

Marijuana in the Workplace - Update

HR Insider Article – Cannabis Legalization Report

This report is an in-depth look at how marijuana legislation will affect employers in the coming months, the best ways to approach the subject and how to implement the proposed changes in your workplace.

Know Your Rights as an Employer

- The legalization of marijuana or the disclosure of an addiction or prescription for marijuana does not entitle an employee to:
 - Be impaired at work
 - Compromise the safety of themselves or others
 - Unexcused absences, late arrivals or poor work attendance
 - Smoke in or near the workplace (as per anti-smoking legislation)

Employer Responsibilities

- Employers have a duty to accommodate disabled employees with a substance abuse issue or a disability requiring the use of medical marijuana the same as any other illness or disability.

For more information: www.canada.ca/en/services/policing/justice/legalization-regulation-marijuana.html

TABLE 2. KEY FEATURES OF PROPOSED CANNABIS LEGALIZATION PLAN BY JURISDICTION
(as of Dec. 18, 2017)

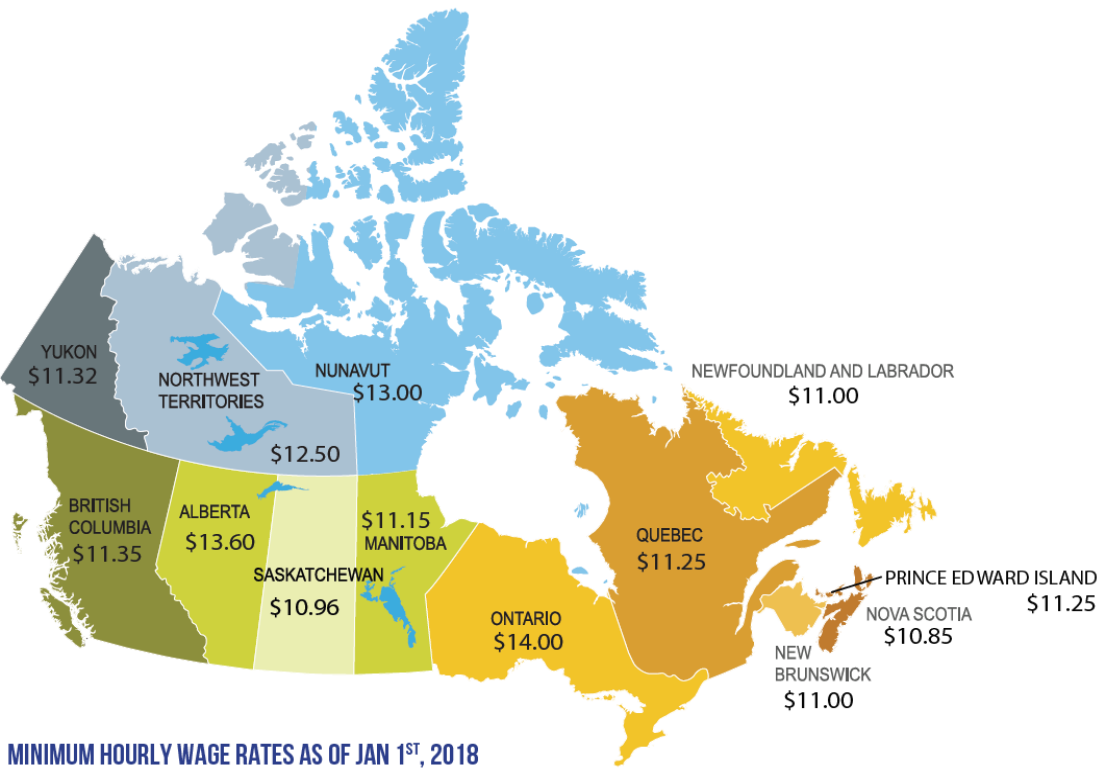
JURISD.	LEGAL AGE OF USE	INDOOR CANNABIS SMOKING	TRAFFIC SAFETY	OTHER
Federal	19	Smoking and vaping banned in any workplaces where tobacco smoking is banned by Non-smokers' Health Act	--	*Govt. power to create regulations on workplace use *Higher penalties for criminal drug offences
Alberta	Unknown	Smoking and vaping cannabis banned in any places where smoking is banned by Tobacco & Smoking Reduction Act	Amends Traffic Safety Act to impose new penalties for cannabis-impaired driving	--
BC	19	Unknown	Unknown	--
Manitoba	Unknown	Amends Non-Smokers Health Protection Act to ban smoking cannabis in enclosed public places, including via use of e-cigarettes—but doesn't specifically address workplaces	New penalties for cannabis-impaired driving	--
New Brunswick	19	Bans cannabis use in any workplace where smoking currently banned under Smoke-Free Places Act	--	--
Newfoundland & Labrador	19	Bans cannabis use in workplaces, vehicles or public places	--	Legal use restricted to private residences
Nova Scotia	19	Unknown	Unknown	--
Ontario	19	Bans use of cannabis in public places, workplaces and motor vehicles	Tough new penalties for cannabis-impaired driving	Doesn't simply ban workplace use but requires employers to take active measures to enforce the ban a la current requirement to enforce tobacco smoking bans under Smoke-Free Ontario Act
Prince Edward Island	19	Current ban on workplace smoking likely to be extended to cannabis	Unknown	Legal use restricted to private residences
Québec	18	Current ban on workplace smoking extended to cannabis	Unknown	--
Sask.	Unknown	Unknown	Tough new penalties for cannabis-impaired driving	--
Northwest Territories	Unknown	Unknown	Unknown	--
Nunavut	Unknown	Unknown	Unknown	--
Yukon	19	Unknown	Unknown	--

Excerpt from the HR Insider report

THE ENCOMPASS ADVISOR

EN•COM•PASS (verb) 1. surround, cover and protect your employees for the benefit of your business

MINIMUM WAGE INCREASES



MINIMUM HOURLY WAGE RATES AS OF JAN 1ST, 2018

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New laws and rules coming into effect 2018

- Expanded parental leave takes effect Dec 3, 2017 as well as family caregiver benefits
- Parent or caregiver – EI changes – new parents will be able to spread 12 months' worth of federal employment insurance over 18 months ** check your provincial guidelines or Service Canada site <https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental.html>
- Minimum wage boost across the country (see map above)

For more on these issues see www.ctvnews.ca/canada/new-laws-and-rules-coming-into-effect-in-2018-1.3731434

Or Contact your ENCOMPASS Benefits Advisor

• Issue: Spring 2018 •

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Federal Budget 2018 – first steps towards National Pharma Care

The Federal Finance Minister announced the creation of an advisory council to recommend options and begin a national dialogue on the issue. Leveraging the strengths of both the private and public systems, so governments and health insurers can deliver cost effective, innovative accessible prescription drug coverage for all Canadians.

Reinstatement of PST exemption on group insurance premiums in Saskatchewan

On February 26, the Saskatchewan government announced that it would be reinstating the provincial sales tax (PST) exemption on group insurance premiums in the province. (Lifted August 1, 2017) We are happy with the reversal of this exemption by the government and feel that it is a benefit to everyone. This reinstatement also provides for a retroactive reimbursement on tax charged since August 1, 2017.

As of Jan 1, 2018, **MSP Premiums** were reduced by 50% for all British Columbians. Families with an annual adjusted net income of \$26,000 or less will pay no MSP premiums at all, with the MSP to be eliminated 1 January 2020.

We have all seen and heard the allegations of sexual harassment and abuse over the last few months. While it is important that these are brought to light – subtle, sometimes consistent behaviours can go on in the workplace. Make sure that your policy address these issues and that employers and employees understand what to do if they are the target of, or witness to, any form of harassment.



Spring 2018 ENCOMPASS Scholarship Recipients

Reminder to send in your forms for the Scholarship program.

Please make sure to send in your application by April 30, 2018 (extended)

Full details and the forms can be found on our website...

<http://www.encompassbenefits.com/scholarship.php>

Other considerations involved in receiving the scholarship will be your involvement in community and school based activities during your high school days as well as financial need demonstrated. If your course of study is HR, business or finance please be sure to mention it. We encourage all applicants to apply regardless of these considerations however.

For qualifying applicants, ENCOMPASS Senior staff will receive and review your application and notify you if your application is successful by May 31st of each year. Monies will be forwarded to the educational institution once your attendance there is confirmed.

Living Waters Secondary School Project Update



Thank you so much to our clients, staff, insurance reps and friends who helped us reach our goal of \$350,000 to build the Living Waters Secondary School in Tanzania! This was a very worthwhile project and we loved seeing the smiles on so many faces!

We are continuing to receive donations for school equipment and materials. If you would like to see a time-lapse video of the construction thus far, go to facebook.com/livingwaterssecondaryschool

If you would like to donate towards school equipment, all donations are tax deductible. Go to www.livingwatershighschool.com. If you would like to know how you or your company can partner with us, call Cathleen at our office.



BLOG & NEWSLETTER

Keep current with news and articles on group benefits, pension, HR and industry trends. Sign up for our e-Newsletter and check us out at: www.encompassbenefits.com

Our Breakfast Education session at the El Dorado was a great success.

We hope that our team of experts provided you with resources and information to keep you up-to-date from the Group and HR Benefits perspective that we strive to bring to all of our clients!



THANK YOU!



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