



# British Columbia Chapter ISCEBS



## Employer Challenges: Substance Abuse in the Workplace Thursday, October 11, 2018

Please join the British Columbia Chapter ISCEBS for our breakfast education session "Employer Challenges: Substance Abuse in the Workplace" on Thursday, October 11, 2018 at Oceanic Plaza, Vancouver, BC.

The challenges that employers face concerning substance use and potential abuse in the workplace are not new, but they have become more complicated. Employers and employees share important health and safety responsibilities in all workplaces that should be addressed in a formal and comprehensive manner. The pending legalization of recreational marijuana use presets a natural opportunity for employers to revisit their rules and expectations concerning substance use and potential abuse in the workplace.

We will address these issues, and others, including:

- The current and pending legal landscape concerning marijuana use and possession.
- Policy review and best practices concerning:
  - Medical marijuana use;
  - Recreational marijuana use;
  - Alcohol, drug and medication use generally.
- Safety considerations;
  - Is a zero-tolerance policy necessary - will it work?
  - Does accommodation of medical marijuana use require employers to compromise safety?
  - What about testing for impairment?
- Practical matters:
  - Identifying impairment - even if you are not a doctor!
  - Investigating and responding to suspected impairment in the workplace.
- Worksite specific considerations:
  - Remote, unsupervised and safety sensitive work.
  - Employee's responsible for safety generally.

**DATE:** Thursday, October 11, 2018

**TIME:** 8:00 – 8:30 am – Registration & Continental Breakfast  
8:30 – 9:30 am – Presentation

**LOCATION:** Oceanic Plaza  
Hastings Room  
1066 West Hastings Street  
Vancouver, BC

**COST:** \$25 – Chapter Members  
\$50 – Non-members/Guests

**REGISTRATION:** Please [click here](#) to register.

**QUESTIONS:** Charles Choi, CEBS, [bciscebs@gmail.com](mailto:bciscebs@gmail.com).

**REGISTER NOW**

### CONTINUING EDUCATION:

One (1) Continuing Education credit will be provided on request.



Education sessions at this program qualify for one (1) CEBS continuing professional education (CPE) credit. Visit [www.cebscpe.org](http://www.cebscpe.org) for more information.

### SPEAKER



**A. Ryan Anderson**  
Partner  
MathewsDinsdale  
Vancouver

Ryan Anderson has worked in the human resources field for nearly two decades and advises employers in all areas of workplace law. He represents provincially and federally regulated employers concerning both labour and employment matters, including those concerning human rights issues, employment standards and employment contracts, wrongful dismissal, union organizing, collective agreement interpretation, grievance handling, progressive discipline and investigations into employee misconduct.

Ryan also negotiates collective agreements on behalf of clients and provides strategic guidance concerning collective bargaining matters. As an advocate, he represents employers in a wide variety of forums, including administrative tribunals, labour arbitrations and in court. In addition, he provides managers with practical training in all manner of human resource management topics. Currently, Ryan is an Instructor at Simon Fraser University, teaching a labour and employment relations course to human resources professionals participating in the Certificate in Human Resources Management Program. Previously, he was an Instructor at Capilano University, where he taught a similar course to business students for over ten years.