



Cannabis Use and Perceptions Among Canadian Workers: A Pre-Post Legalization Comparison

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Institute for Work & Health Speaker Series

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Research Excellence
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Health

Acknowledgements

Research Team

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Stakeholder Advisory Committee

Occupational health & safety associations

- Public Services Health & Safety Association
- Workplace Safety North
- Workplace Safety & Prevention Services
- Nova Scotia Trucking Safety Association

Employer associations

- Office of the Employer Advisor, Nova Scotia
- Federally Regulated Employers-Transportation and Communication

Workers' compensation

- WorkSafeBC

Labour organizations

- Unifor
- Provincial Building and Construction Trades Council of Ontario

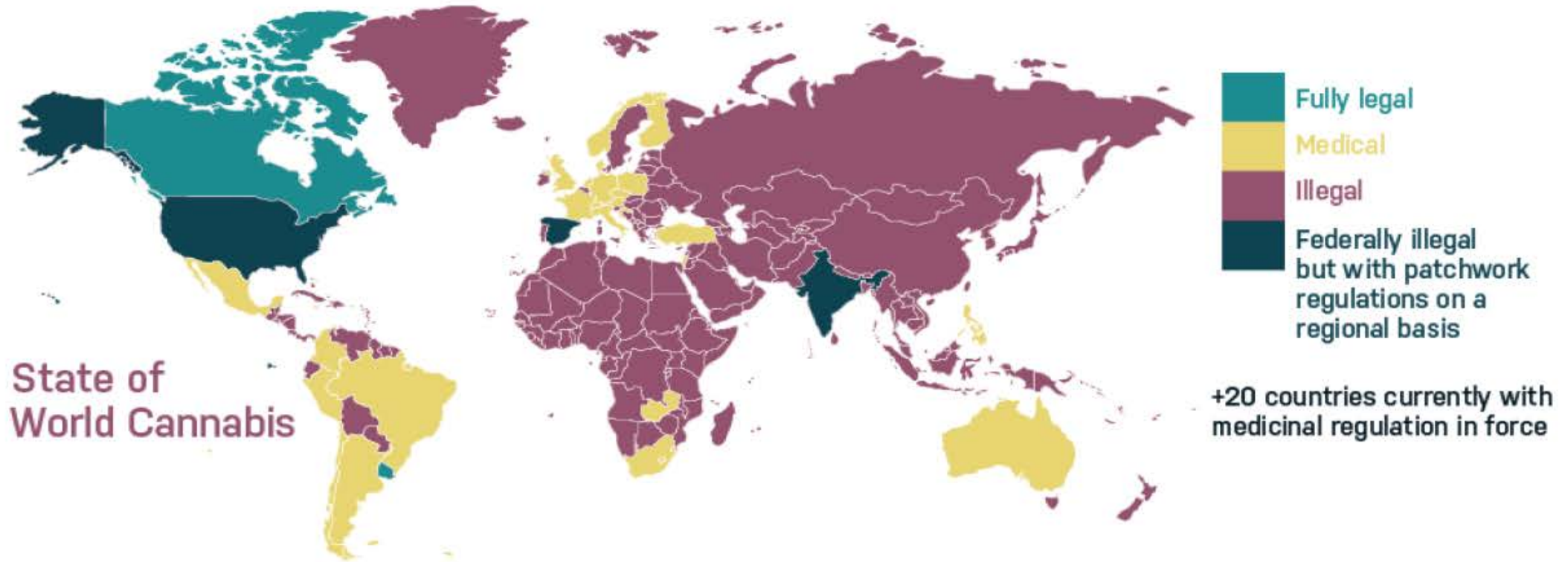
Government departments and agencies

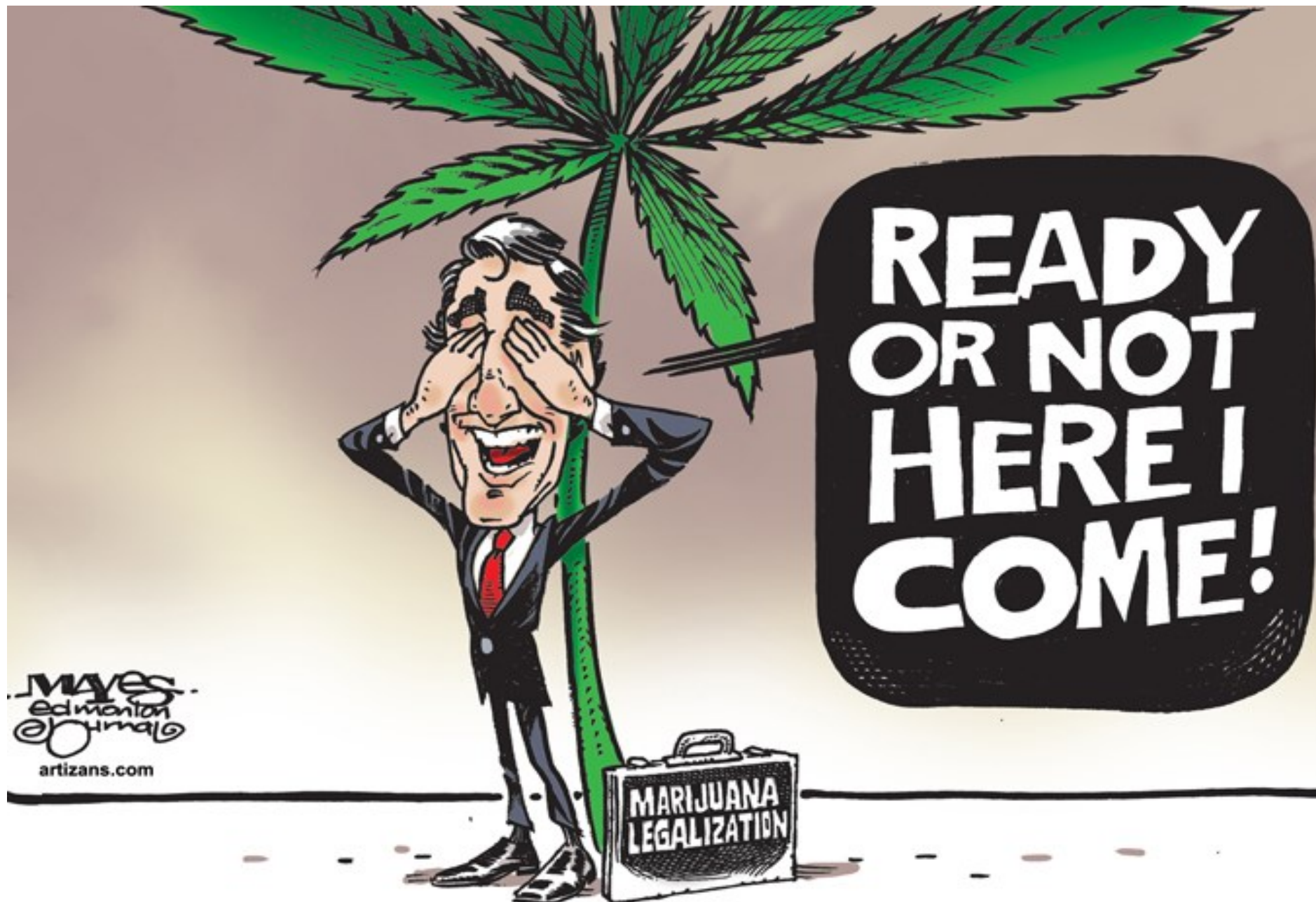
- Health Canada
- Labour Program, Employment and Social Development Canada
- Transport Canada
- Ontario Ministry of Labour
- Canadian Centre for Occupational Health and Safety
- Canadian Centre on Substance Use and Addiction



October 17, 2018

The State of Legal Marijuana Markets: Prohibition is Ending





Health Reports

What has changed since cannabis was legalized?

by Michelle Rotermann

Release date: February 19, 2020



Statistics
Canada

Statistique
Canada

Canada

What has changed since cannabis was legalized?

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Past 3-month cannabis use

2018	→	2019
14.9%		16.8%*

By age

18-24	30.9%	33.3%
25-44	21.2%	24.4%*
45-64	10.0%	11.9%*
65+	4.1%	5.9%*



What about changes in Canadian workplaces?

- Have overall cannabis use patterns changed?
- Are more workers using cannabis at work?
- Are workers thinking about cannabis use at work differently than before legalization?
- What has changed in their workplaces?

Audience polling

- An opportunity to gauge what you think is happening in Canadian workplaces
- Using your phones, go to [slido.com](https://www.slido.com)
- You will be prompted for an event code, which will be provided to you later on in the presentation

“Toking 9 to 5”: Longitudinal study

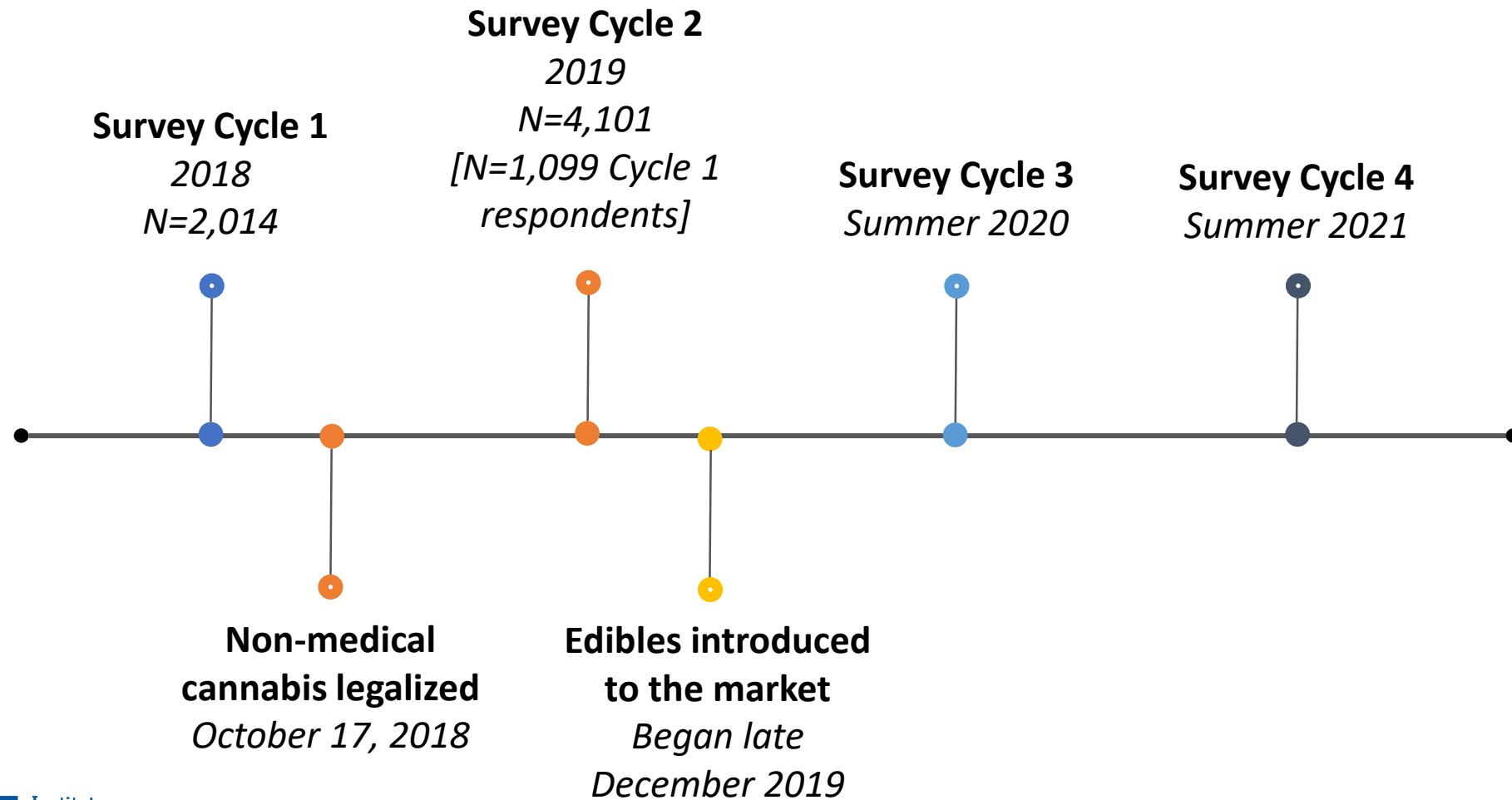
Overarching goal: To establish a longitudinal cohort of Canadian workers and evaluate the impact of legalization on cannabis use and knowledge and perceptions about workplace cannabis use among Canadian workers

Duration: 5 years

Summary of methods

- Worker surveys conducted yearly from 2018 (pre-legalization) to 2021
 - Workers from across Canada
 - Employed for at least 15 hours per week in workplaces with 5 or more employees
 - Various occupations and industries
 - Cannabis users and non-users
- Recruitment of sample by EKOS Research Associates
 - Primarily obtained from pre-existing panel of ~100,000 households
 - Small proportion obtained using traditional random digit dialing approach

Cohort study timeline



Key survey content

All Respondents General Workplace Cannabis Concepts

- Knowledge and expectancies of cannabis effects
- Workplace cannabis culture (norms and physical availability)
- Perceptions of risk and acceptability of workplace use
- Permissibility of use after legalization
- Substance-related workplace policies and practices

All Respondents Worker Characteristics

- Job characteristics (e.g., hours worked, job permanency, some psychosocial factors*)
- Health and lifestyle (e.g., general health, mental health*, pain*, alcohol and smoking)
- Sociodemographic characteristics
- Overall lifetime and past-year use

Key survey content (continued)

Individuals Using Cannabis

Past-Year Cannabis Use Patterns

- Frequency of use
- Method of use
- THC/CBD content
- Cannabis source*
- Reasons for use
- Use to treat a work-related condition*
- Use before and at work
- Use before driving to/from work*
- Perceived impact of use on work

Descriptive findings comparing pre- to post-legalization data

Overall cannabis use patterns

Since legalization, has the percentage of workers using cannabis overall increased, decreased, or remained the same?



Using your phones, go to slido.com

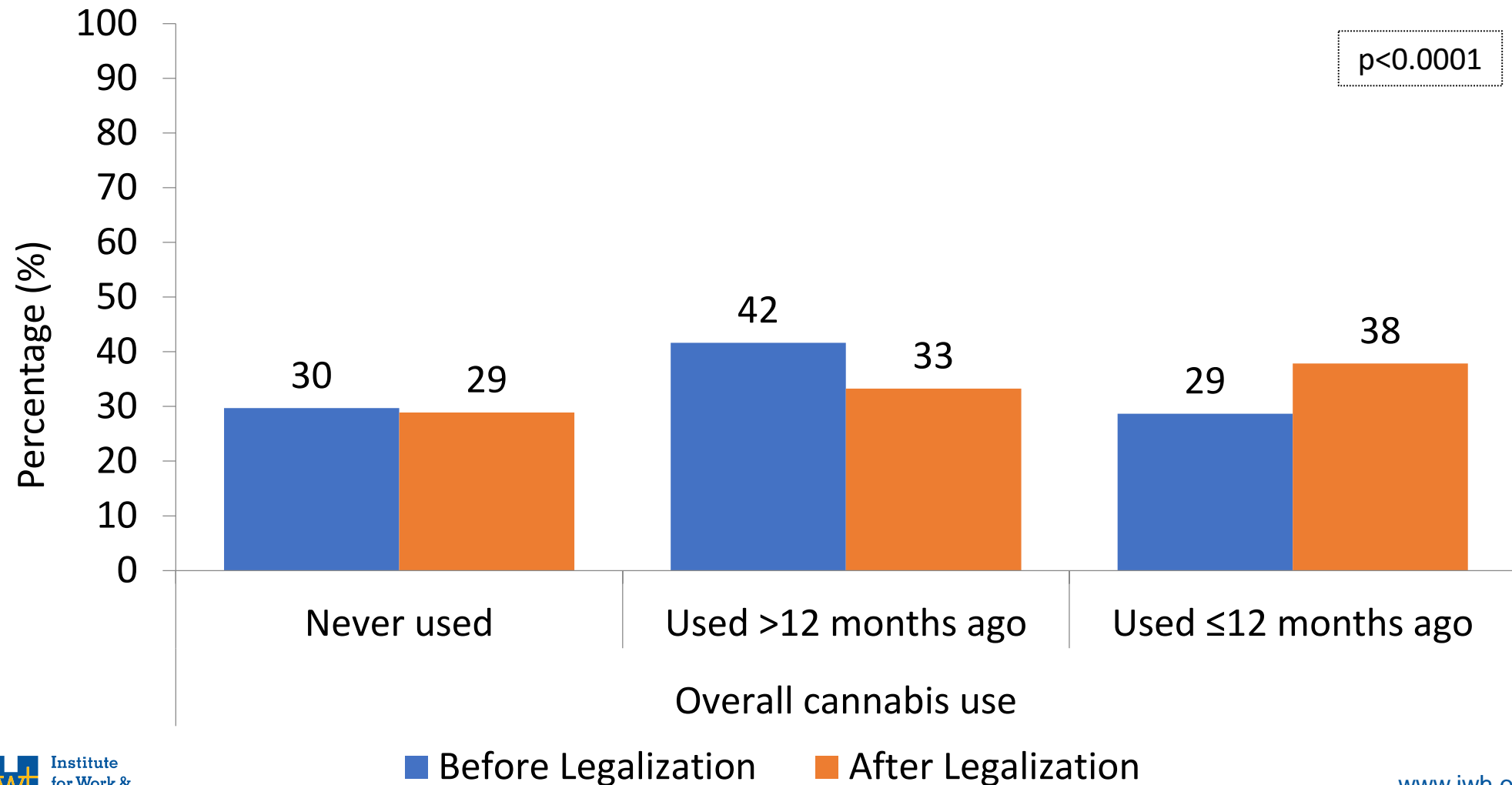


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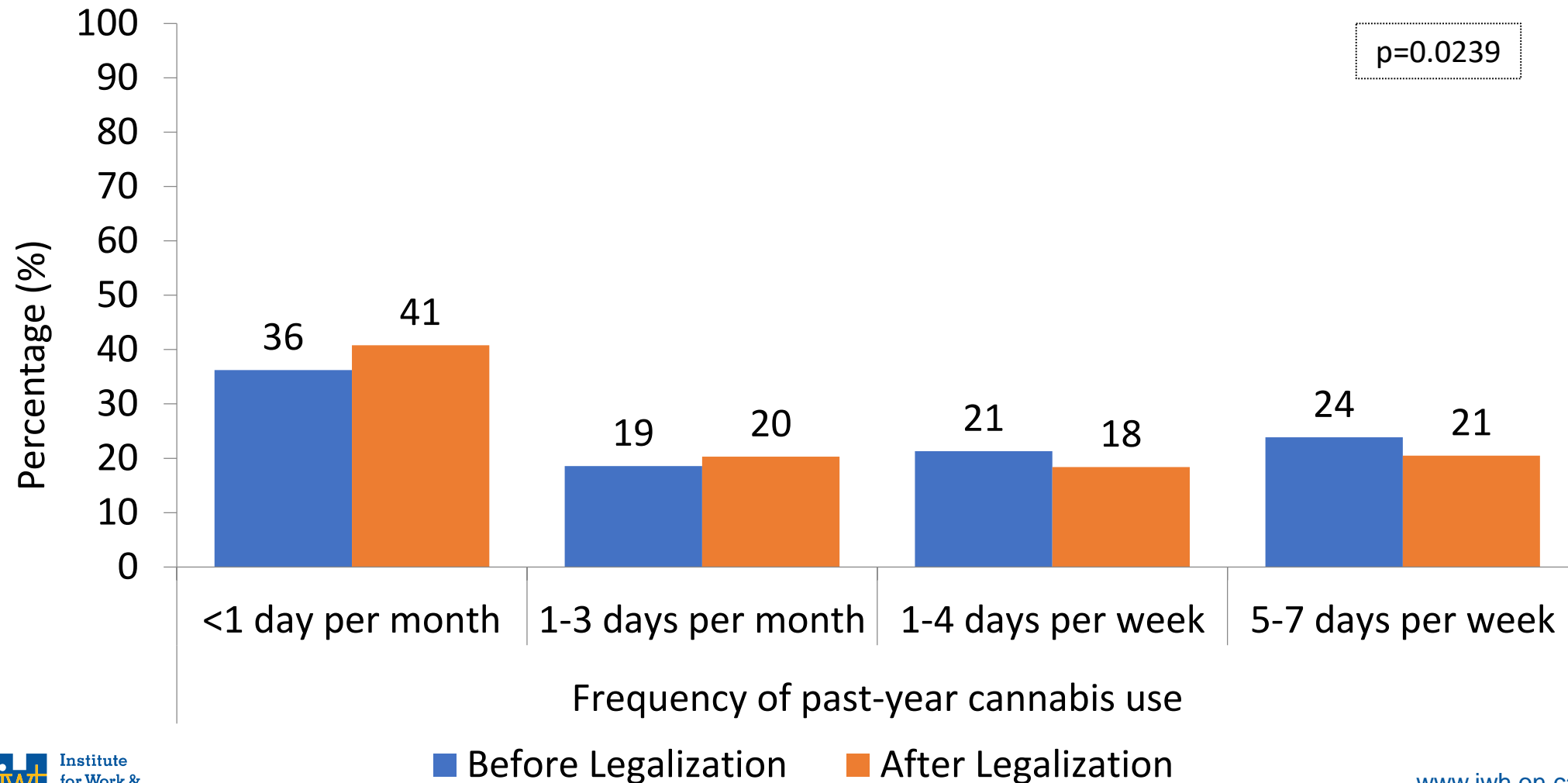


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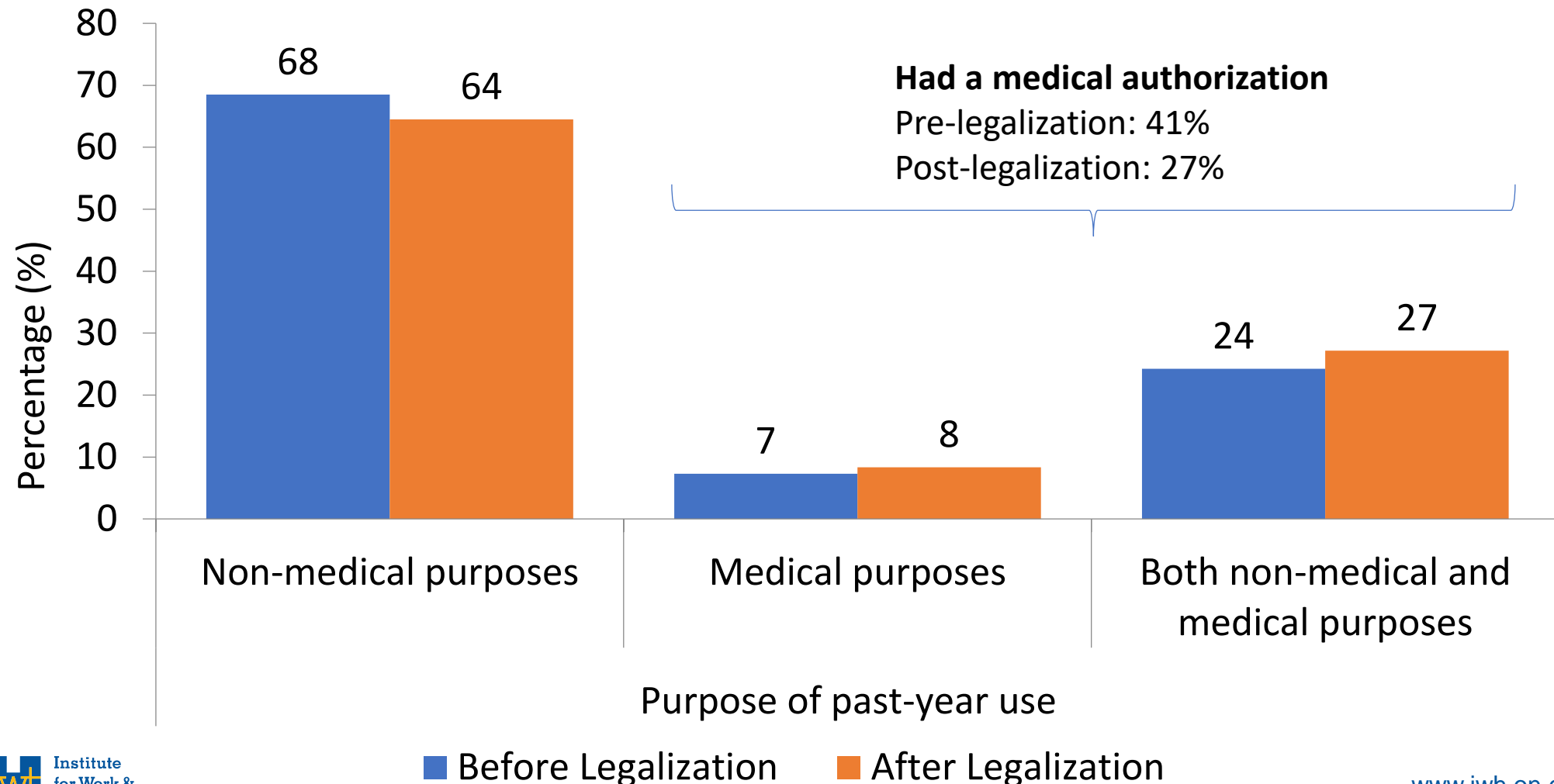
Overall cannabis use



Frequency of overall cannabis use in the past year (among workers with past-year use)

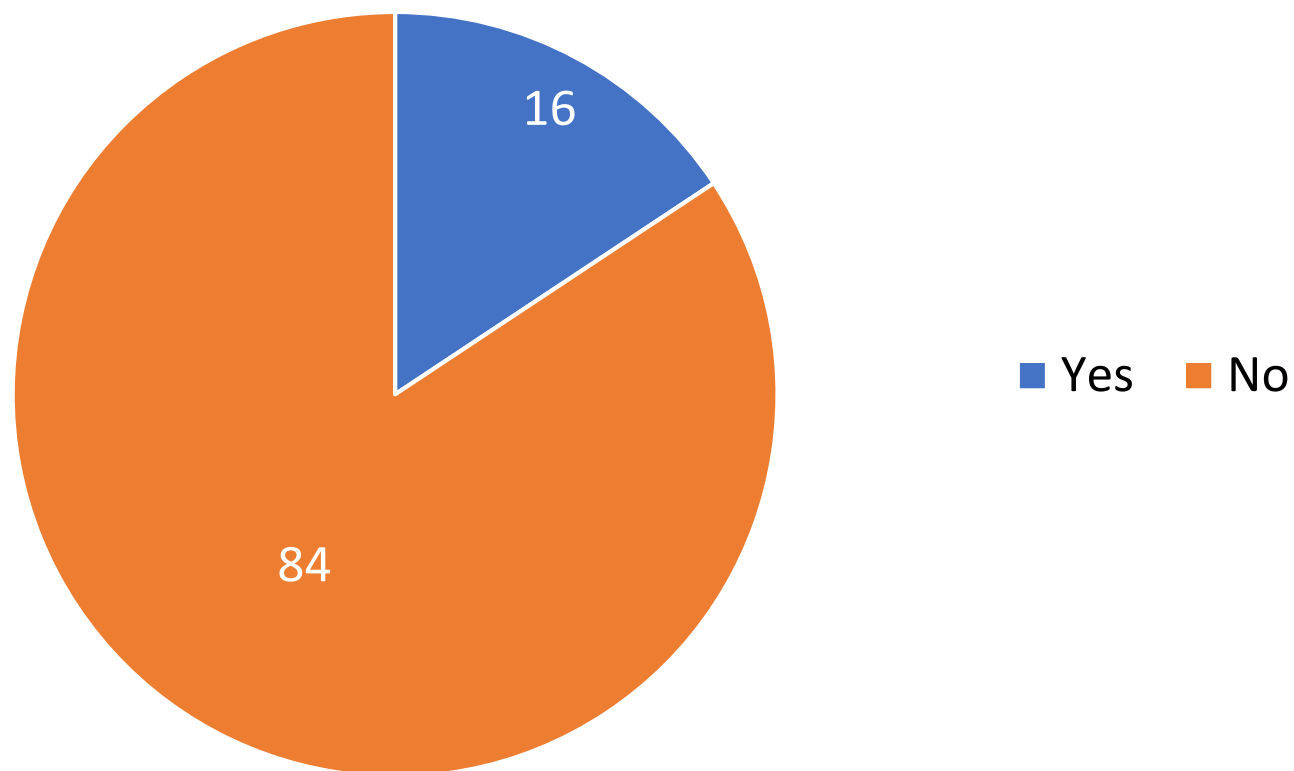


Purpose for use in past year (among workers with past-year use)



Use to manage a work-related injury or illness (physical or mental) (among workers with past-year use)

After Legalization



Descriptive findings comparing pre- to post-legalization data

Workplace cannabis use patterns

Since legalization, has the percentage of workers using cannabis before or at work increased, decreased, or remained the same?



Using your phones, go to slido.com

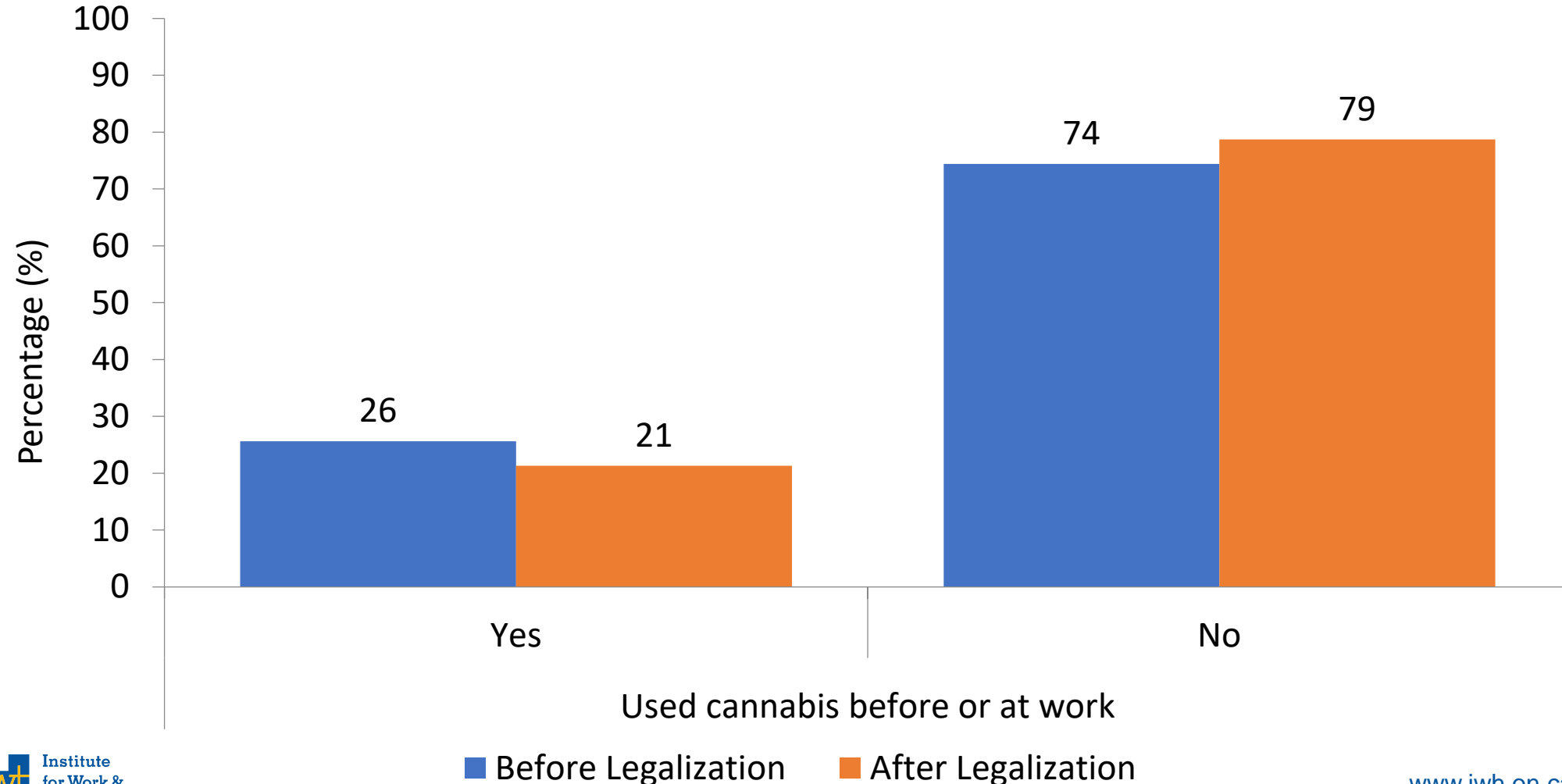


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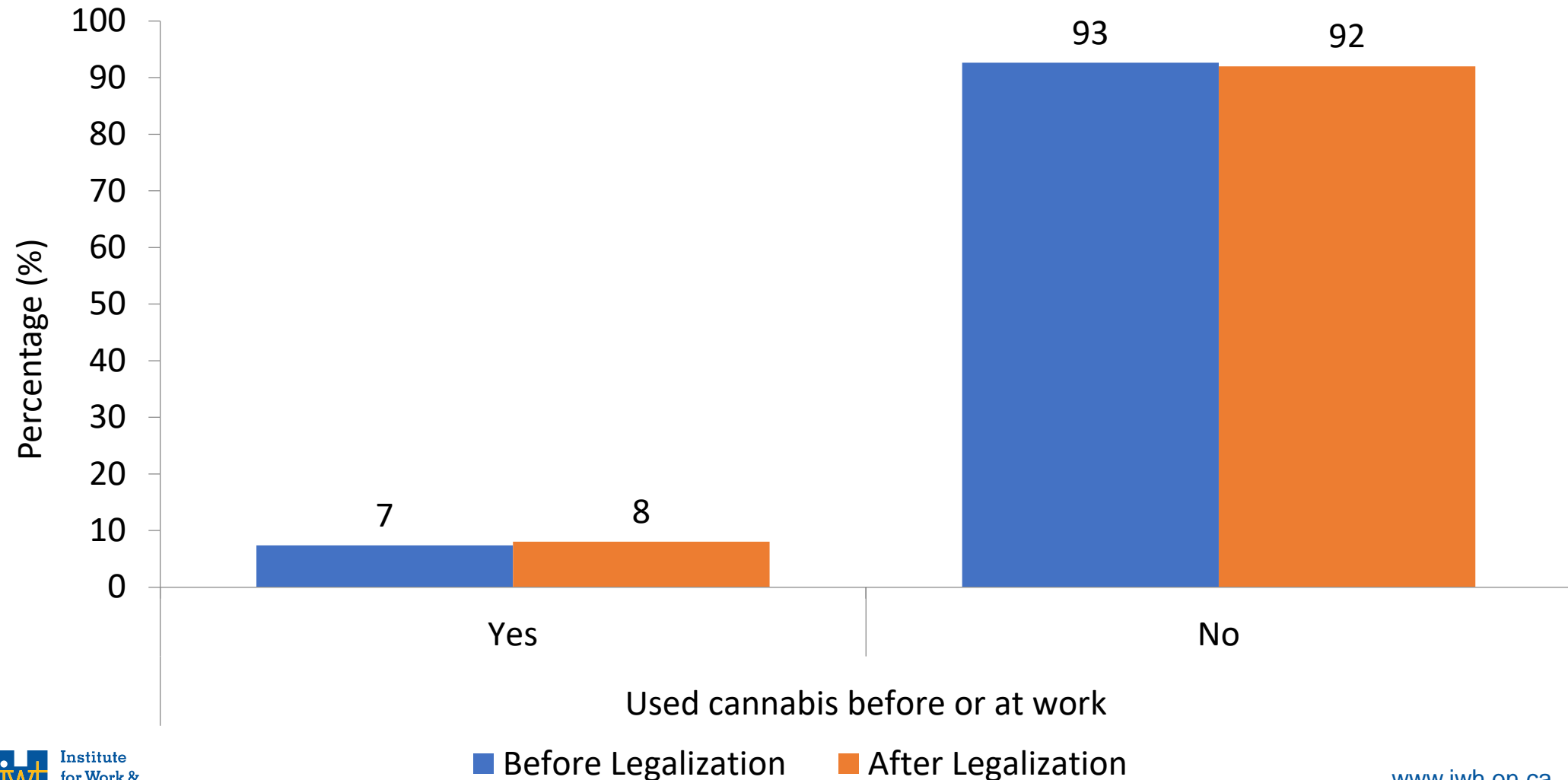


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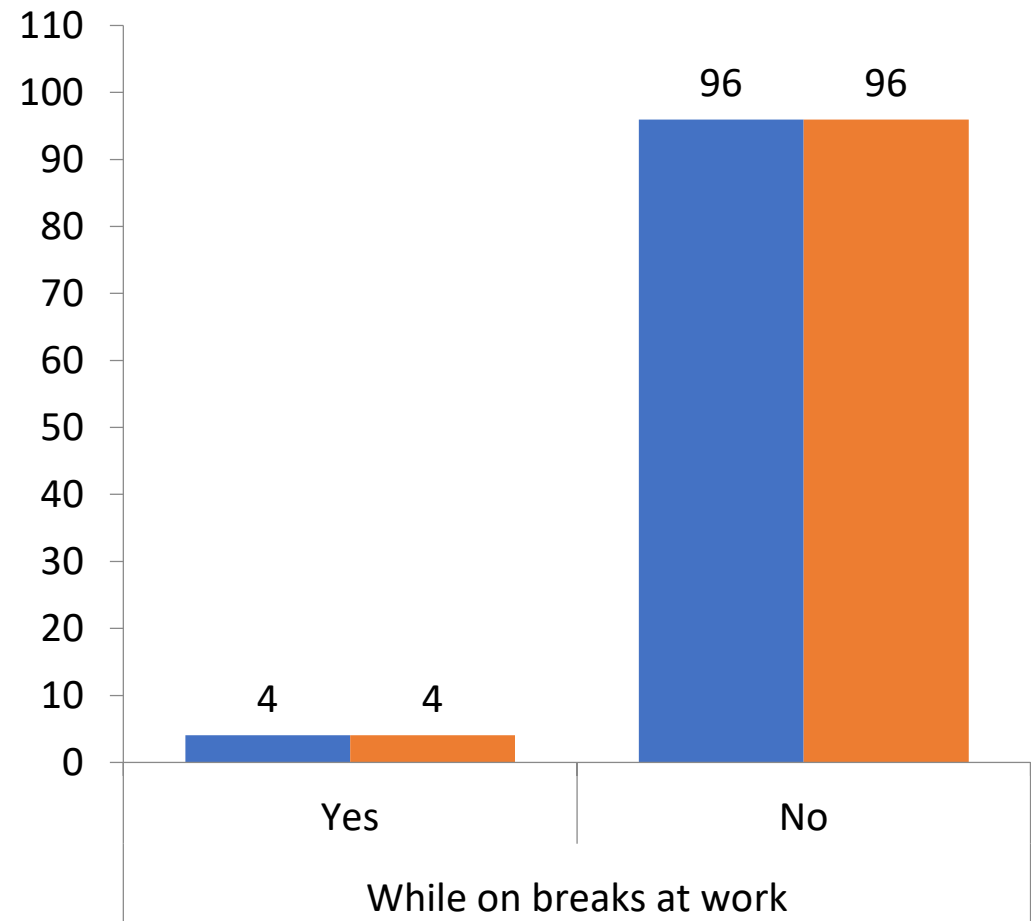
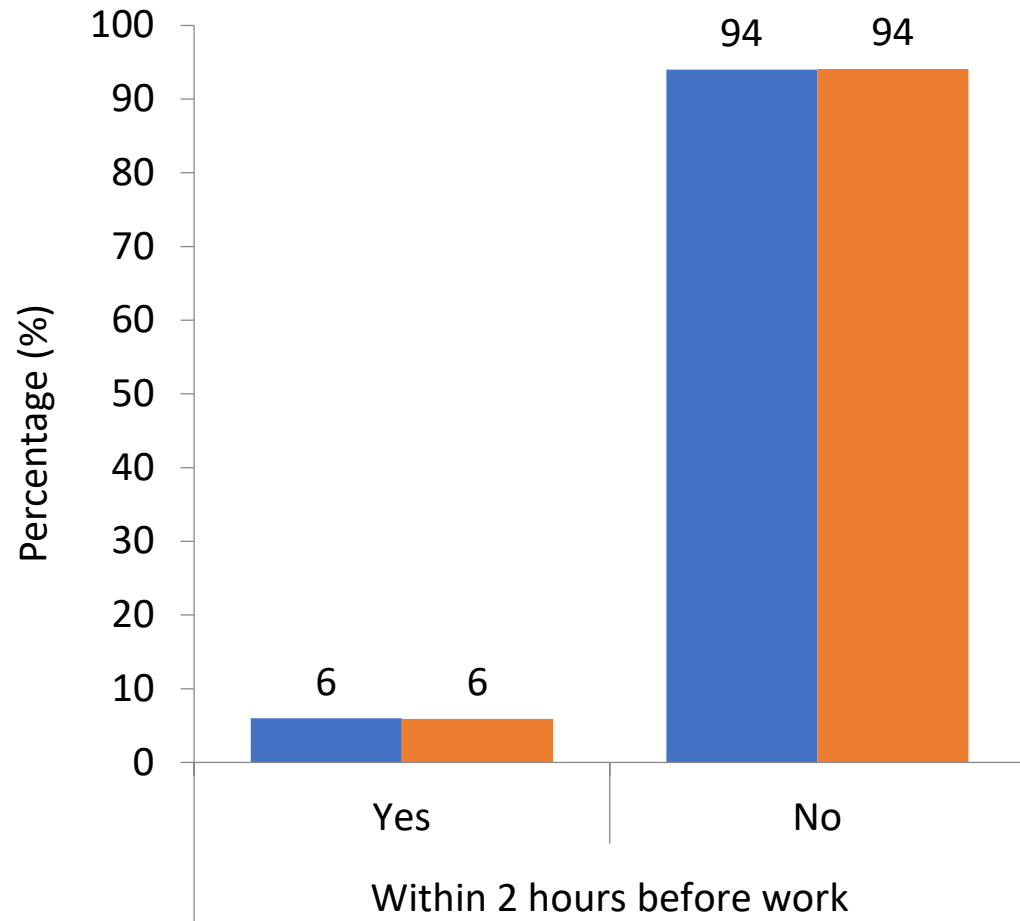
Use of cannabis before or at work in the past year (among workers with past-year use)



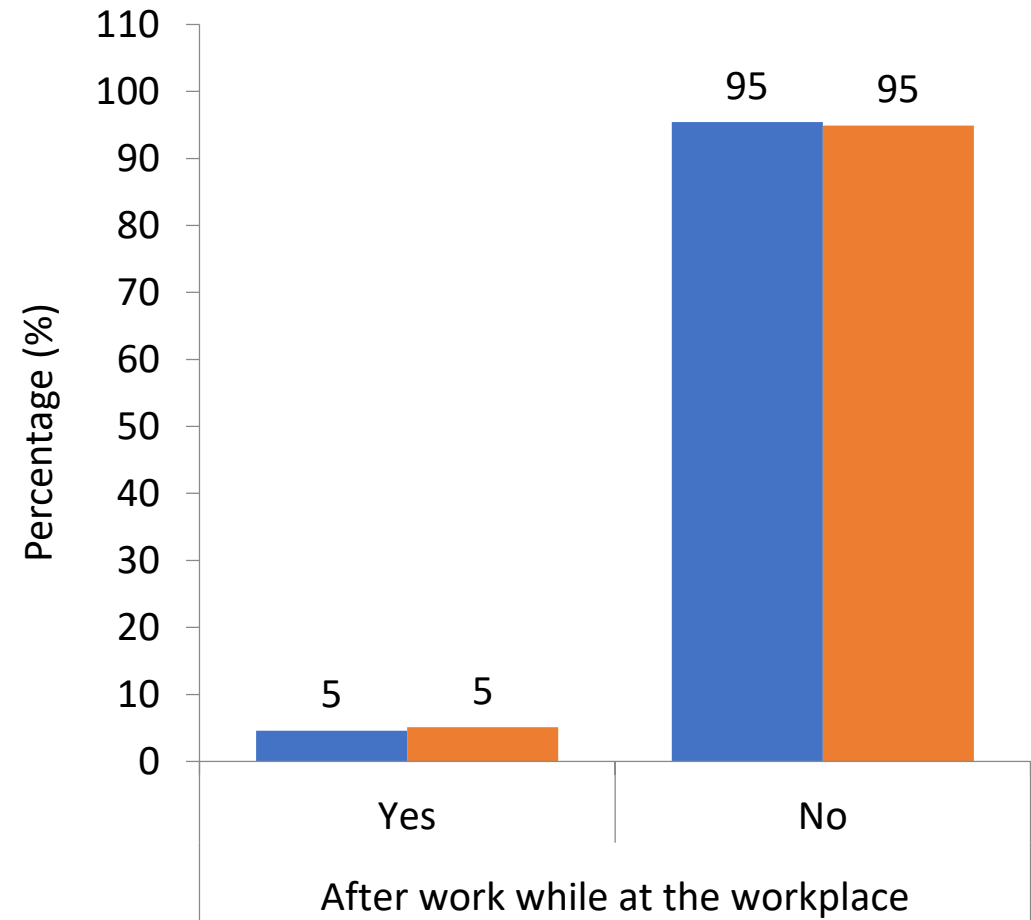
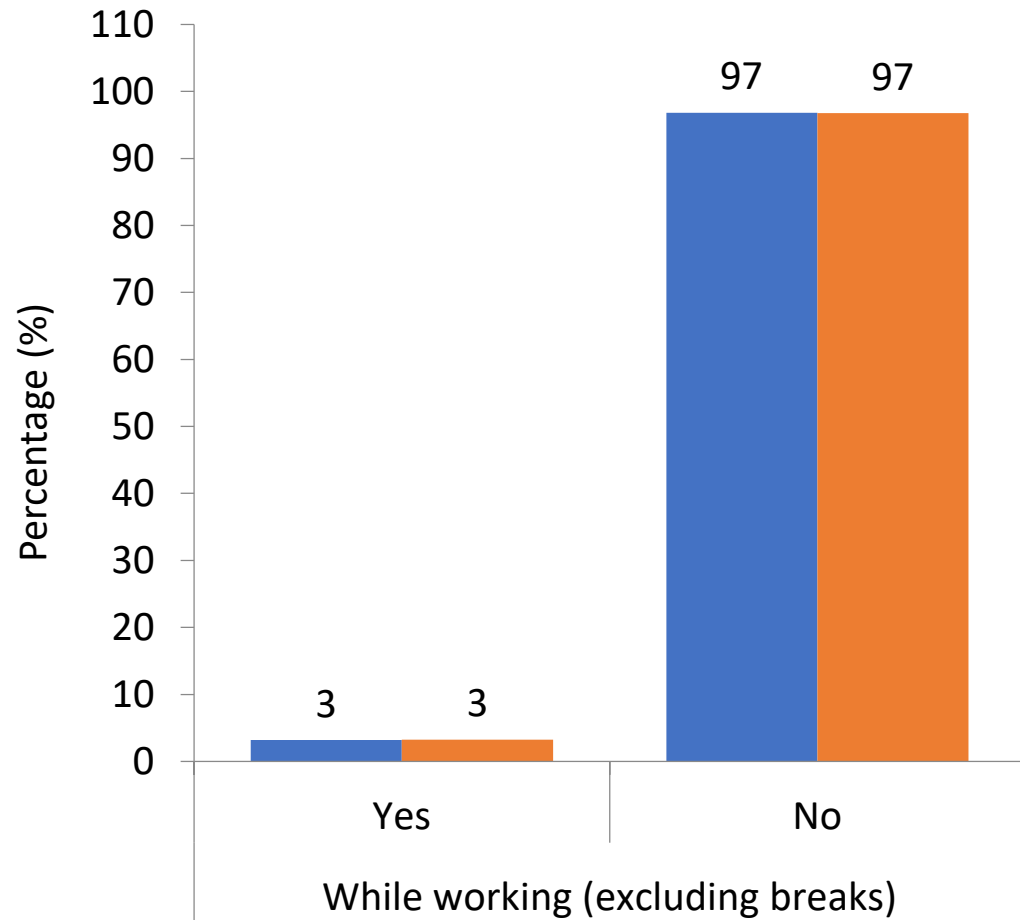
Use of cannabis before or at work in the past year (among all respondents)



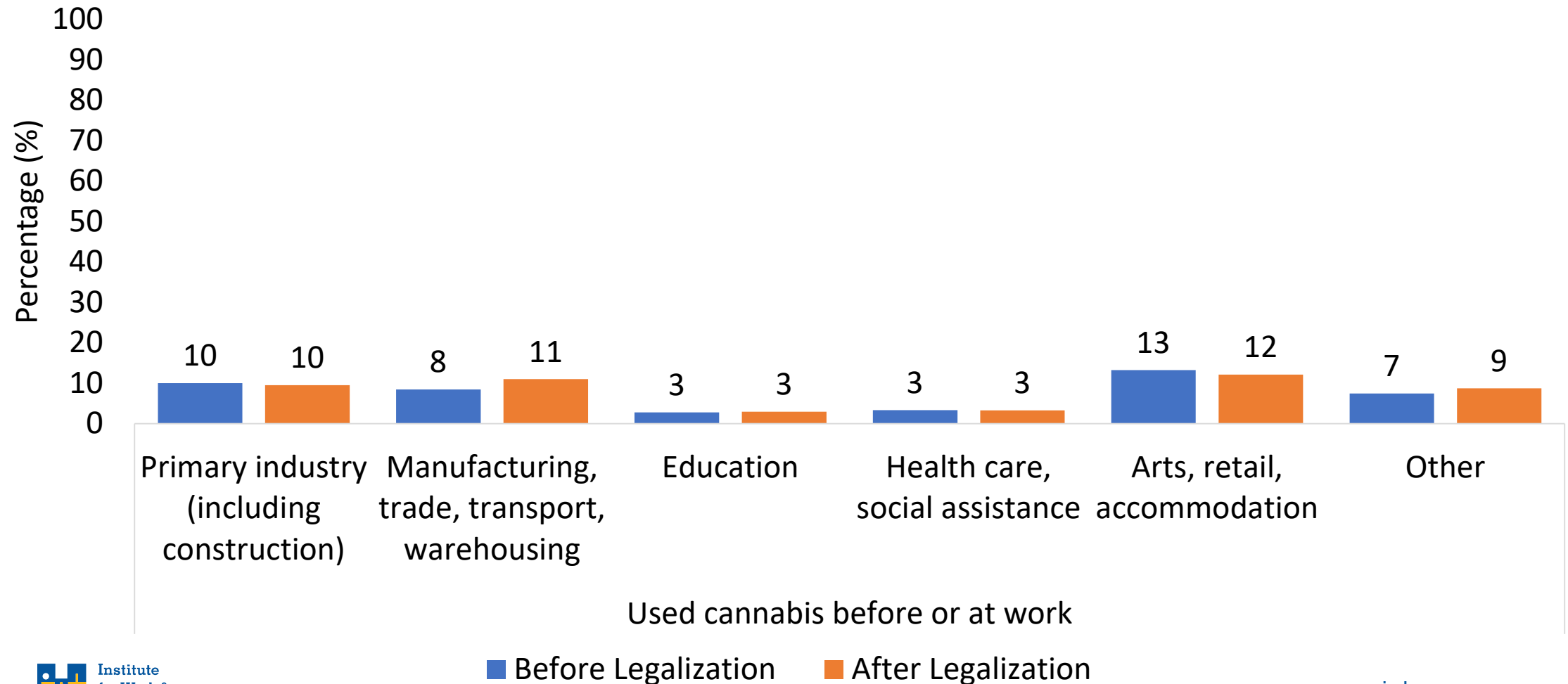
Use of cannabis before or at work in the past year (among all respondents)



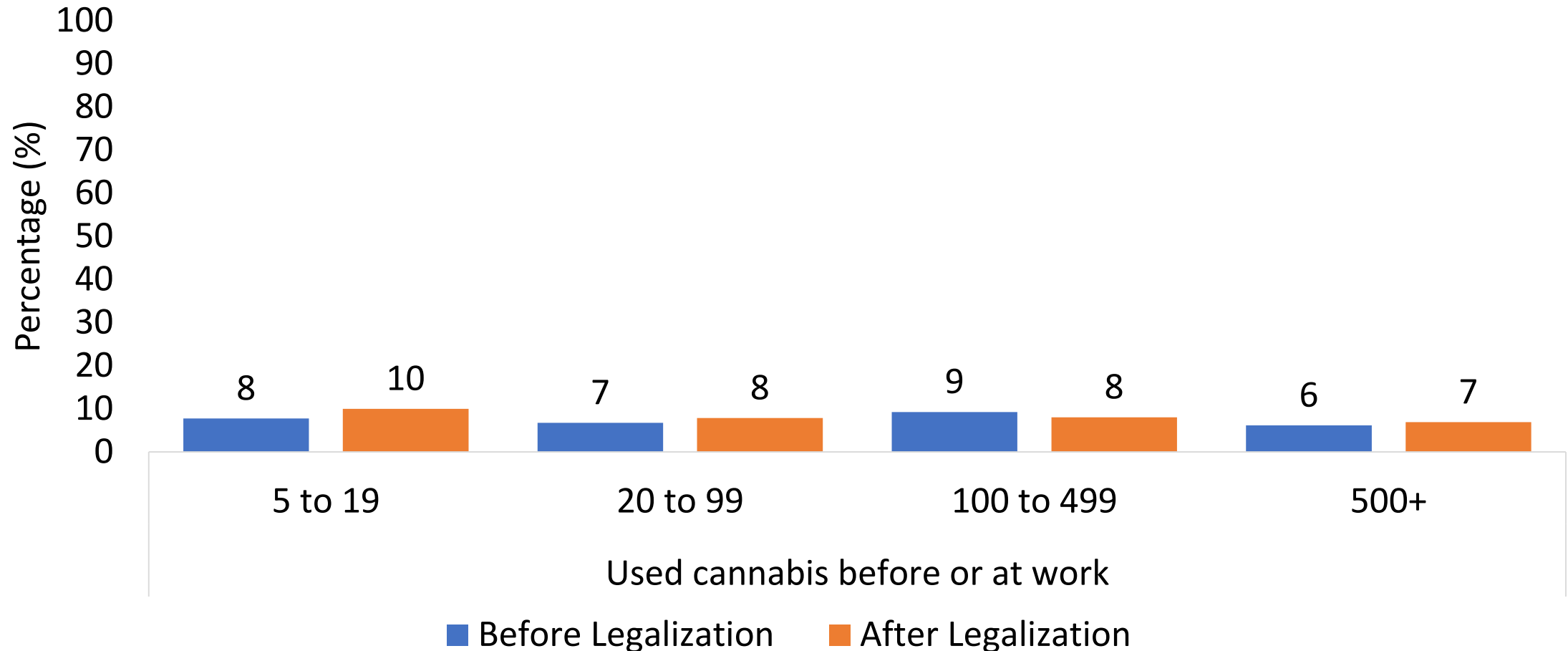
Use of cannabis before or at work in the past year (among all respondents)



Use of cannabis before or at work in the past year – by industry (among all respondents)

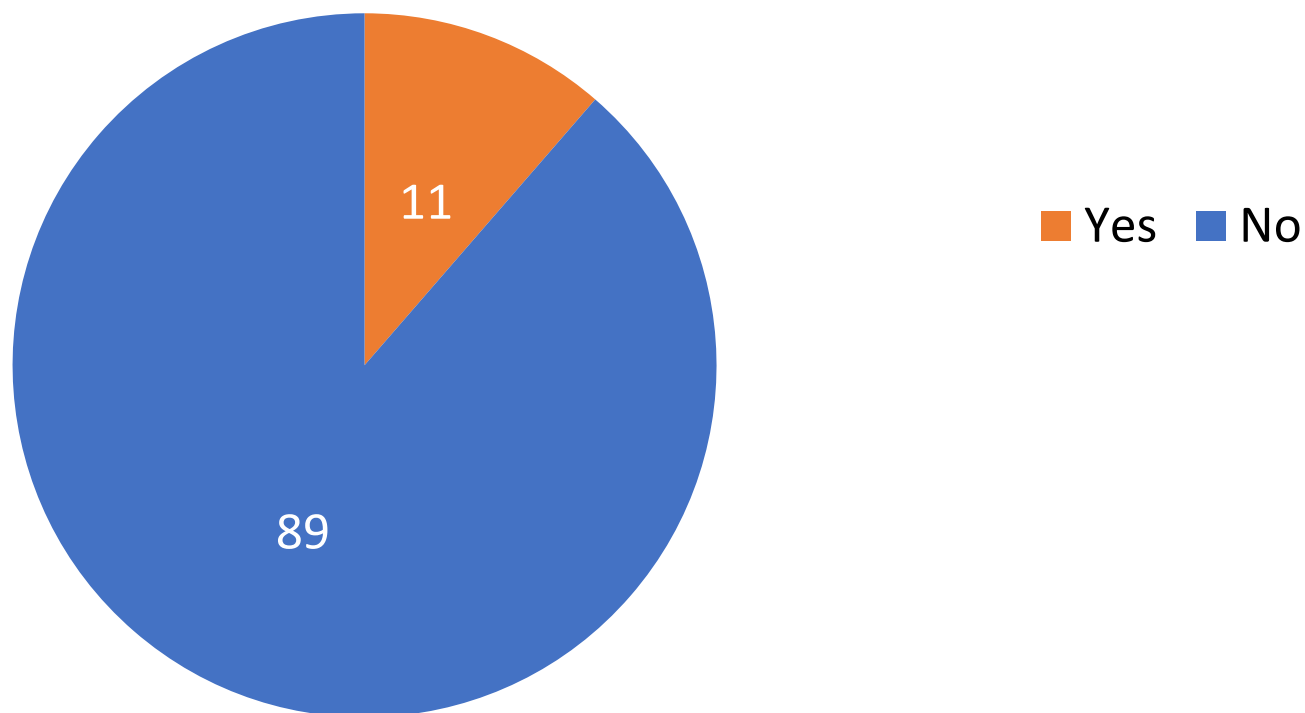


Use of cannabis before or at work in the past year – by workplace size (among all respondents)



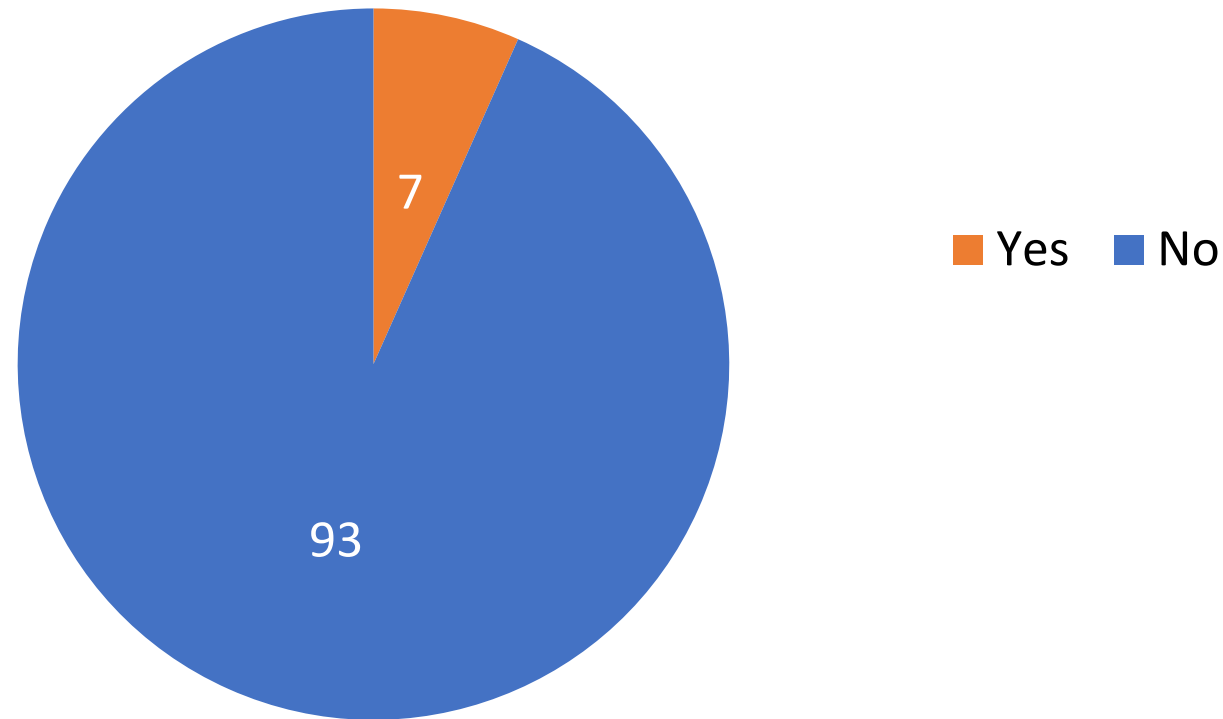
Used cannabis within 2 hours of driving to or from work in the past year (among workers with past-year use)

After Legalization



Bought or received cannabis at work in the past year (among workers with past-year use)

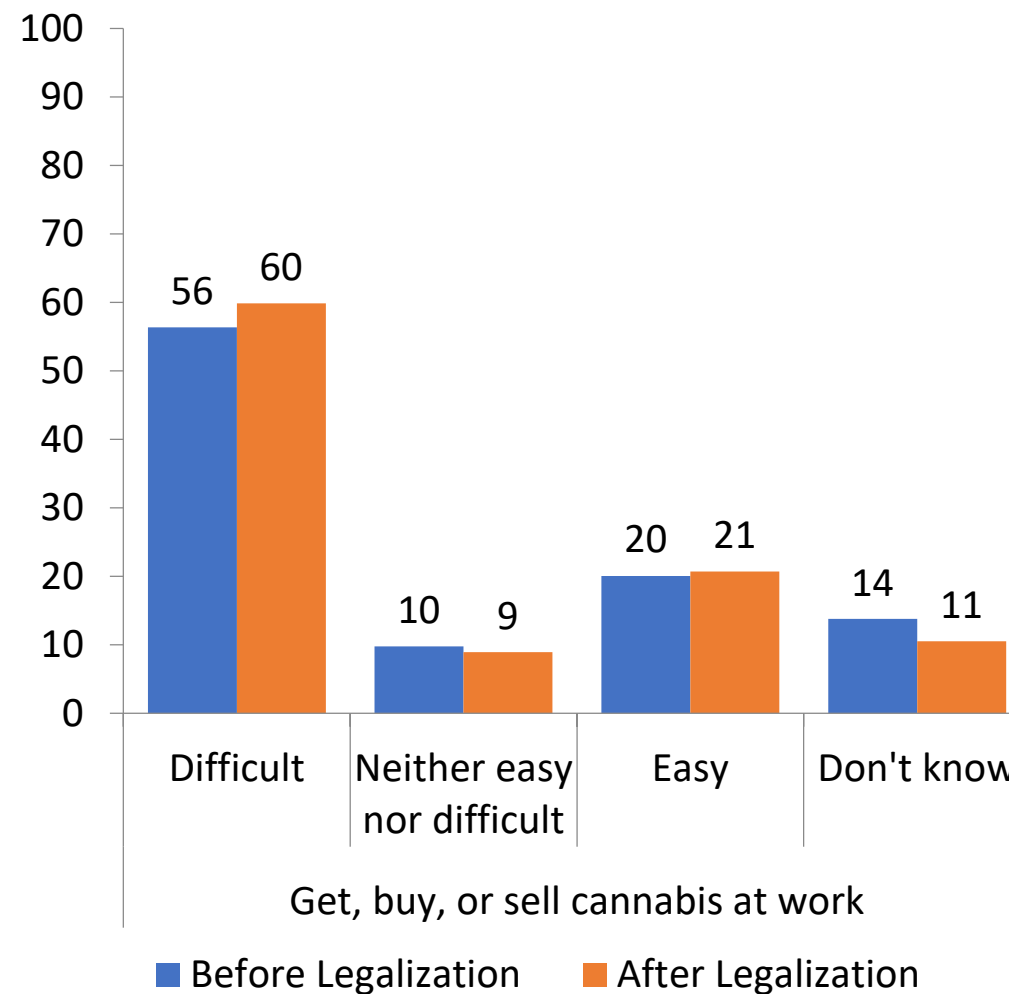
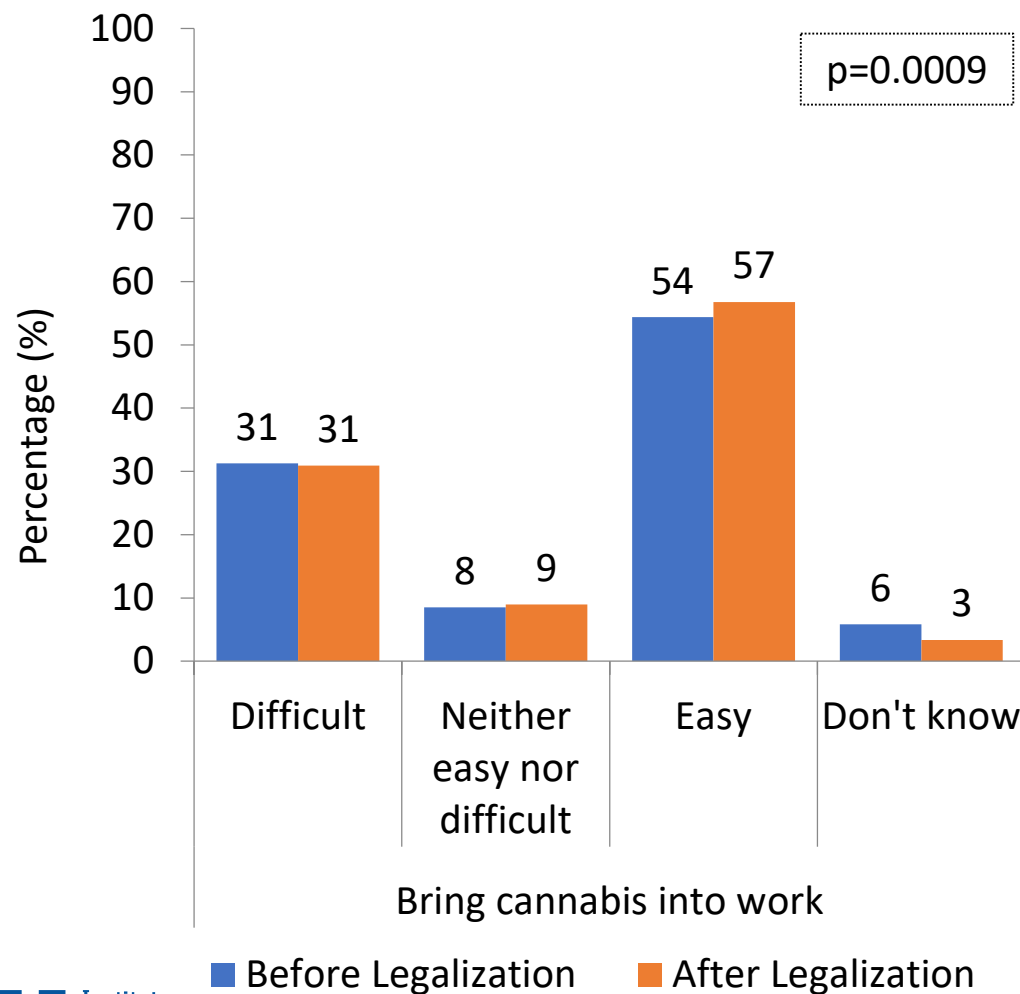
After Legalization



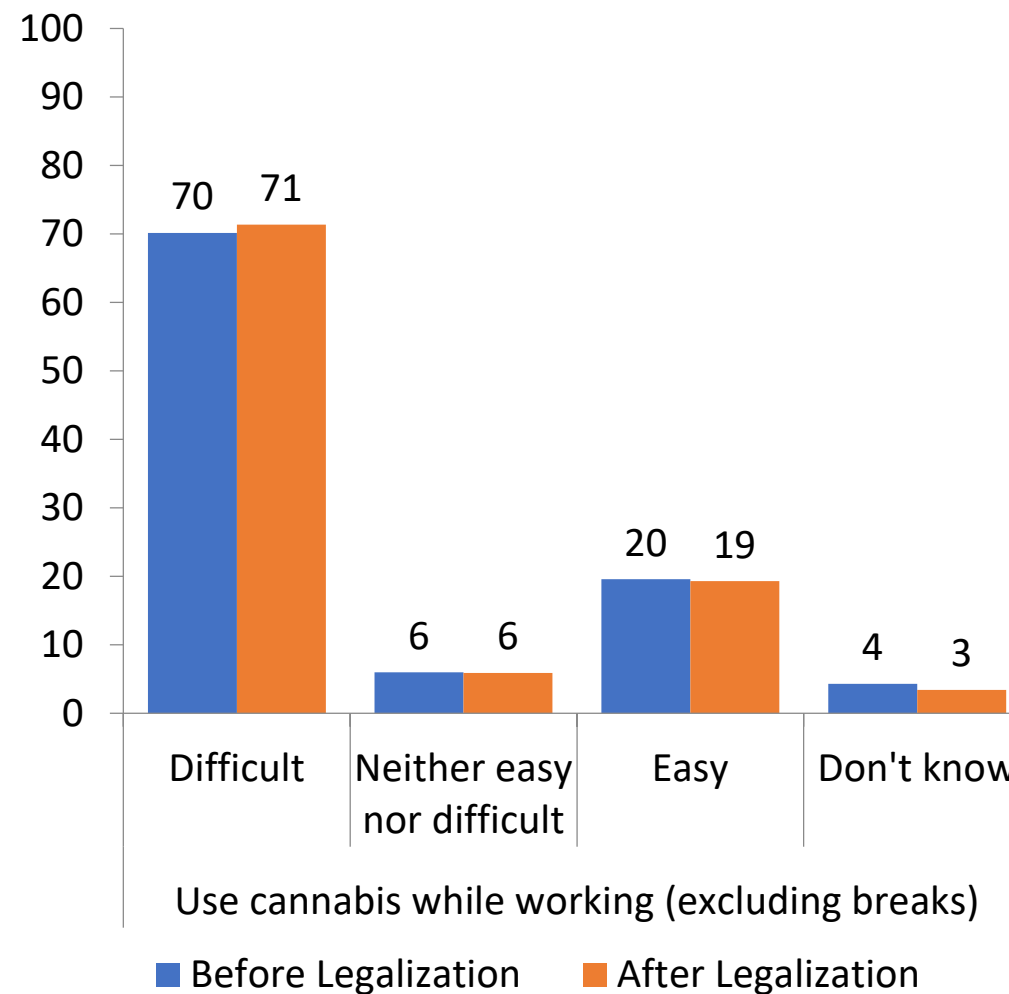
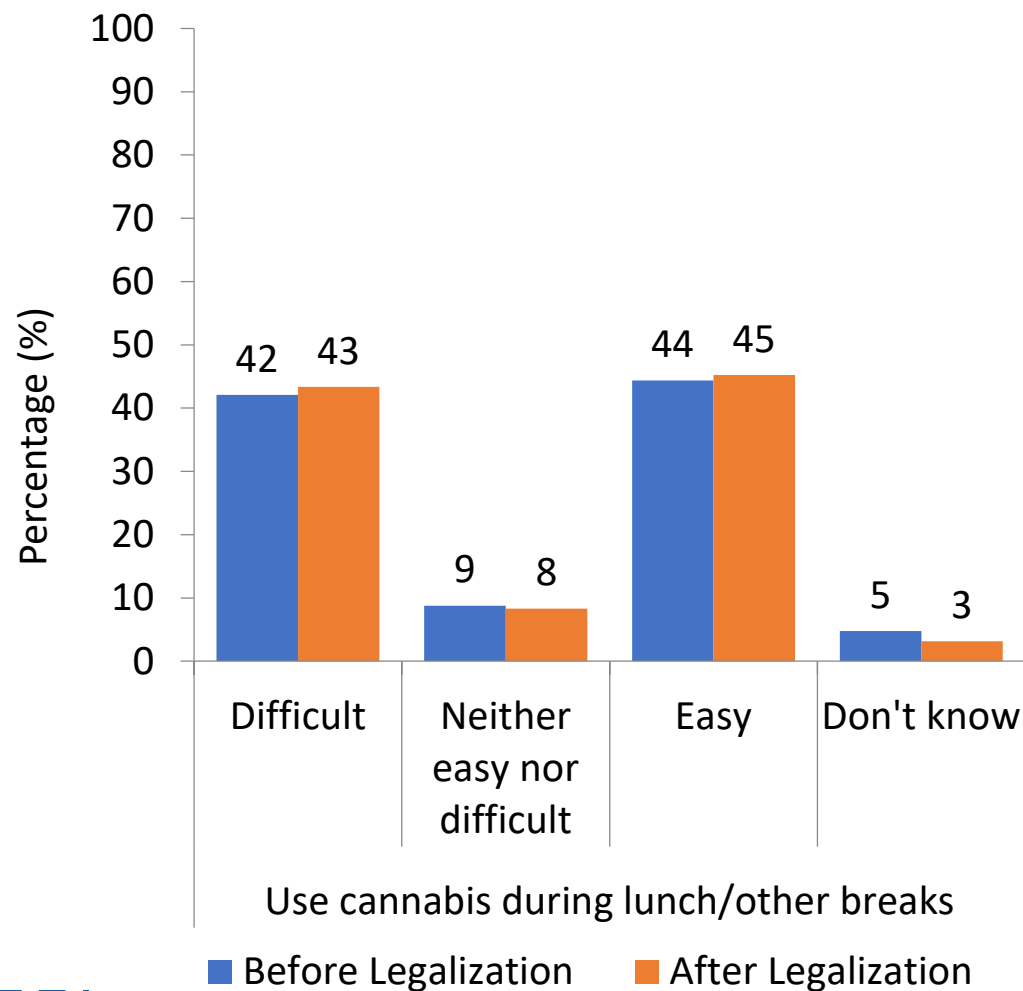
Descriptive findings comparing pre- to post-legalization data

Workplace norms, policies, and information about workplace cannabis use

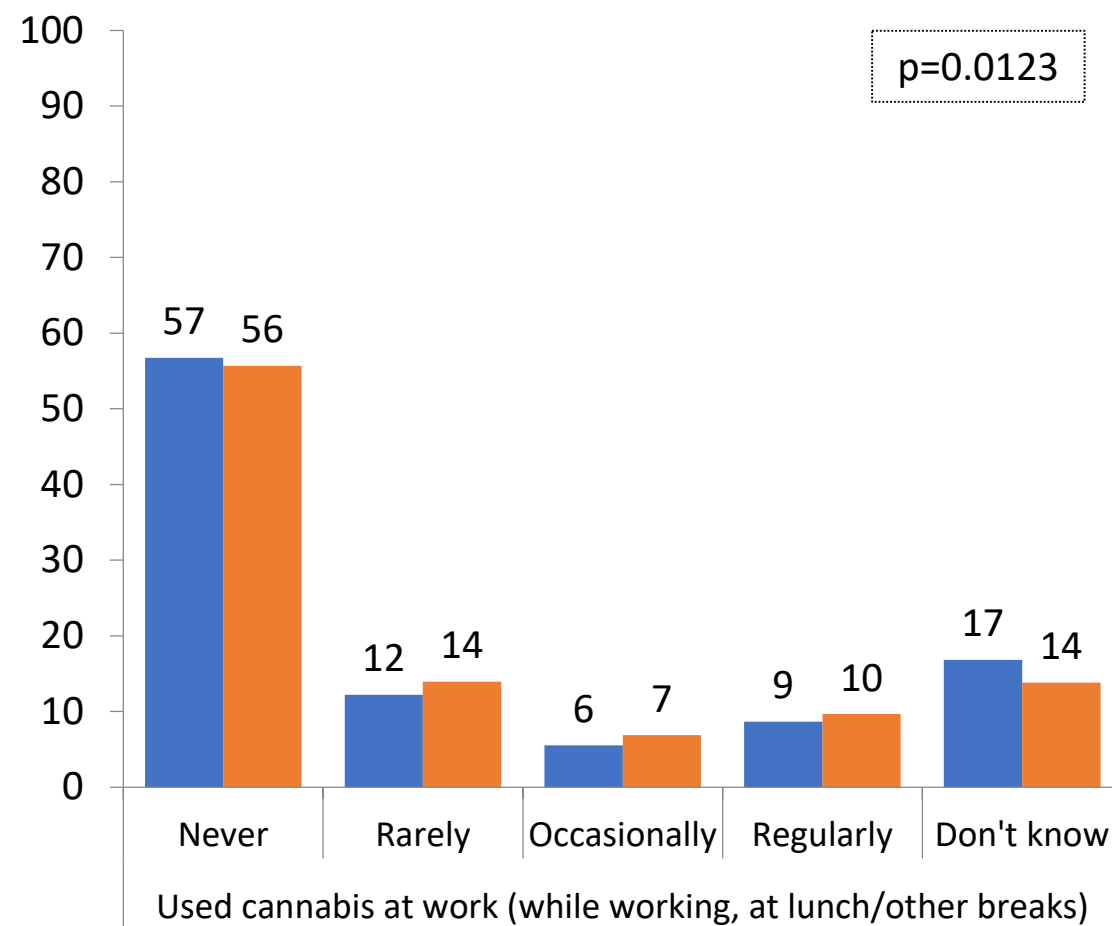
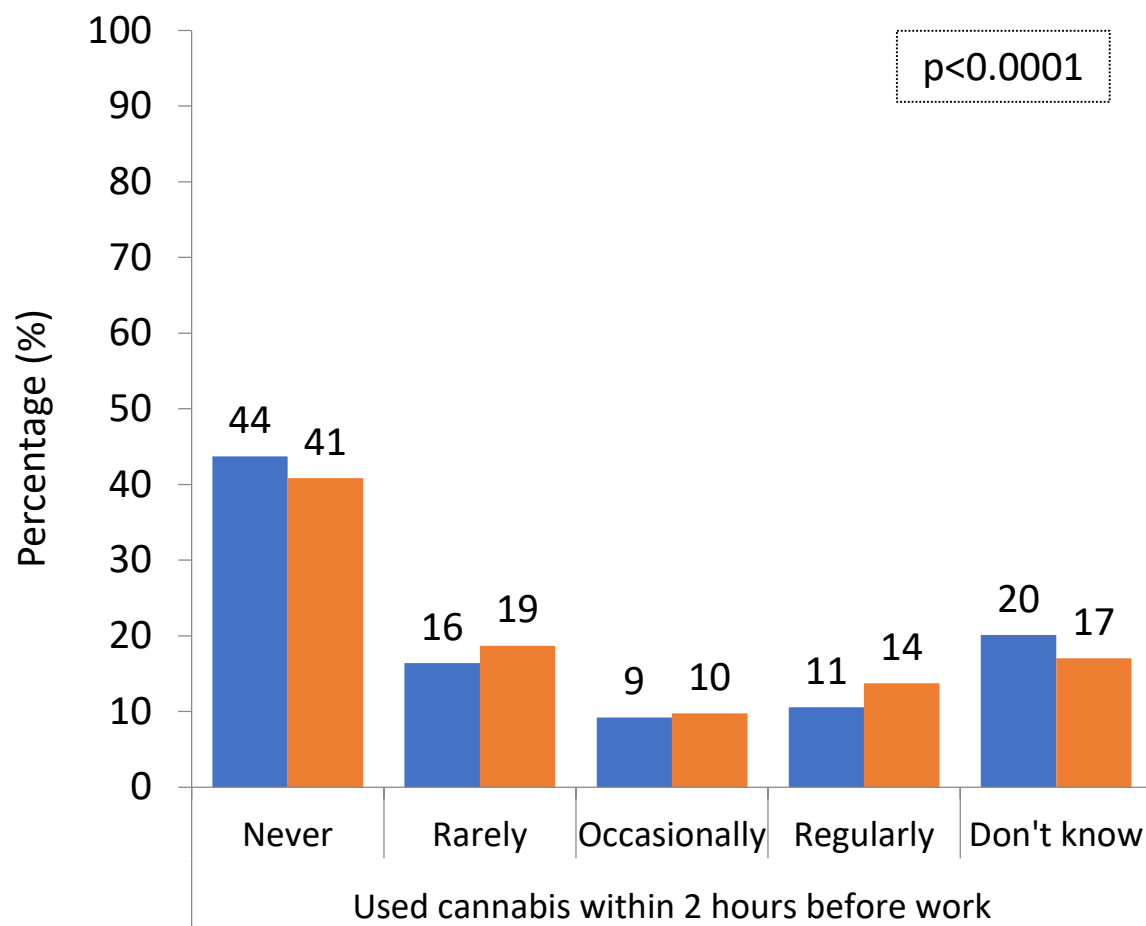
Thinking about your main job, how easy or difficult would it be to...



Thinking about your main job, how easy or difficult would it be to...



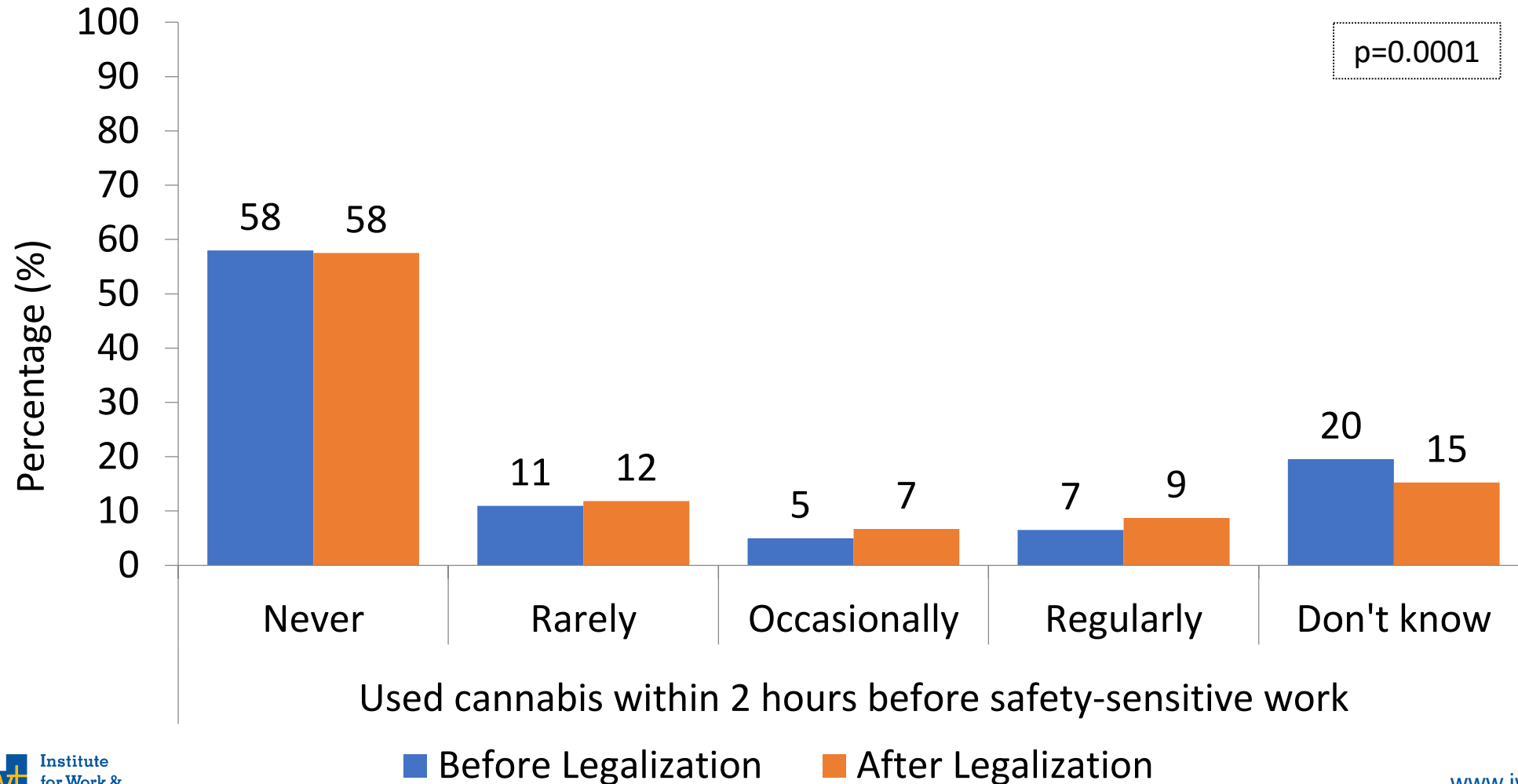
During the past 12 months, how often do you think your co-workers used cannabis...



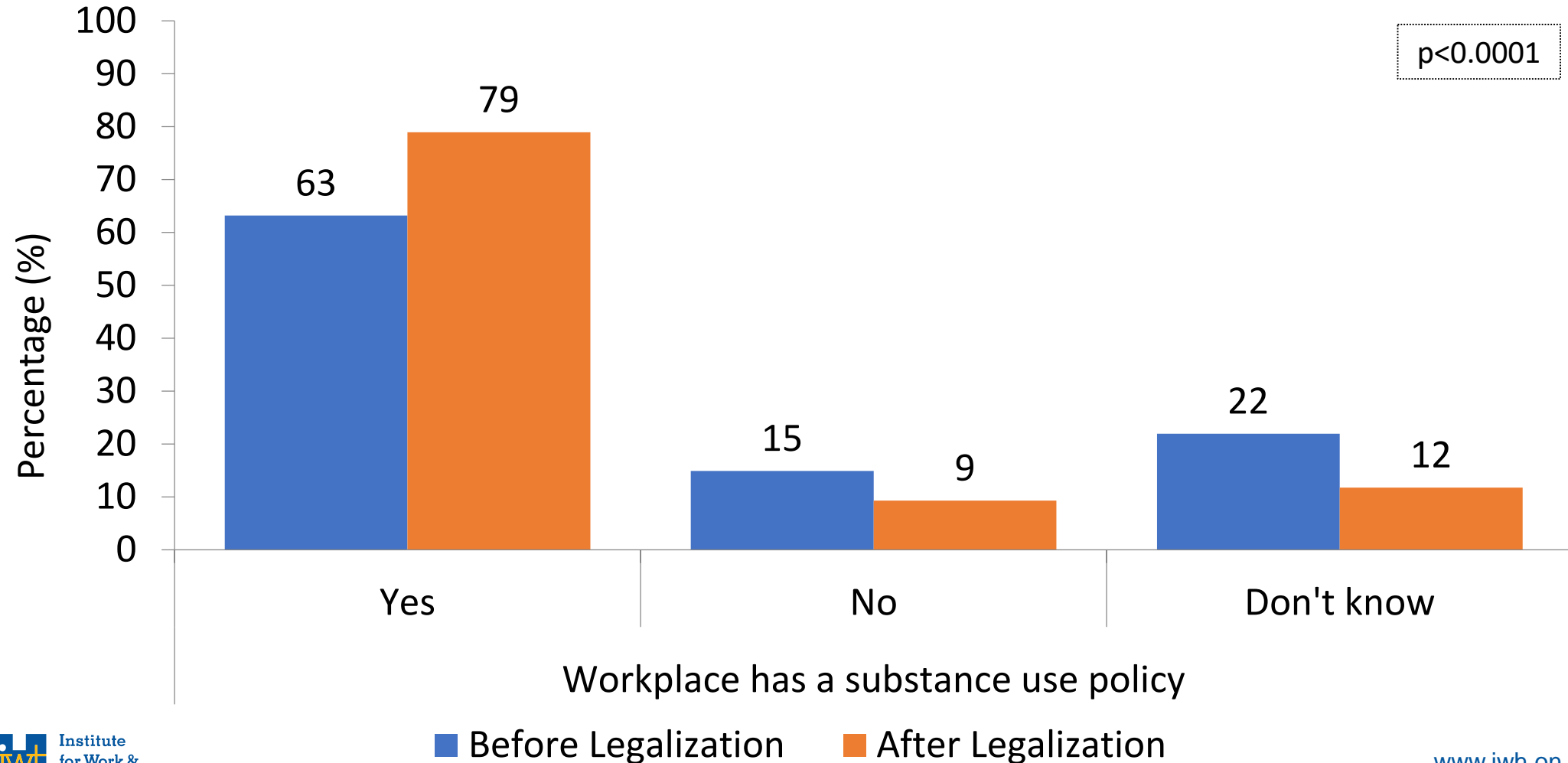
■ Before Legalization ■ After Legalization

■ Before Legalization ■ After Legalization

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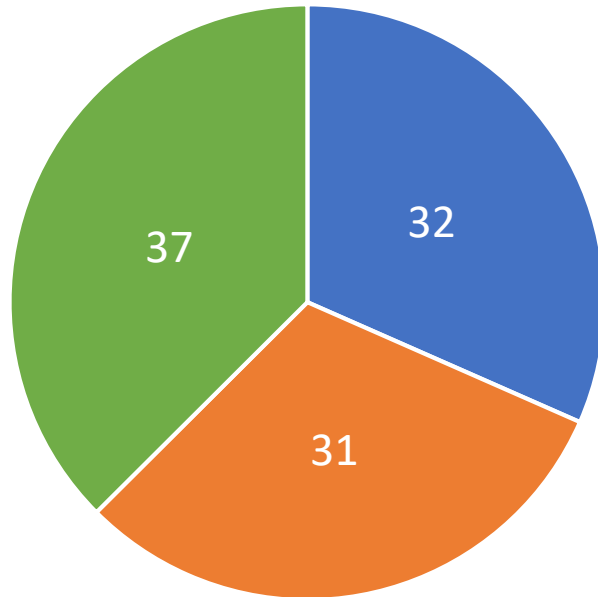


Does your organization have formal policies on substance use in the workplace?



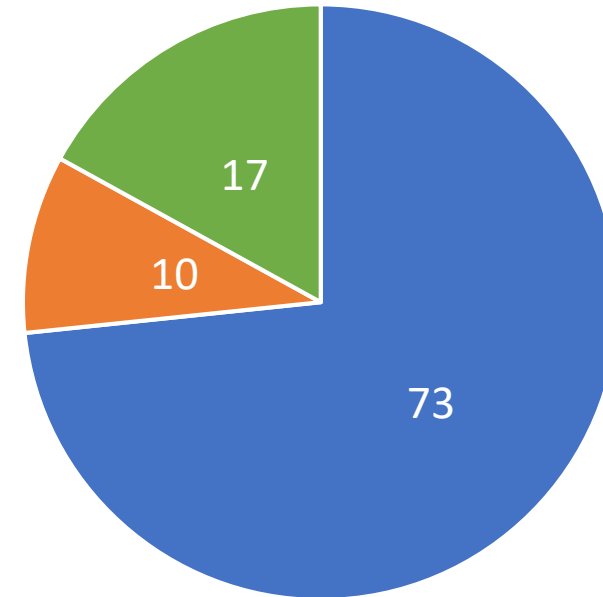
Does this policy explicitly mention cannabis?

Before Legalization



- Policy mentions cannabis
- Policy does not mention cannabis
- I don't know if policy mentions cannabis

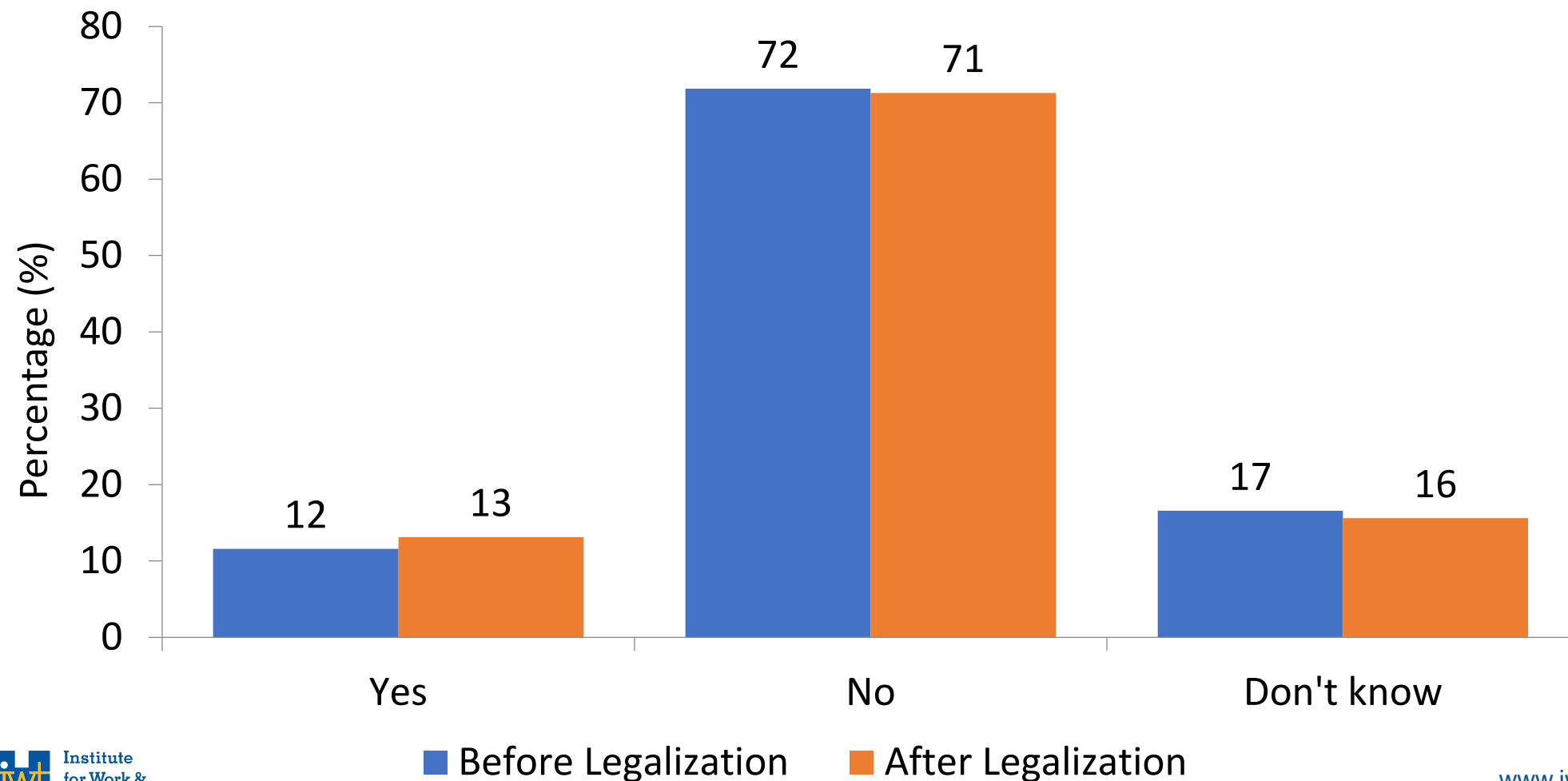
After Legalization



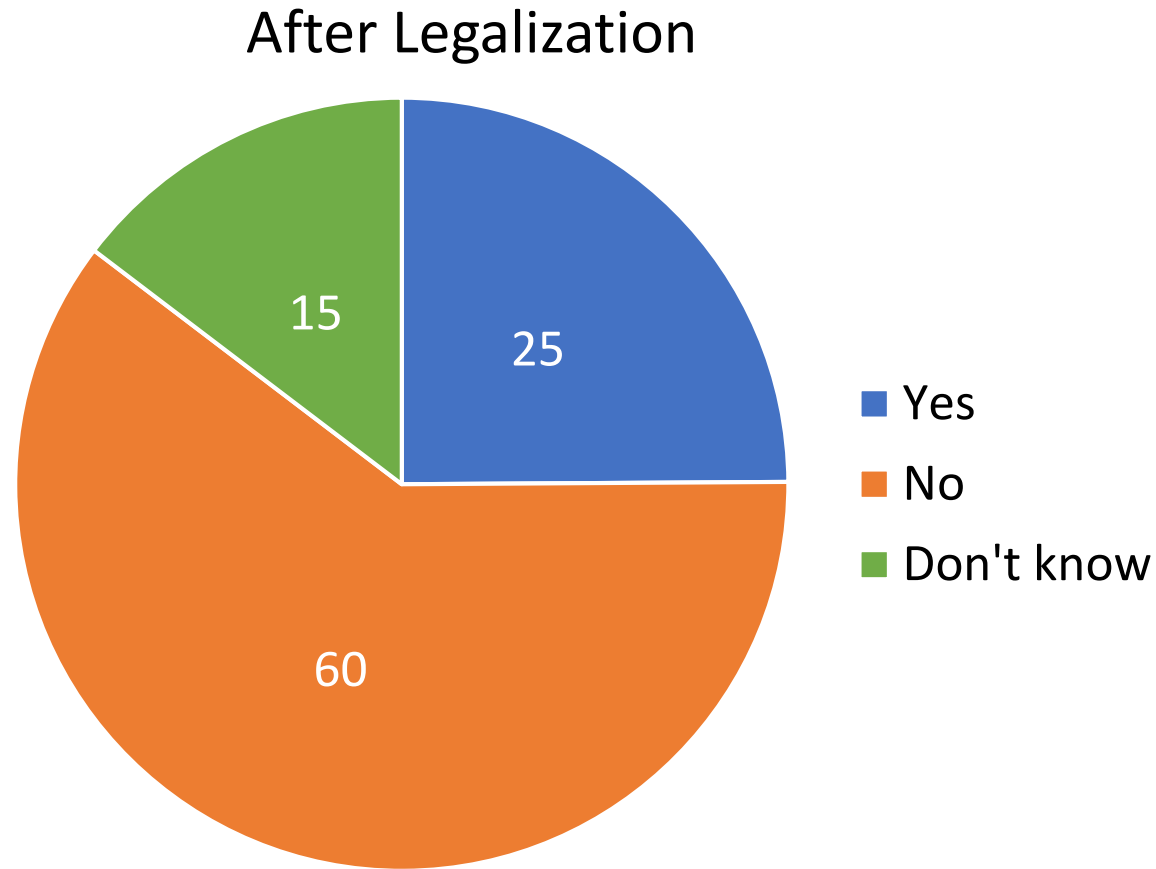
- Policy mentions cannabis
- Policy does not mention cannabis
- I don't know if policy mentions cannabis

$p < 0.0001$

Does your organization have a drug testing program?



Has your employer provided education or information on cannabis use/effects of cannabis?



What percentage of workers report they are aware of a protocol at work that outlines the steps they should take if they suspect a co-worker is impaired?



Using your phones, go to [slido.com](https://www.slido.com)



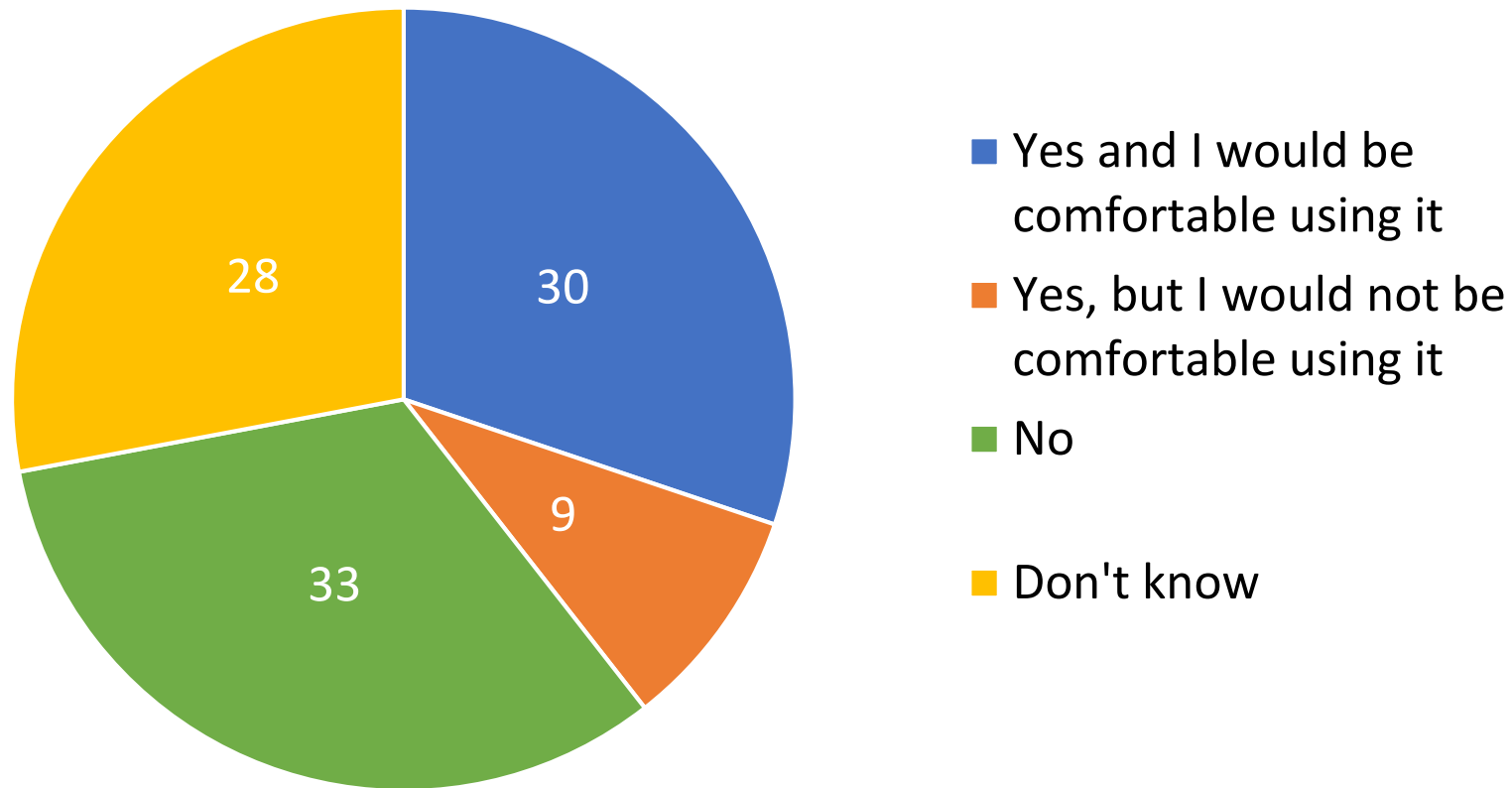
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Then, select your response

Is there a method or protocol at your workplace that outlines steps employees should take to report a co-worker suspected of impairment?

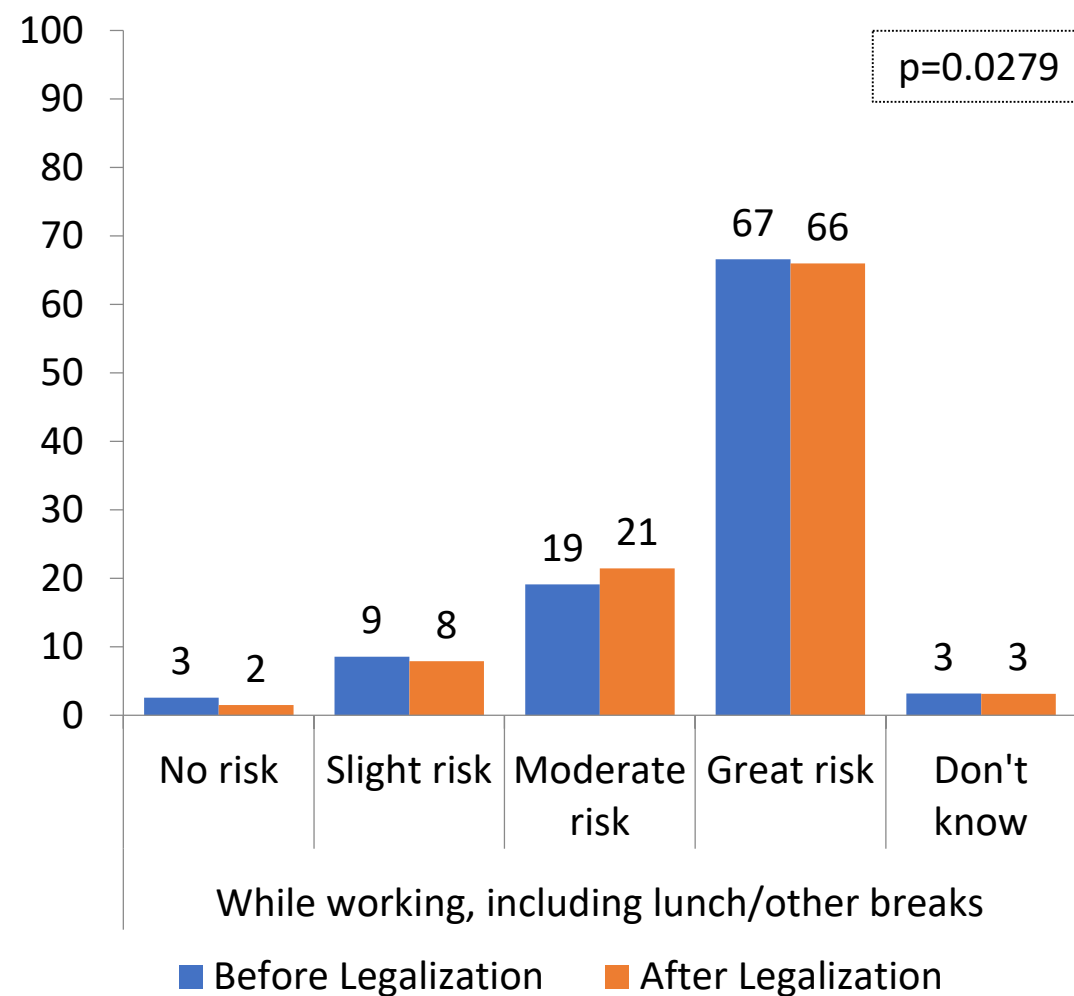
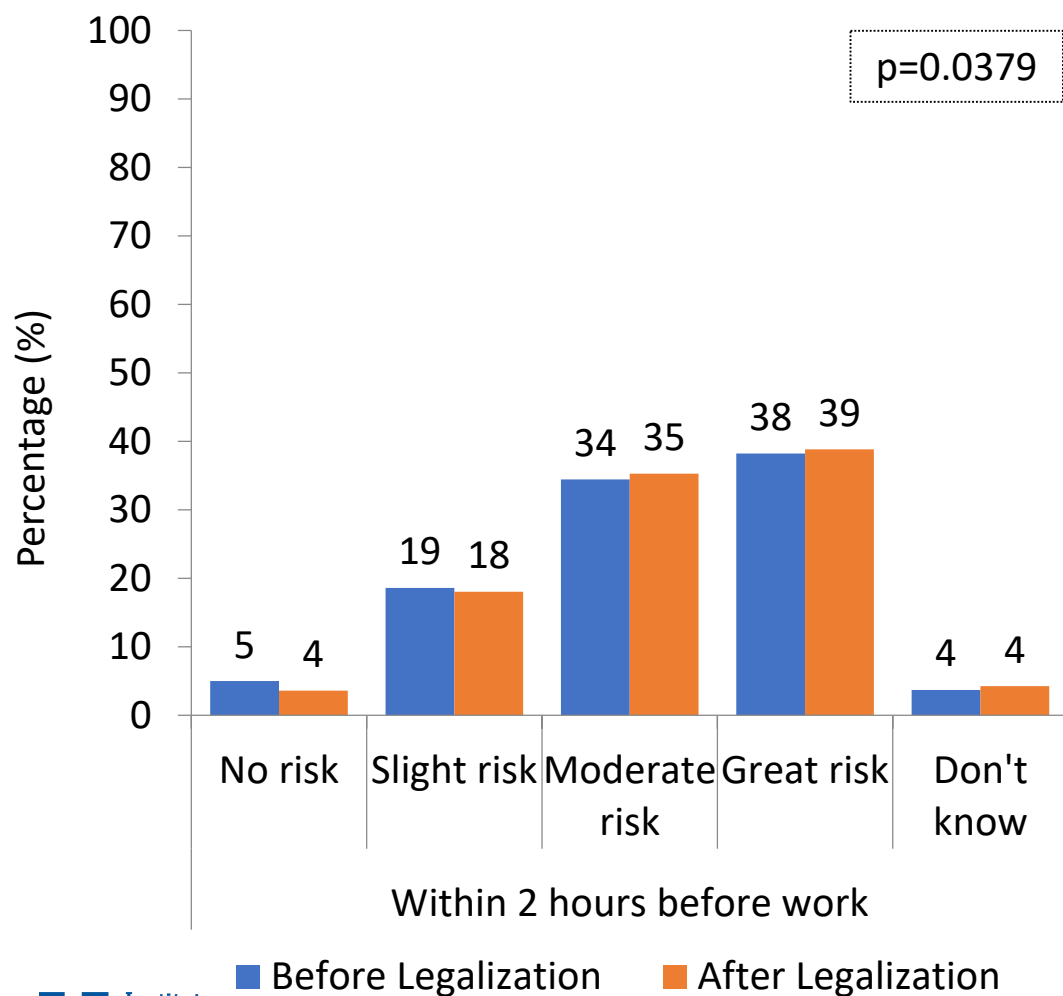
After Legalization



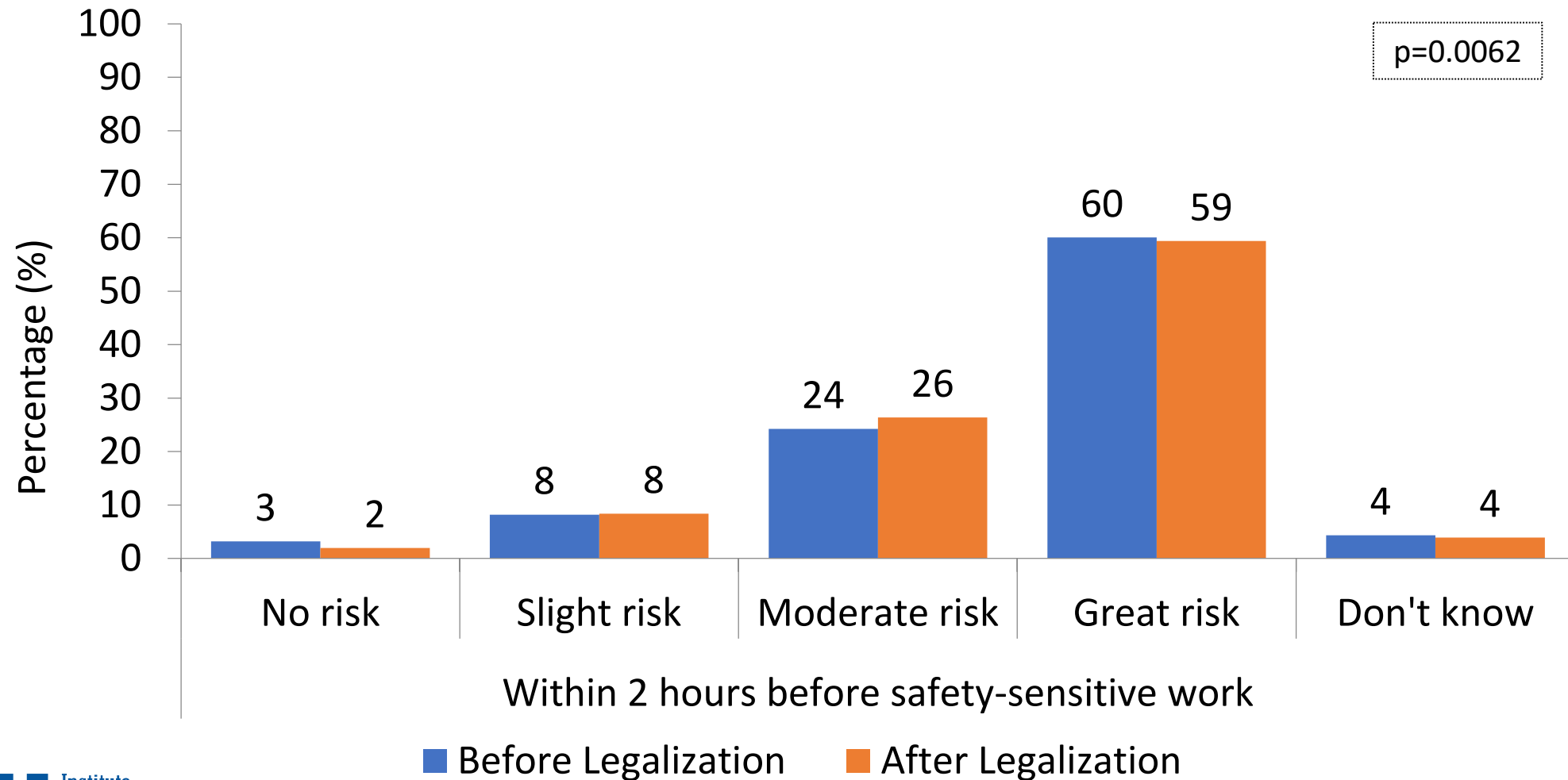
Descriptive findings comparing pre- to post-legalization data

Personal perceptions about workplace cannabis use

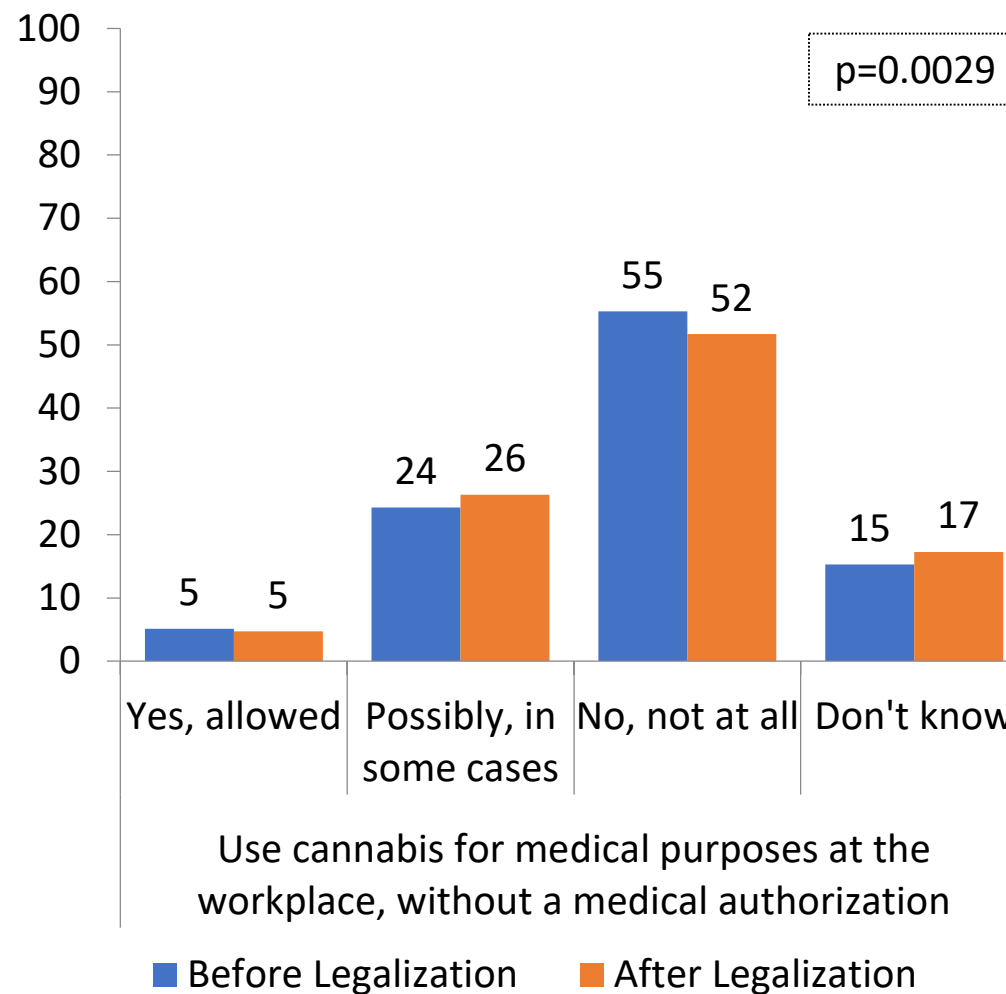
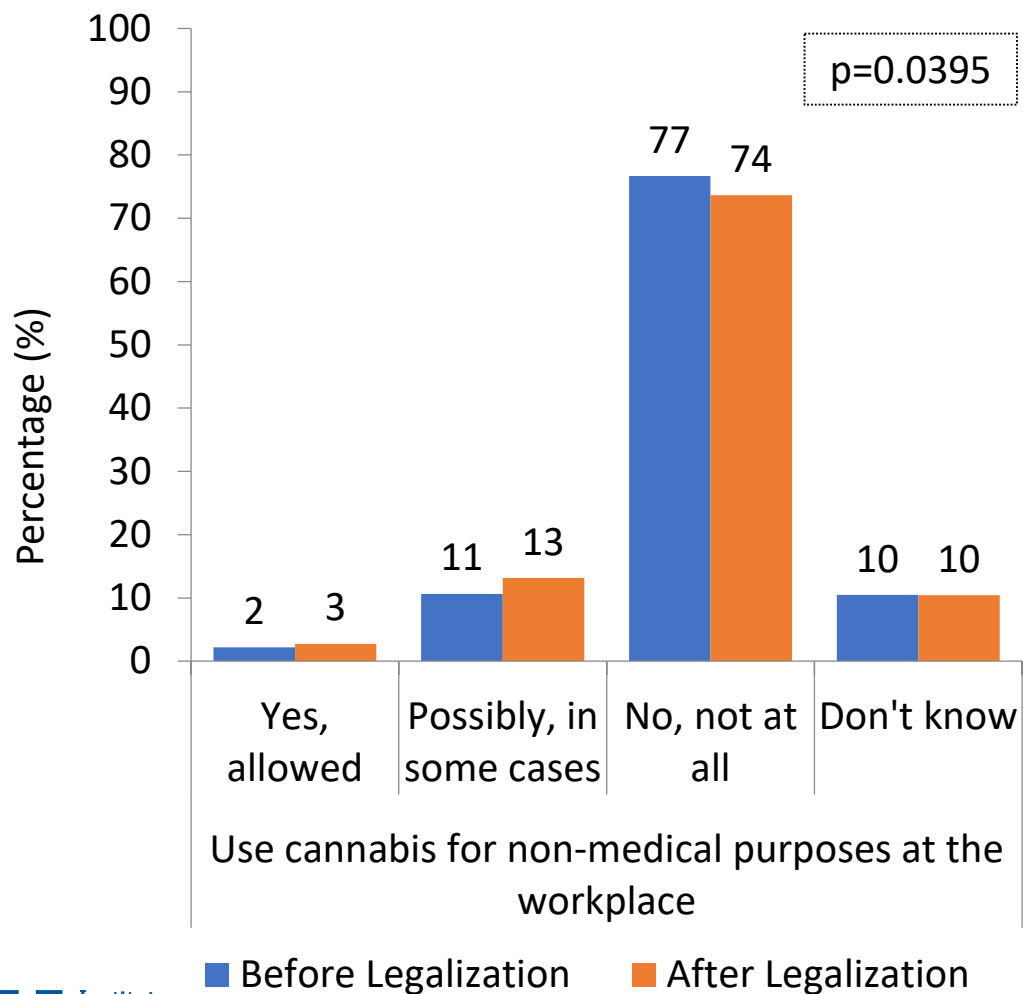
How much do workers risk interference with performance/productivity when using cannabis...



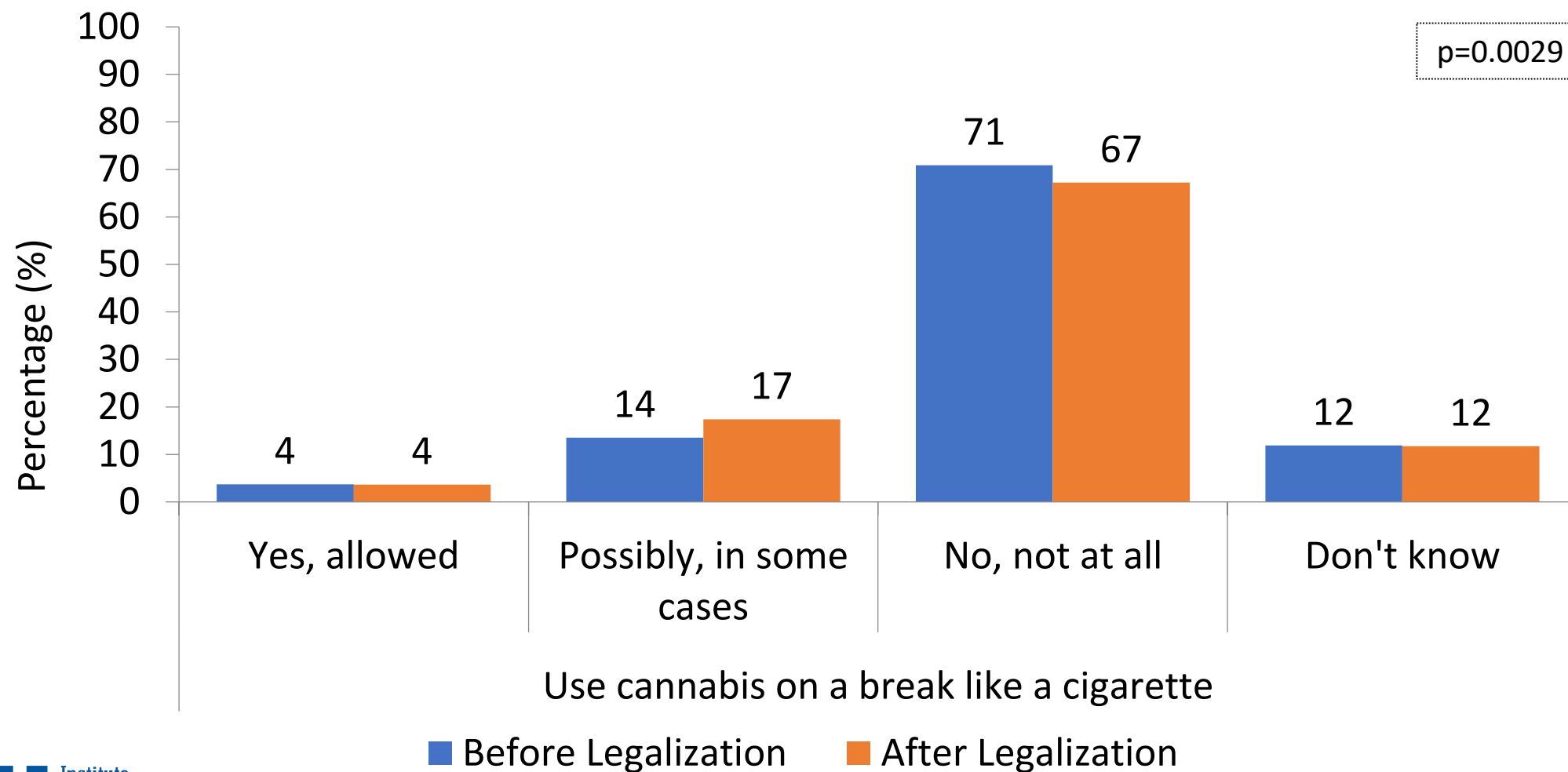
How much do workers risk harm to themselves or others when using cannabis...



Following legalization, a worker will be / is allowed to...



Following legalization, a worker will be / is allowed to...



Summary and implication of findings

Comparison between pre- and post-legalization: main findings

- Prevalence of past-year *overall use* has increased, never use has not changed
 - Findings suggest those who have tried cannabis before may have returned to use
- Frequency of past-year overall use has decreased
- No change in the prevalence of *workplace use*
 - One fifth of workers using cannabis reporting use before/at work
- Equivalent to 8% of workers overall in our sample

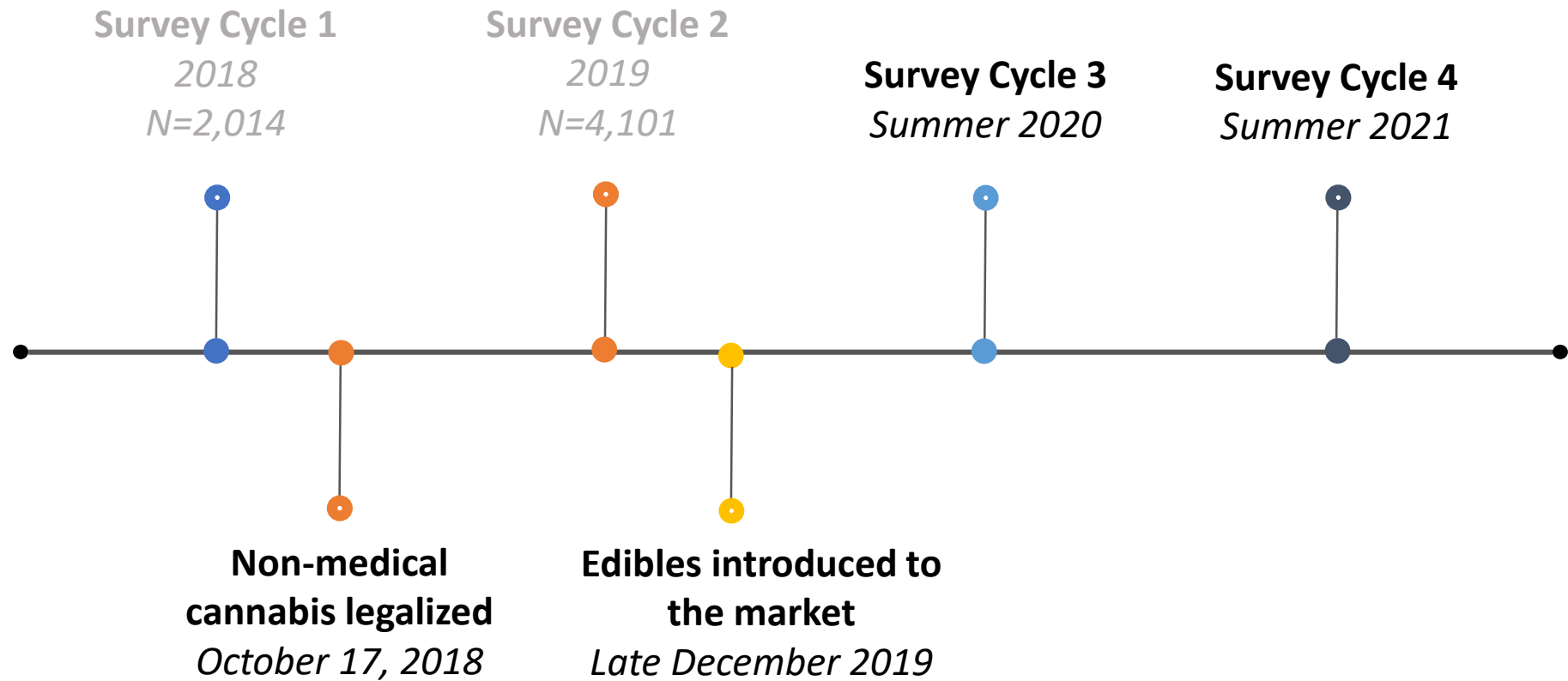
Comparison between pre- and post-legalization: main findings

- Increase in prevalence of workers reporting having a workplace substance use policy
- Unclear how to interpret data on workplace norms
 - More normalized or just a reflection of increased awareness?
- Little change in perceptions of risk of workplace use
- Small increase in prevalence of workers who believe cannabis use at work is now allowed

New findings post-legalization

- Few workers report commuting to or from work after using cannabis in the past year or obtaining cannabis at work
- Some workers are using cannabis to treat a work-related injury or illness
- Most workers have not received cannabis-related information from their workplaces, nor know what to do if they suspect a co-worker is impaired

Next steps



Thank you

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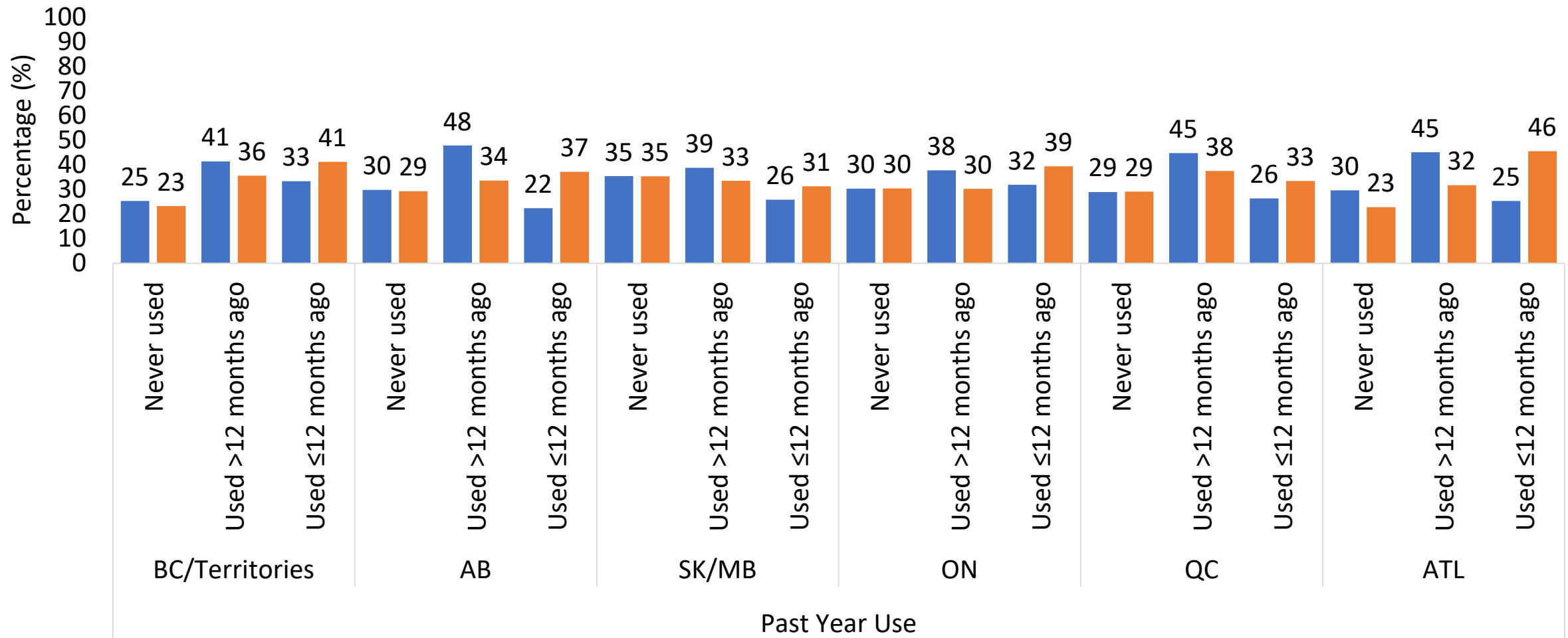
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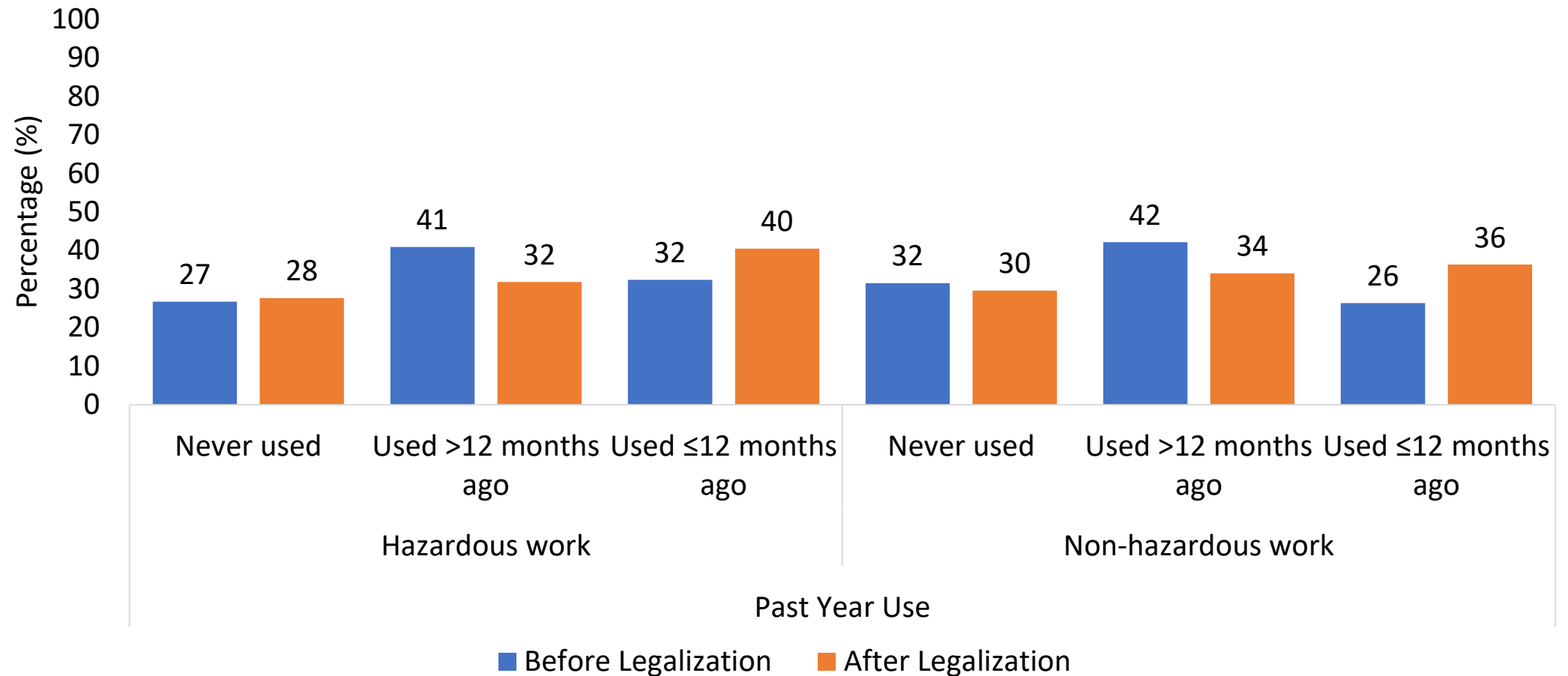
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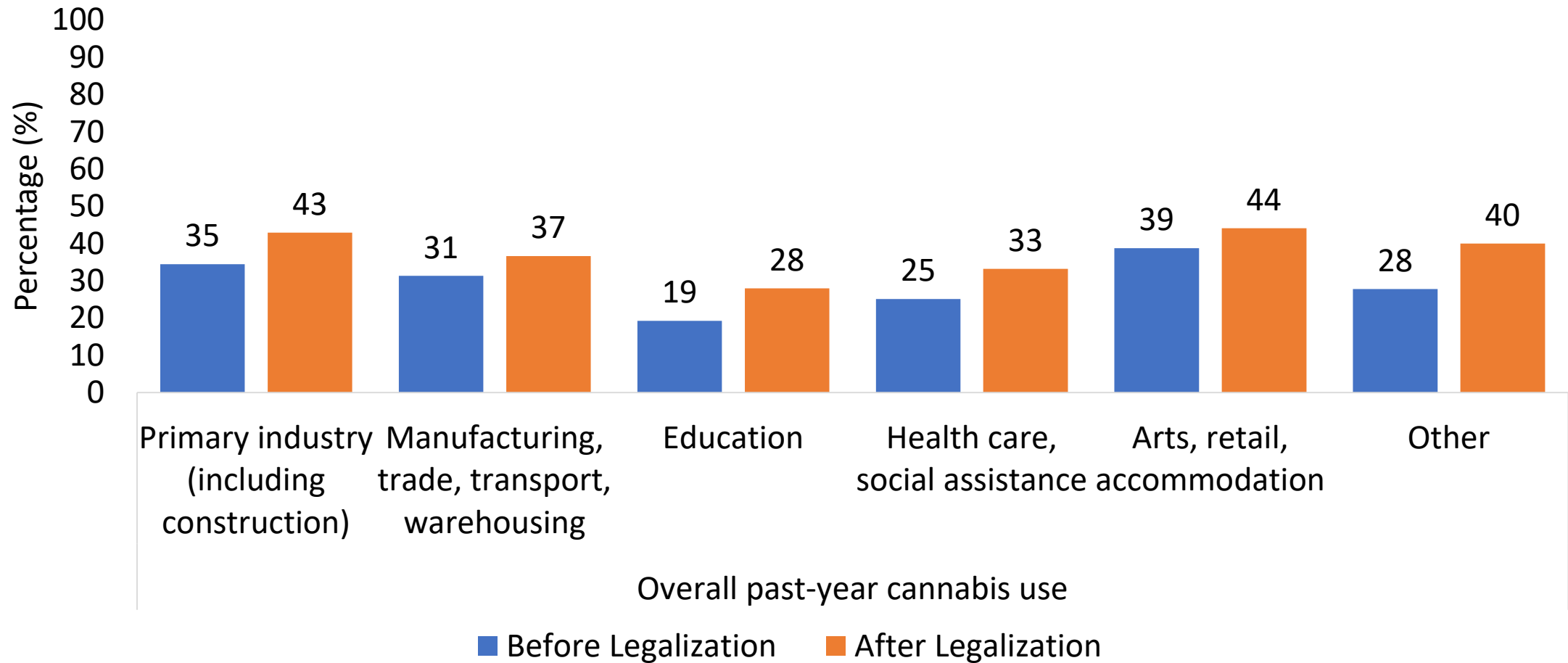
Overall cannabis use – by region



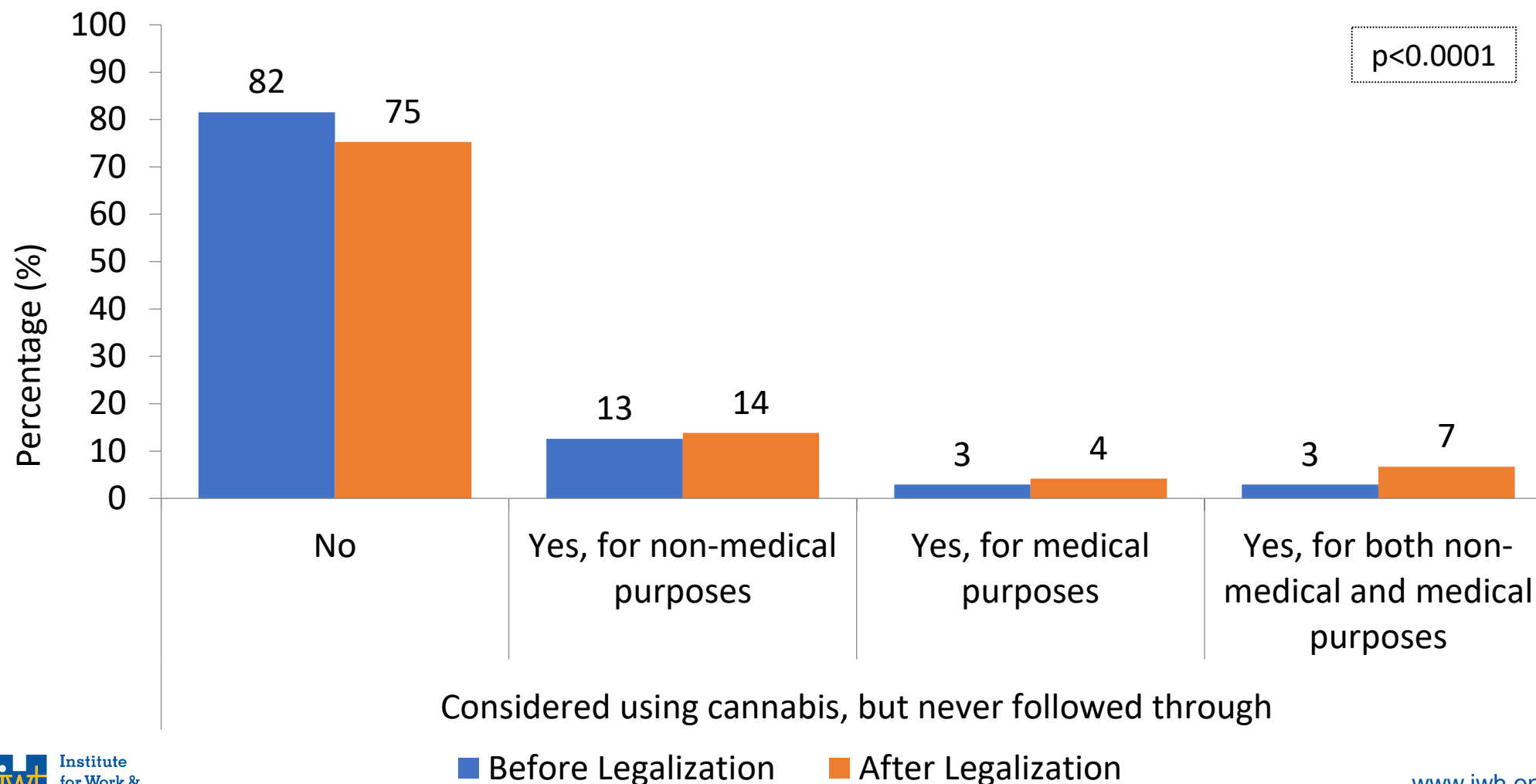
Overall cannabis use – by hazardous work



Overall past-year cannabis use – by industry

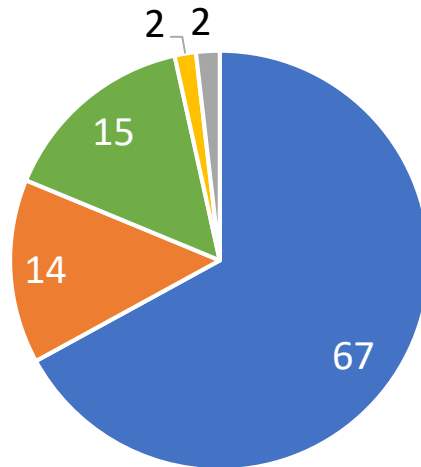


Considered cannabis use in the past year, but never followed through (among workers with no past-year use)



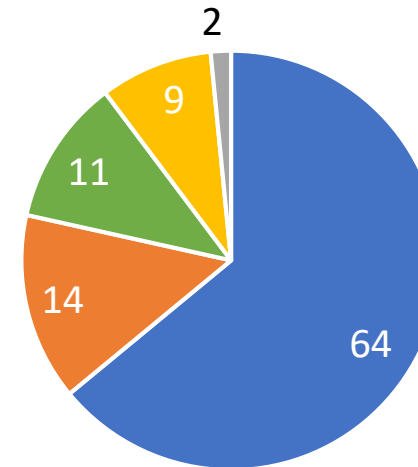
Primary method of past-year use (among workers with past-year use)

Before Legalization



- Smoking
- Vaping
- Edibles
- Oral ingestion of oil, tincture, capsule
- Other

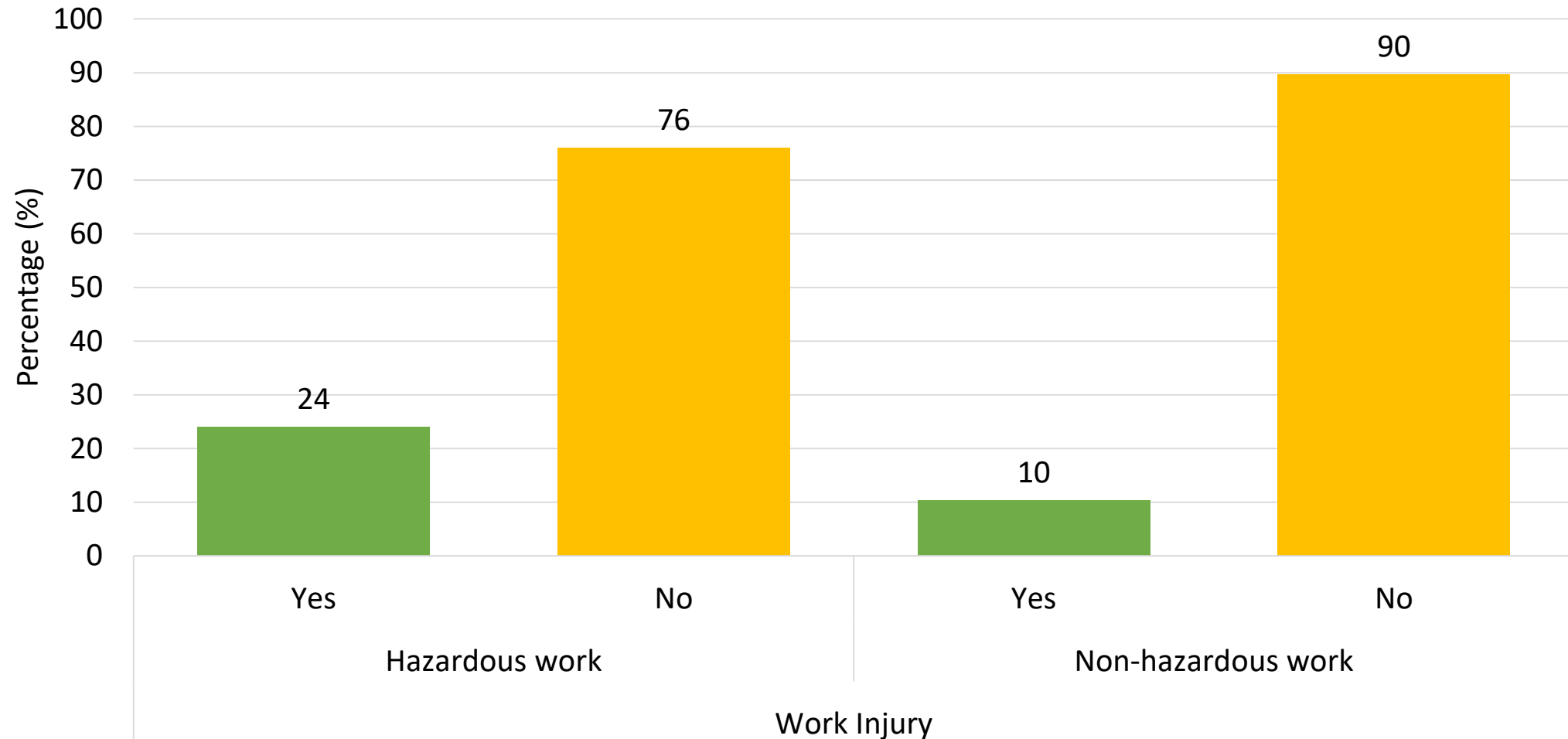
After Legalization



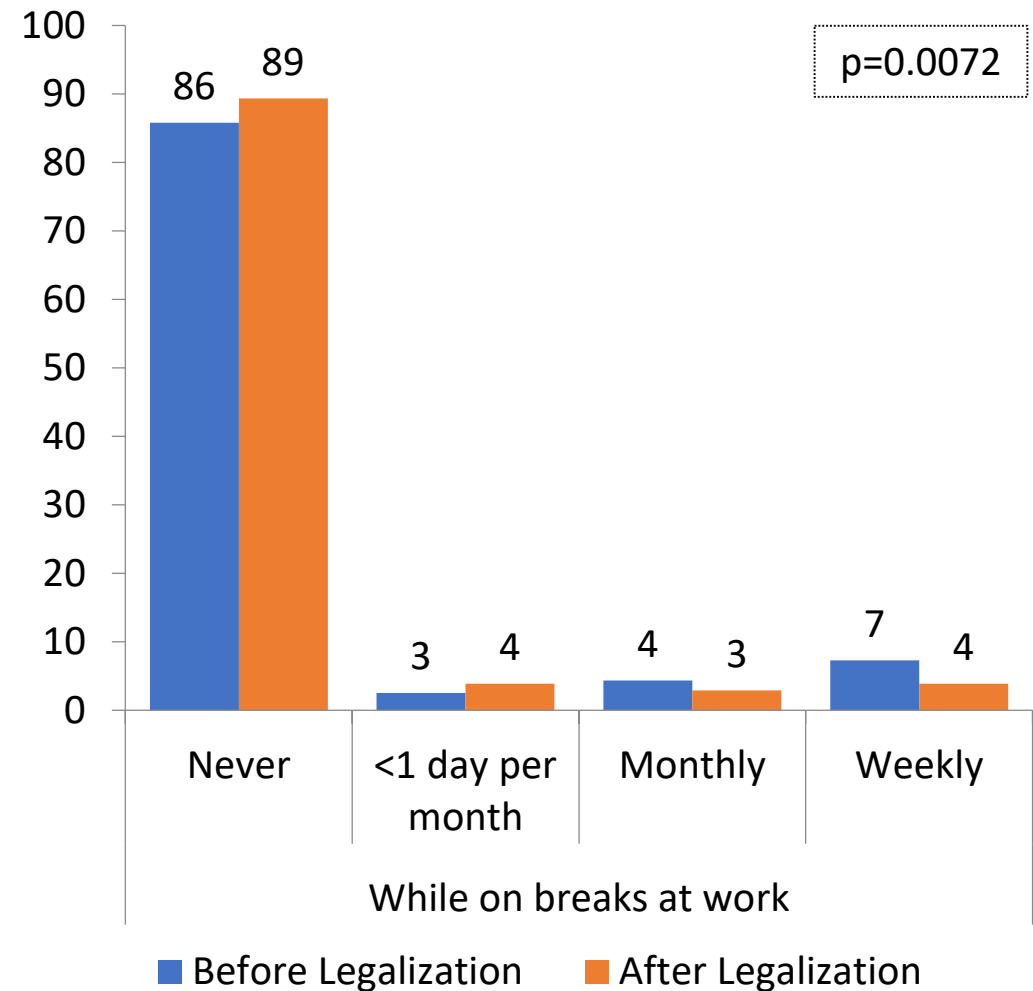
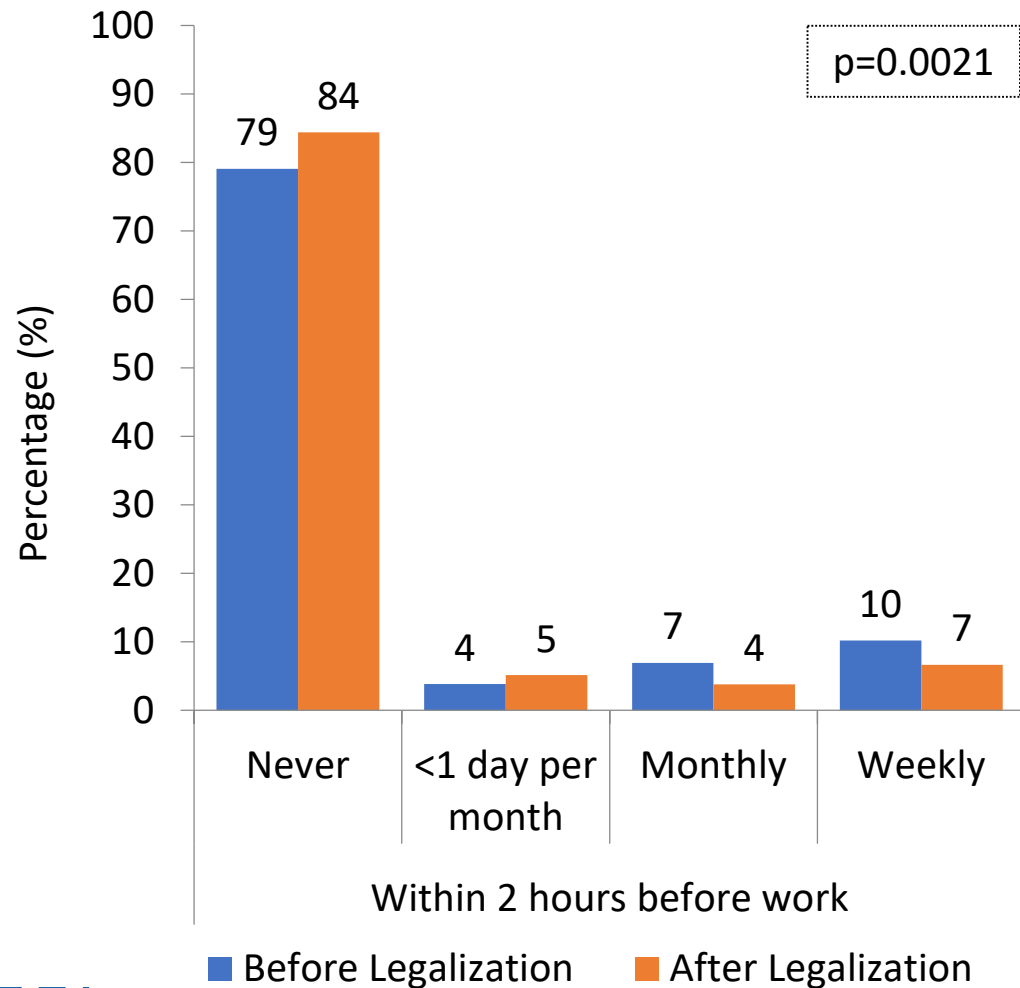
- Smoking
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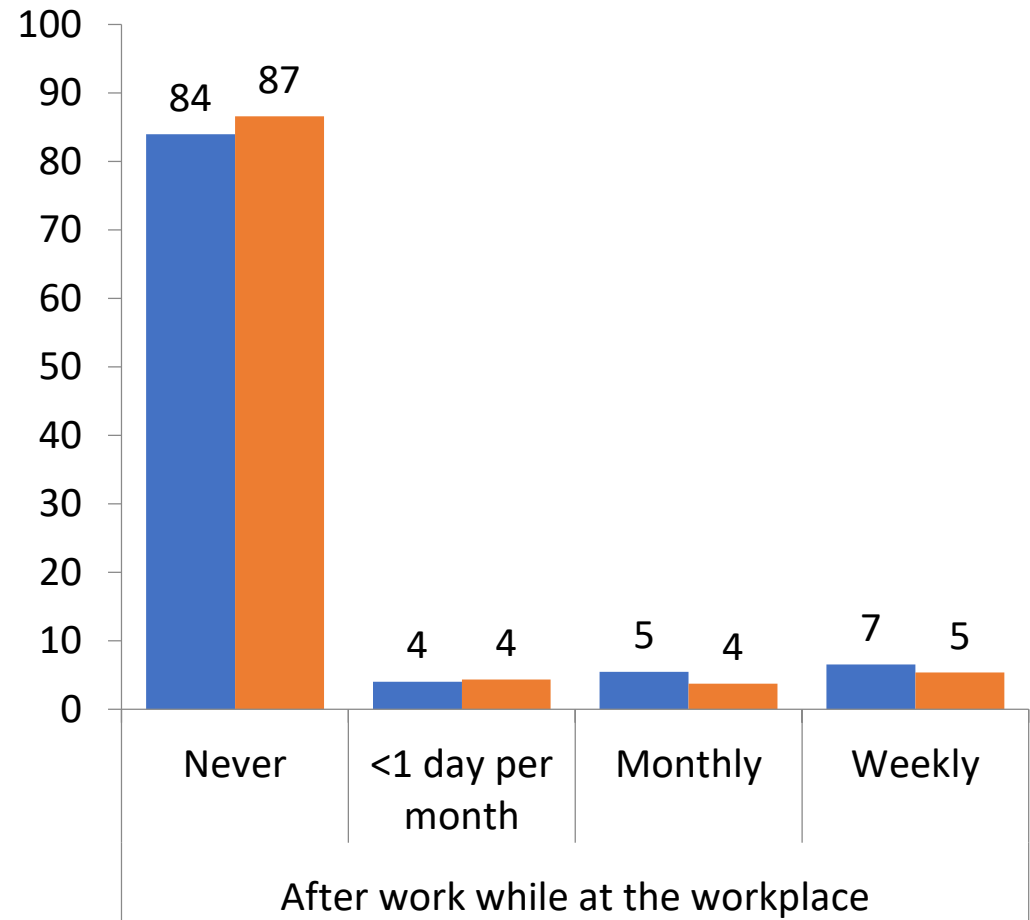
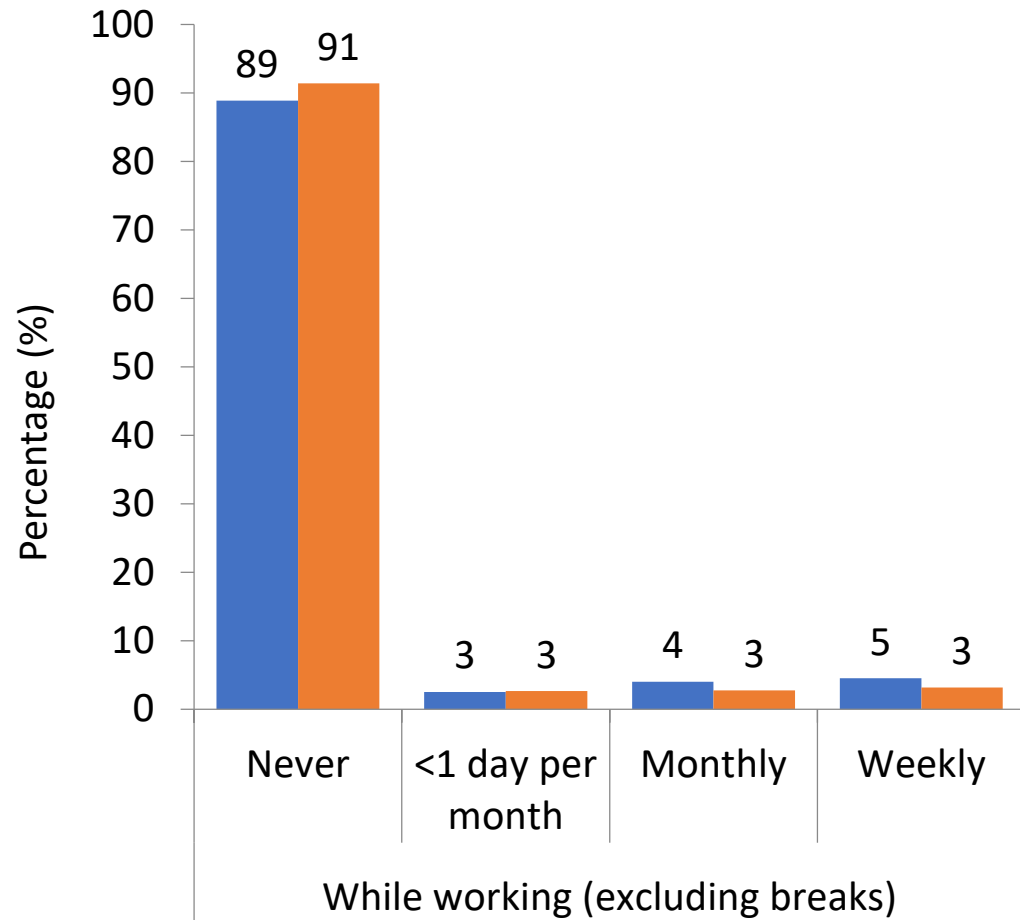
Use to manage a work-related injury or illness (physical or mental) – by hazardous work (among workers with past-year use)



Frequency of workplace cannabis use in past year (among workers with past-year use)



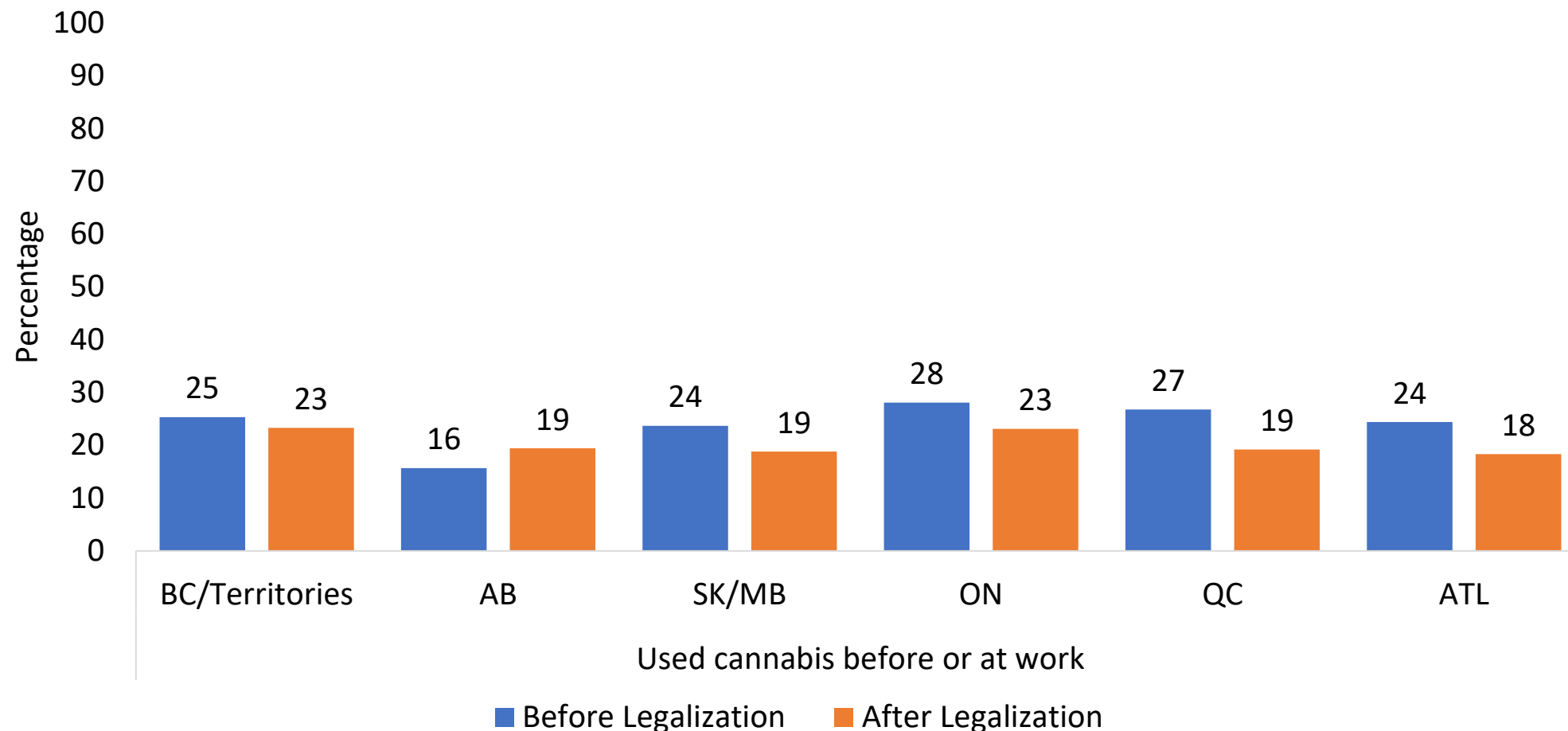
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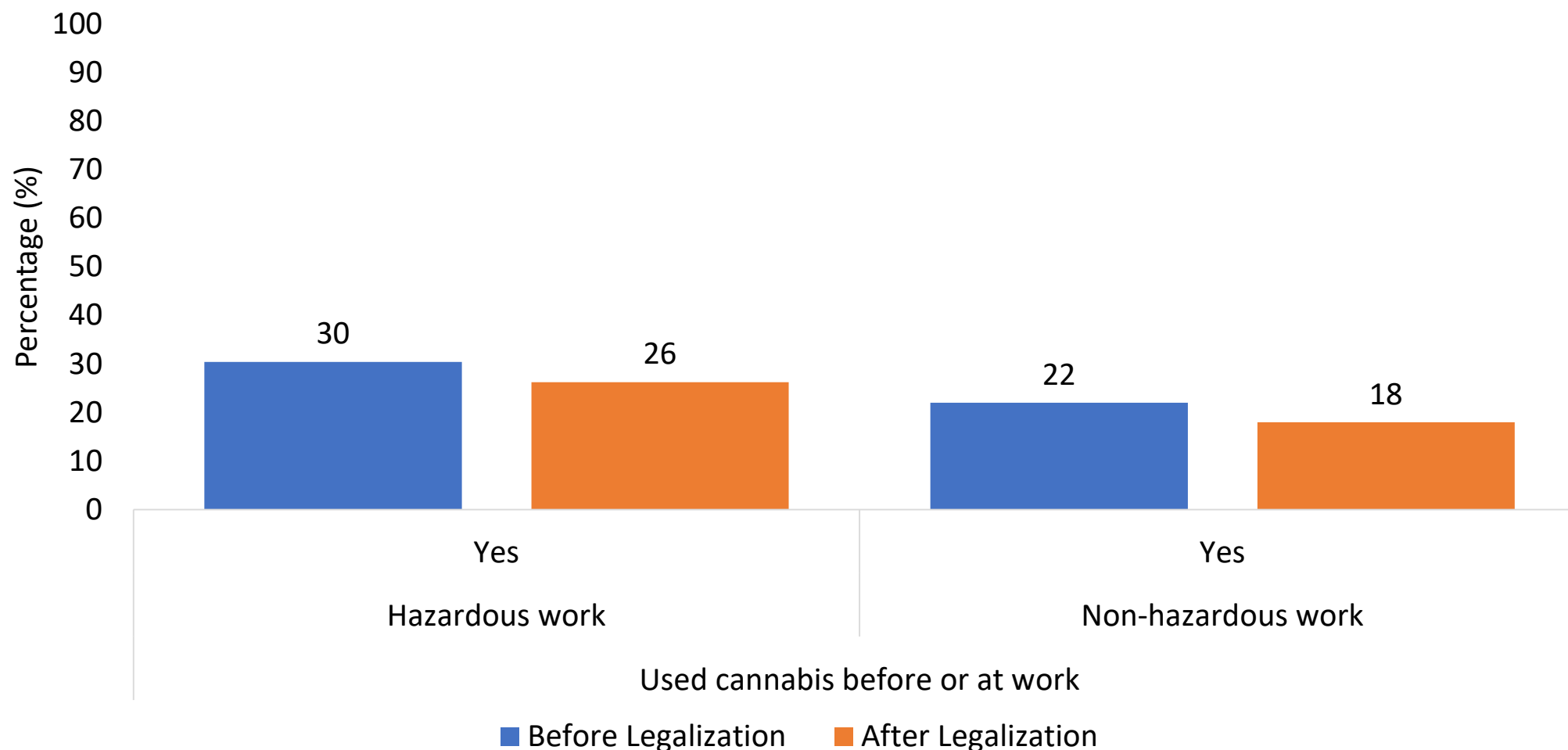
■ Before Legalization ■ After Legalization

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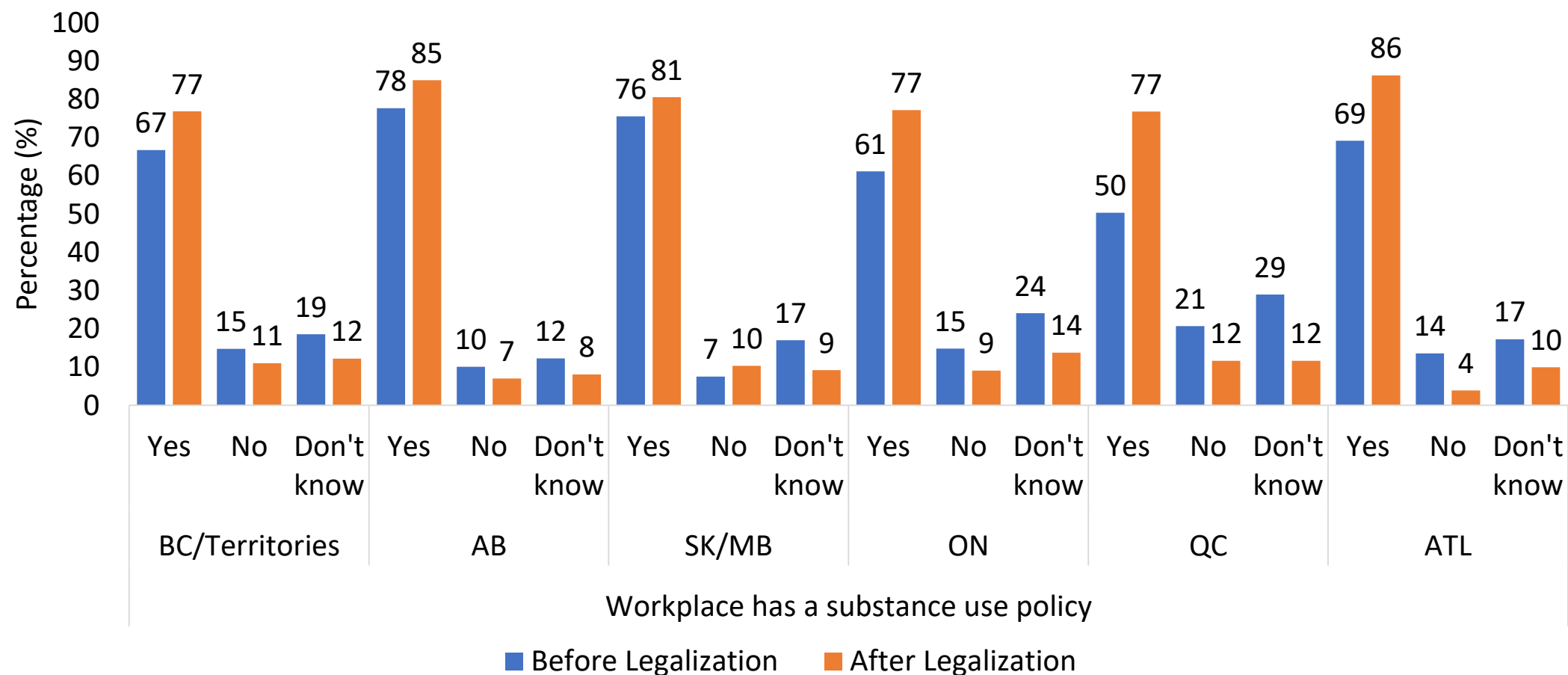
Used cannabis before or at work in the past year – by region (among workers with past-year use)



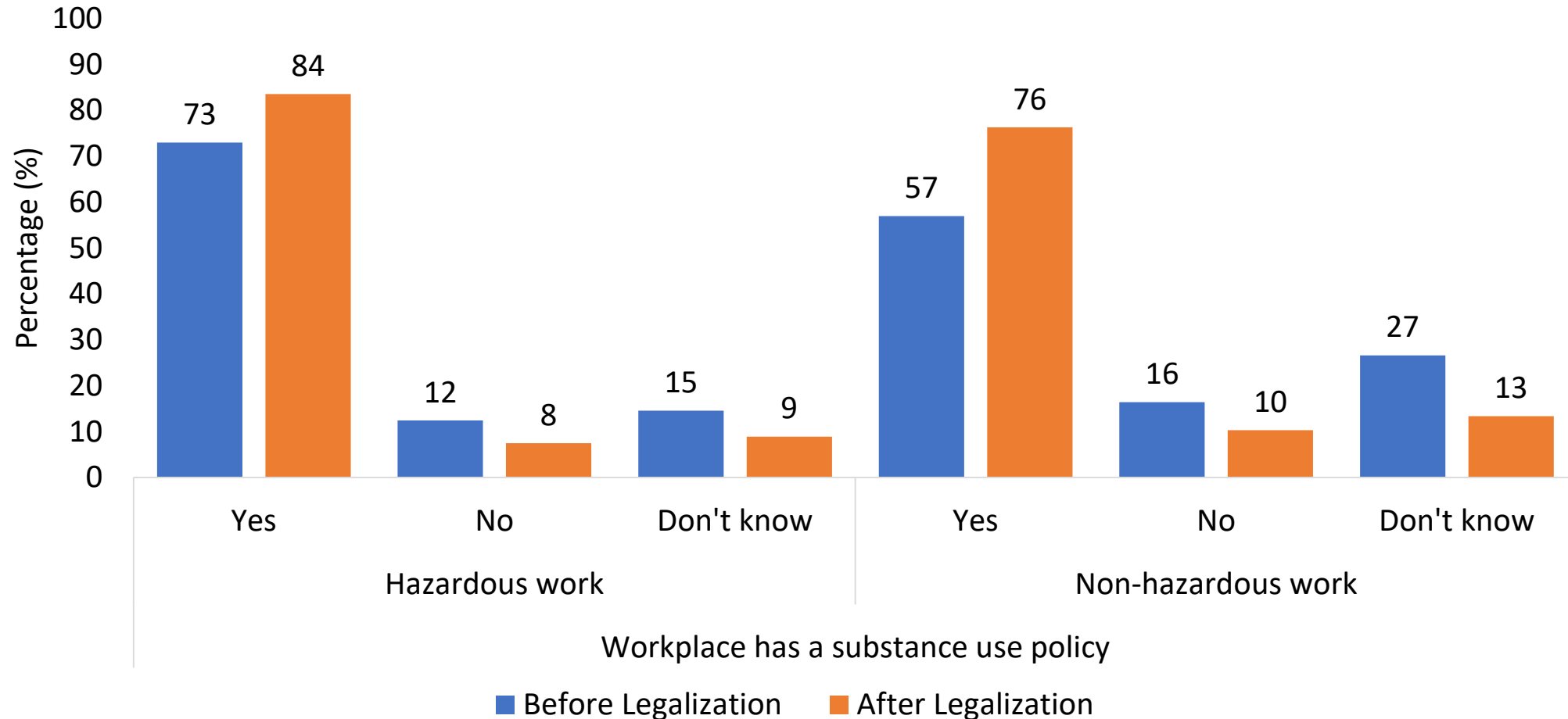
Used cannabis before or at work in the past year – by hazardous work (among workers with past-year use)



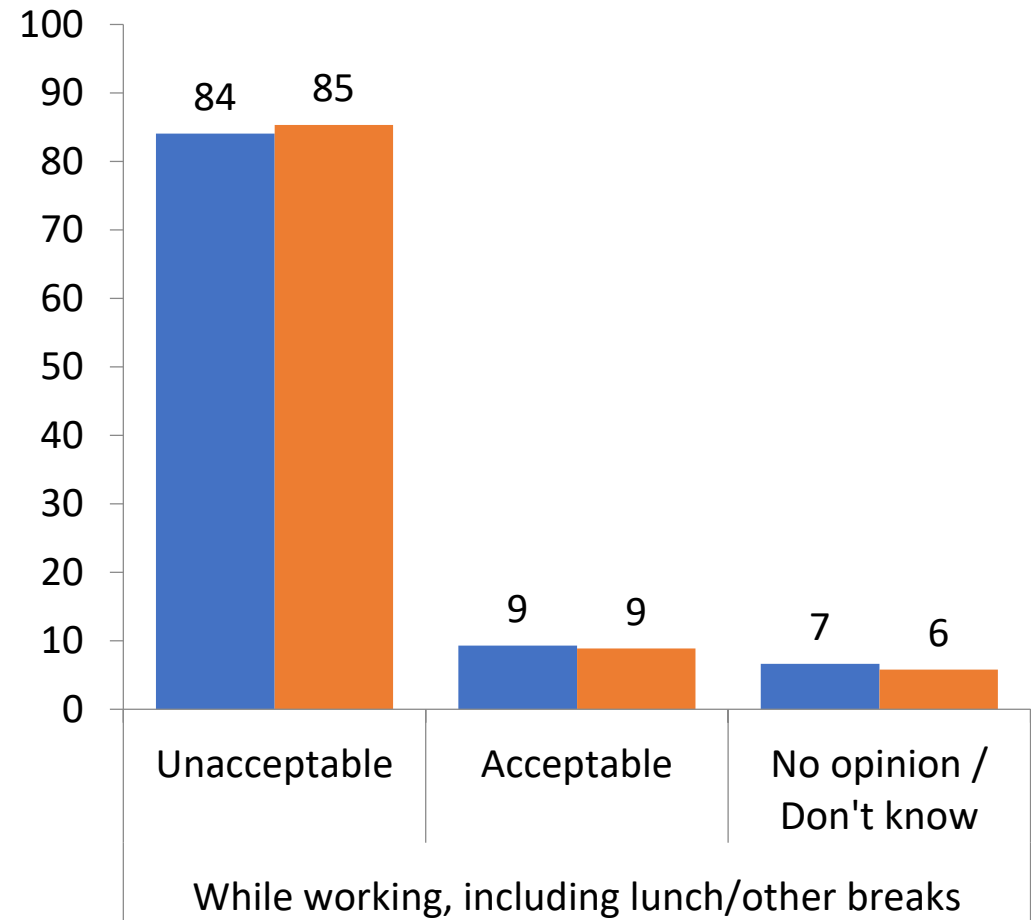
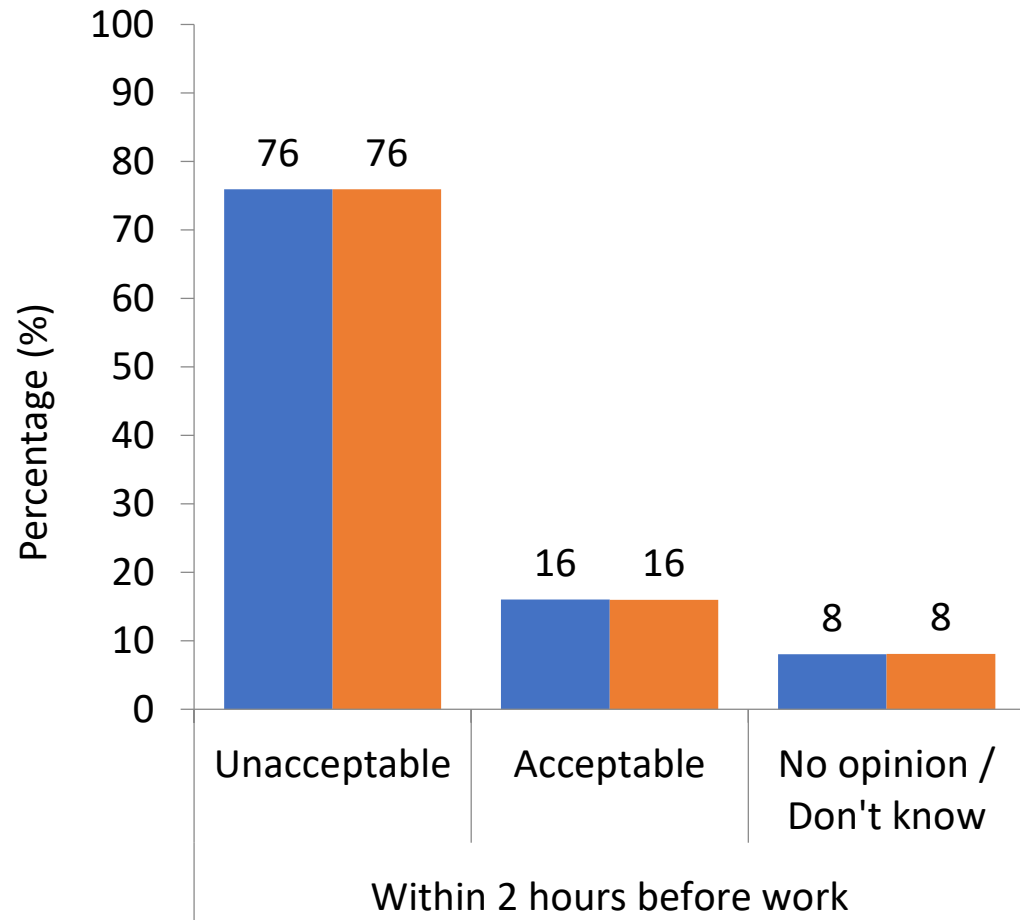
Does your organization have formal policies on substance use in the workplace? – by region



Does your organization have formal policies on substance use in the workplace? – by hazardous work



How acceptable do you think it is to use cannabis...



How acceptable do you think it is to use cannabis...

