feel prepared for cannabis legalization.



Employees have taken notice with only 28% describing their workplace as well prepared.



**62%** of employers expect cannabis legalization will have a significant impact on workplace policies.

These include:

- ▶ Drug & Alcohol/Substance Use Policy
- ▶ Code of Conduct
- ▶ Accommodation



While this is a good start, the window of opportunity to act proactively is now. Have you sufficiently considered:

- ▶ Accommodation & Impairment
- ▶ Physical Space
- ▶ Occupational Health & Safety
- ▶ Employee Concerns & Questions
- ▶ Company Sponsored Events
- ▶ Testing

**YOUR ORGANIZATION NEEDS TO ACT.  
CONTACT YOUR MERCER CONSULTANT TODAY.**

For information visit: [www.mercer.ca/en/our-thinking/cannabis-in-the-workplace.html](http://www.mercer.ca/en/our-thinking/cannabis-in-the-workplace.html)