

Partnership for a Drug-Free New Jersey

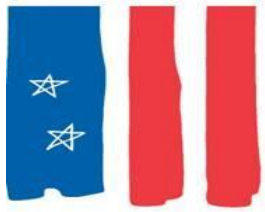
in Cooperation with the Governor's Council on Alcoholism
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The Challenges of Addressing Marijuana/Cannabis in the New Jersey Workplace

**Presentation to the Association of
Environmental Authorities (AEA)**

March 14, 2023



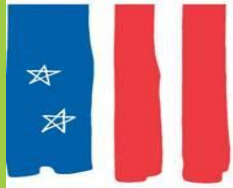
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PDFNJ is private 501(c)(3) not-for-profit organization and the PDFNJ mission is to promote and advocate for the prevention of substance abuse through:

- ▶ Media Campaigns
- ▶ Community Service Programs
- ▶ School-based programs
- ▶ Drug-Free Workplace Program



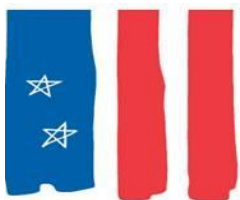
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PDFNJ is supported by:

- **The Governor's Council on Alcoholism & Drug Abuse**
- **New Jersey Department of Health & Human Services**
- **Funding from corporations, foundations & Individuals**



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PDFNJ Media Campaign on to Address the Opioid Crisis



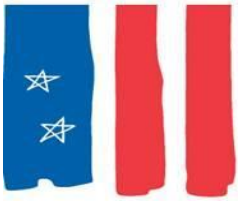
One of these 3 will be addicted to opioids within a year...



just by taking a prescribed opioid for 30 days.

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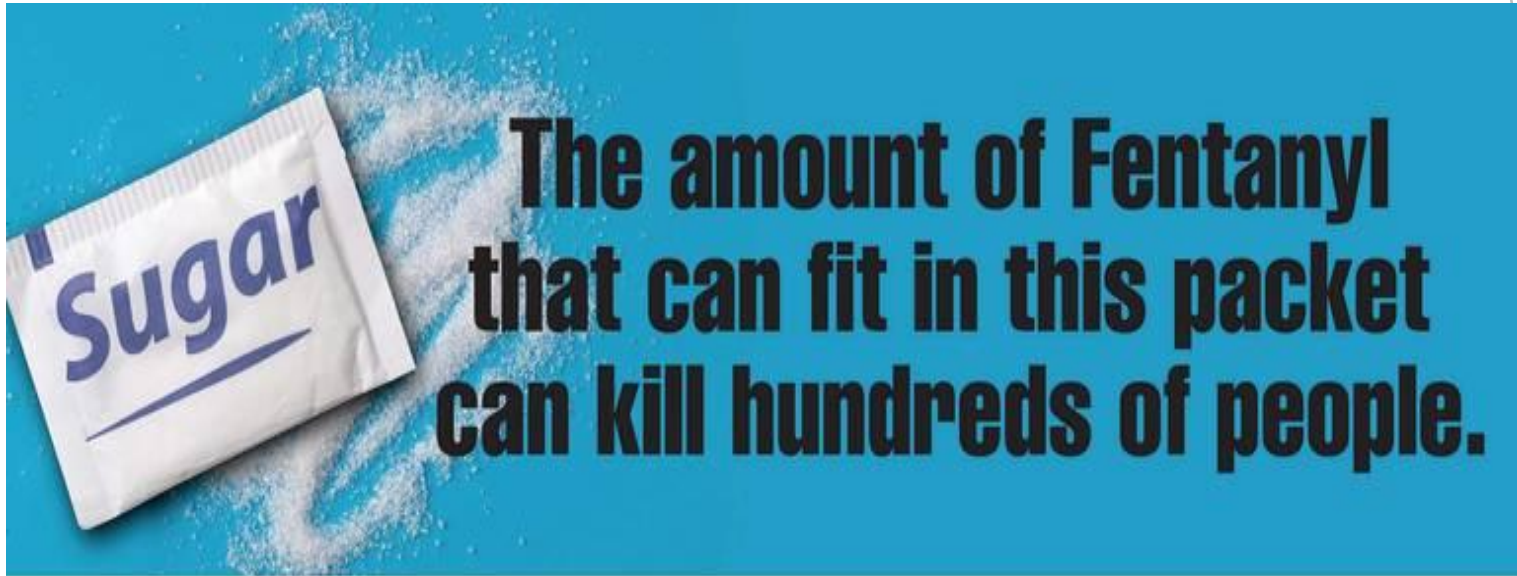
drugfreenj.org



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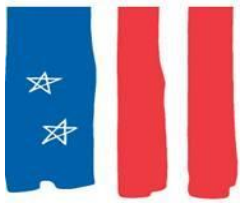
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PDFNJ Media Campaign on to Address the Opioid Crisis



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Find out more at drugfreenj.org



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PDFNJ Learning Series on the Opioid Crisis in New Jersey



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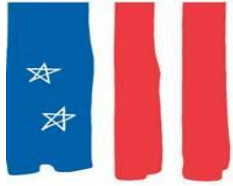
NJCARES.gov
New Jersey Coordinator for Addiction Responses and Enforcement Strategies



The next webinar will focus on the many
alternatives that can be used instead of
opioids for treating pain.

March 30th at 11 am

Visit www.drugfreenj.org to register



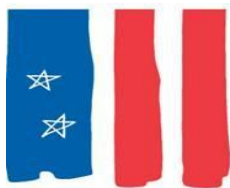
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This presentation is an educational program. PDFNJ does not provide legal advice.

PDFNJ recommends that any employer with a specific issue related to substance abuse obtain and consult with competent legal counsel.



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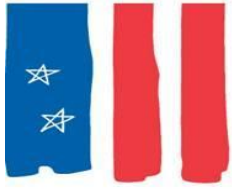
Drug-Testing Results from Quest Diagnostics

Drug use in the U.S. is at a 12-year high

- **Marijuana & Marijuana Products**
- **Opioid abuse**
- **Methamphetamines**

**In a recent survey, over 28 million
Americans admitted to using illegal drugs in
the 30 days previous to the survey.**

Quest Diagnostics & National Survey on Drug Use and Health, SAMHSA



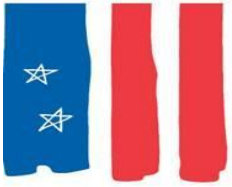
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Covid's Impact on the Workplace

- **Use, Misuse, and Abuse of alcohol & other drugs on the rise**
- **Higher rates of anxiety, depression, & other mental health Issues among employees**



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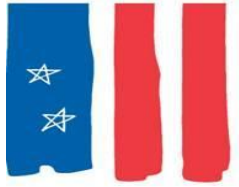
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Data on Substance Use/Misuse & Abuse in the workplace

**75% of adults ages 18 to 64 with
substance misuse disorders are
active in the workforce.**

A. Krueger, (2017). "Where Have All the Workers Gone? An Inquiry into the Decline of the U.S. Labor Force Participation Rate." Retrieved February 19, 2018 -www.brookings.edu/content/uploads/2017/09/1_krueger.pdf



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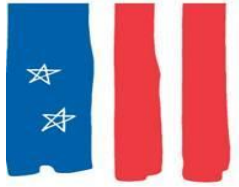
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Marijuana issues for NJ Employers Employees

- bringing marijuana to work
- using marijuana while on the job
- being impaired by marijuana & how to measure impairment





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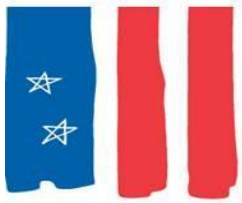


Marijuana Use - Short-Term Effects

- Impaired Memory
- Problem-solving difficulties
- Impaired body coordination
- Changes in mood
- Altered senses (for example, seeing brighter colors)
- Altered sense of time

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Source: National Institute on Drug Abuse



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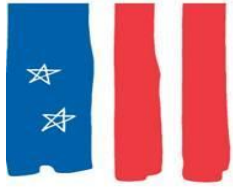
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Possible Signs of Marijuana Use

- Glassy or red eyes/dilated pupils
- Nodding off
- Inability to Focus
- Lateness, Leaving Early, Excessive Absenteeism
- Hostile towards staff/customers
- Theft
- Use of air freshener





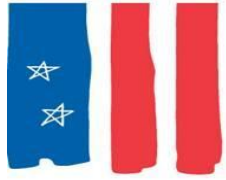
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DRUGS
DON'T
WORK
IN NJ

DDW.DRUGFREEINNJ.ORG

Constricted Pupils	Red Eyes	Dilated Pupils
<p>Heroin Morphine Oxycodone Fentanyl Methadone Codeine Hydrocodone</p>	<p>Marijuana Cocaine or Crack Benzodiazepines (i.e. Xanax) Depressants (i.e. Alcohol or Sedatives)</p>	<p>Amphetamines Methamphetamines Cocaine or Crack Hallucinogens (i.e. LSD or mushrooms) Opiates (prescription painkillers) Heroin Marijuana Speed</p>



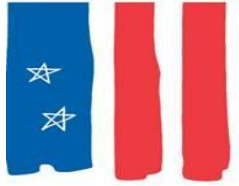
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Marijuana Use - Long-Term Effects

Marijuana use can lead to the development of a substance use disorder, (Cannabis Use Disorder), an illness in which the person is unable to stop using even though it is causing health and social problems in their life.



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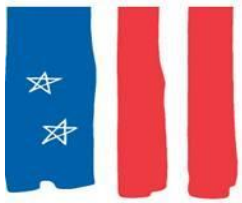
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Marijuana Use - Long-Term Effects

Recent research on marijuana use has shown that approximately 9% of individuals who use marijuana on a regular basis may develop a marijuana use disorder.

www.drugabuse.gov



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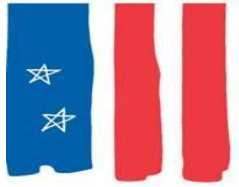
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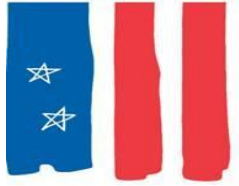
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Guidelines for NJ Employers

Employers still have the right to prohibit *the possession or use of cannabis for any reason* during work hours, and also to prohibit *the possession or use of cannabis for any reason* on workplace premises outside of work hours.



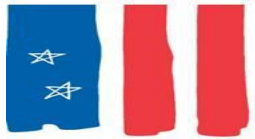
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Status of the WIRE: Workplace Impairment Recognition Expert

No standards for a WIRE have been
issued by the CRC.



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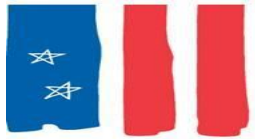


Guidelines for Supervisors

Some “Do’s”

- **Focus on Job Performance**
- **State job expectations clearly & note what the consequences will be if expectations are not met**
- **Be consistent**

DDW - Drugfree Workplace Kit



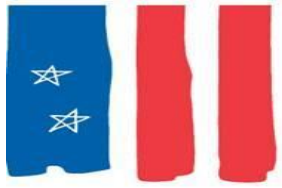
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Guidelines for Supervisors Some "Don'ts"

- **Do not attempt to diagnose a drug problem.**
- **Do not make exceptions for friends or employees with seniority.**
- **Do not moralize or make judgements.**





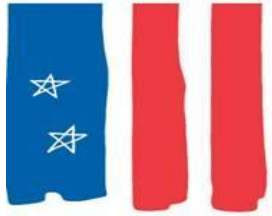
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Guidelines for Supervisors

- Document
- Document
- Document



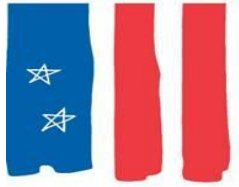
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Educating Employees on the Effects of Marijuana

- **Treating the use of marijuana from a health perspective**
- **Educating employees on the short and long-term effects of marijuana use (Schedule a PDFNJ Presentation)**



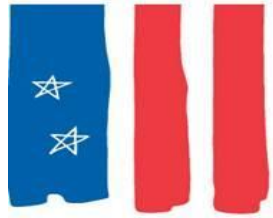
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EDUCATE workers about employee expectations, and any workplace policy changes

Employers are strongly encouraged to schedule SUPERVISORY TRAINING to properly identify, document and deal with substandard performance (regardless of the cause).



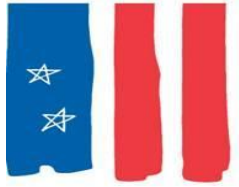
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The Commercialization of Marijuana

As with any product for sale, this product is being commercialized, with emphasis on how the product can make the consumer feel good, feel better, minimize pain, improve sleep while minimizing or avoiding completely the potential short & long term effects that could be harmful.



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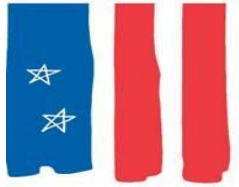


Addressing Stigma in the Workplace

What is stigma? The National Institute of Health defines stigma as:

“discrimination against an identifiable group of people, a place, or a nation. Stigma about people with a substance use disorder might include inaccurate or unfounded thoughts like they are dangerous, incapable of managing treatment, or at fault for their condition.”

National Institute of Health



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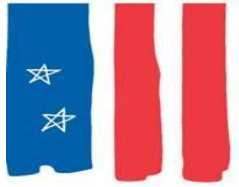
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How to move towards a more stigma-free workplace?

A stigma-free workplace:

- provides accommodations, supports, & resources
- approaches matters related to substance use and abuse with compassion & dignity
- utilizes non-stigmatizing language.



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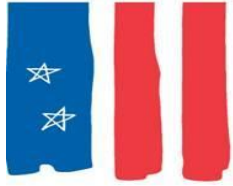
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Changing Language to be Stigma Free

Terms for Individuals

Instead of...	Use...
addict or junkie	a person in active use (use the person's name and then say, "is in active use").
alcoholic	a person with an alcohol use disorder
former addict	a person in recovery or long-term recovery



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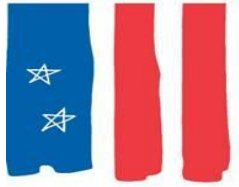
Changing Language to be Stigma Free

Terms for behavior

Instead of...	Use...
habit	substance use disorder or addiction

Terms Based on Toxicology Screen Results (Drug-Tests)

Instead of...	Use...
Dirty	tested positive
clean	tested negative



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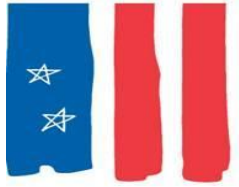
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Issues for CRC & NJ Legislators regarding Cannabis & the Workplace

To “carve out” or not to “carve out”?
That is the question.

Should employers be allowed to designate
certain positions that specifically
prohibit or restrict the use of cannabis
outside of working hours?



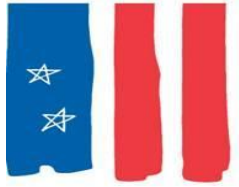
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Positions to be Considered for Restrictions/Prohibitions

- **Operation, Maintenance & Oversight of water, gas & electrical utilities**
- **Operation of motor vehicles, other vehicles, & other types of equipment**
- **Handling & distribution of hazardous materials**



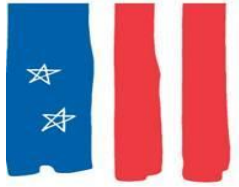
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Restrictions on Marijuana Use in Rhode Island

Job categories that are noted with restrictions on use include work involving: public transportation, school buses, emergency and surgical personnel, and operators of heavy machinery



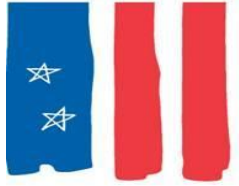
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Restrictions on Marijuana Use in Rhode Island

If an employee works in a job, occupation or profession that is “hazardous, dangerous or essential to public welfare and safety,” an employer may adopt and implement policies that prohibit the use or consumption of cannabis within the 24-hour period prior to a scheduled work shift or assignment.



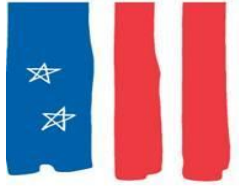
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New Trends in Development on Drug-Testing & Measuring Impairment

- **Greater Reliance on Saliva as opposed to Urine Testing**
- **Measuring employees' cognitive ability before they begin safety-sensitive work**



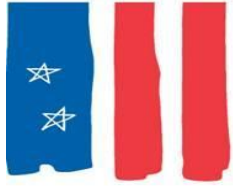
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Reviewing Workplace Policies and Procedures

- **Written Policy is fully up to date**
- **Educating Employees on Effects on Marijuana**
- **Supervisory Training**
- **Drug-Testing**
- **Taking a Health & Wellness Approach to Substance Abuse Prevention**



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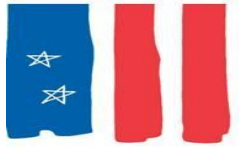
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Drugs Don't Work in NJ!

- **Technical assistance to establish or update your drug-free workplace policy and procedures.**
- **Access to our On-line Digital Toolkit**
- **Supervisory Training Session**
- **Quarterly Updates & Bi-Monthly News Distributions**
- **Invitations to Drug-Free Workplace Webinars**

**All Drug-Free Workplace Programs and Services
provided by PDFNJ are FREE of charge.**



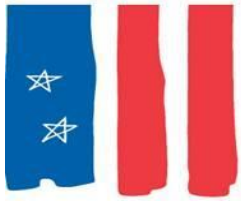
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Has your business revised its employee manual regarding issues related to the legalization of Marijuana?

The PDFNJ Drug-Free Workplace toolkit has been revised by an attorney and contains updated guidelines and procedures pertaining to how to handle marijuana in the workplace.



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**PDFNJ thanks you for your own
prevention efforts in the workplace!!!**

**Register to become a member of
*Drugs Don't Work in NJ***

**Bill Lillis, CPS,
Drug-Free Workplace Coordinator
bill@drugfreenj.org
862-253-6808**