

MARIJUANA & THE WORKPLACE



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ASIDE FROM IMPAIRMENT, WHAT OTHER RISKS EXIST?




Association Between Level of Cannabis Use & Risk of Psychosis

- 571 references, 18 studies
- 66,816 individuals
- Higher levels of cannabis use were associated with increased risk for psychosis in all included studies
- Current evidence shows high levels of cannabis use increase risk of psychotic outcomes
- Confirms a dose-response relationship between the level of use and risk for psychosis



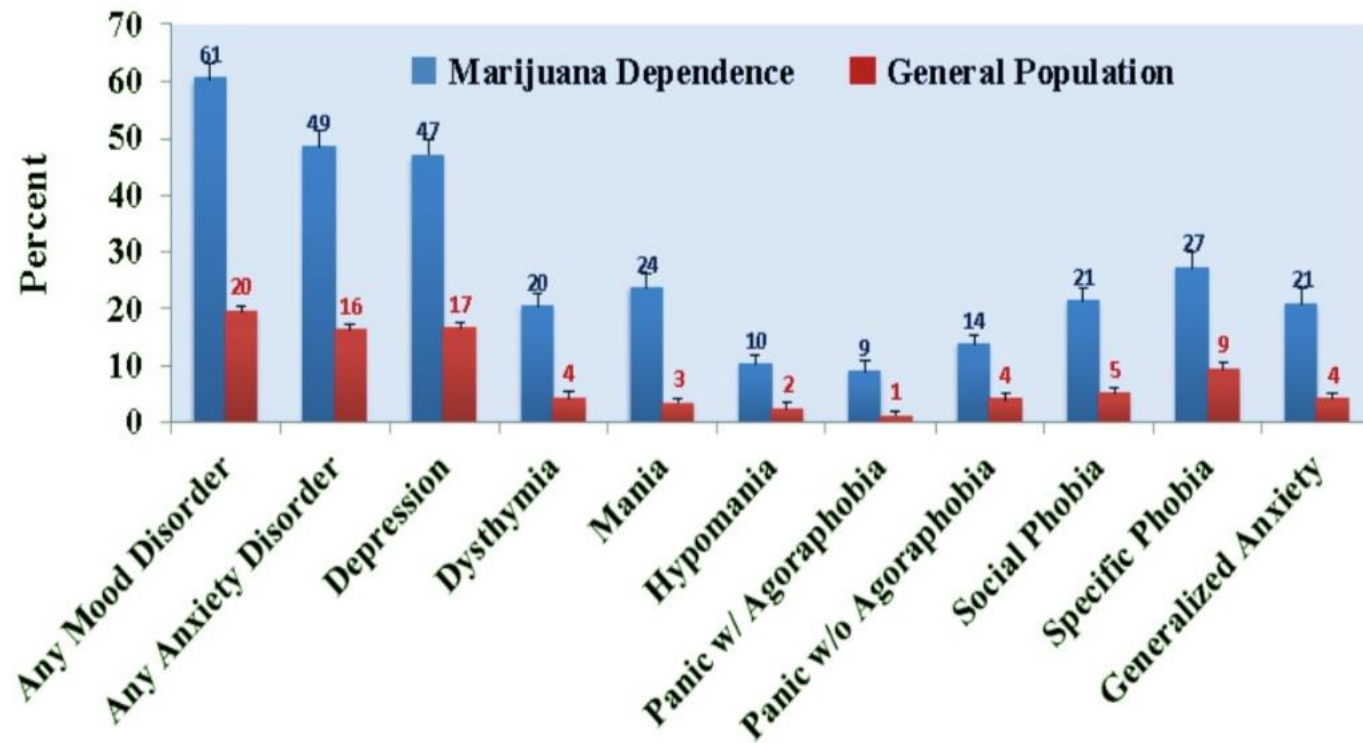
First Episode of Psychosis Due to High Potency Cannabis Use

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- Daily use of high potency marijuana increases psychosis risk 5x
 - Weekend use nearly triples the risk
 - High potency marijuana use alone was responsible for 24% of psychosis cases

Mood & Anxiety Disorders

High Rates of Comorbid Mood & Anxiety Disorders Among Respondents with Marijuana Dependence (NESARC)

National Epidemiologic Survey on Alcohol & Related Conditions



Marijuana Use and Risk of Stroke

34 different studies reviewed by American Heart Assoc. in Stroke Journal

- 64 stroke patients: 80% men, average age: 32
- 81% suffered a stroke within 24 hours following marijuana use
- 1 in 4 stroke patients suffered another stroke after repeat marijuana use
- Marijuana doubles stroke risk in young adults

Cannabis Use and Risk of Prescription Opioid Use Disorder in the United States

Mark Olfson, M.D., M.P.H., Melanie M. Wall, Ph.D., Shang-Min Liu, M.S., Carlos Blanco, M.D., Ph.D.

Objective: The authors sought to determine whether cannabis use is associated with a change in the risk of incident nonmedical prescription opioid use and opioid use disorder at 3-year follow-up.

Method: The authors used logistic regression models to assess prospective associations between cannabis use at wave 1 (2001–2002) and nonmedical prescription opioid use and prescription opioid use disorder at wave 2 (2004–2005) of the National Epidemiologic Survey on Alcohol and Related Conditions. Corresponding analyses were performed among adults with moderate or more severe pain and with nonmedical opioid use at wave 1. Cannabis and prescription opioid use were measured with a structured interview (the Alcohol Use Disorder and Associated Disabilities Interview Schedule–DSM-IV version). Other covariates included age, sex, race/ethnicity, anxiety or mood disorders, family history of drug, alcohol, and behavioral problems, and, in opioid use disorder analyses, nonmedical opioid use.

Results: In logistic regression models, cannabis use at wave 1 was associated with increased incident nonmedical prescription

opioid use (odds ratio=5.78, 95% CI=4.23–7.90) and opioid use disorder (odds ratio=7.76, 95% CI=4.95–12.16) at wave 2. These associations remained significant after adjustment for background characteristics (nonmedical opioid use: adjusted odds ratio=2.62, 95% CI=1.86–3.69; opioid use disorder: adjusted odds ratio=2.18, 95% CI=1.14–4.14). Among adults with pain at wave 1, cannabis use was also associated with increased incident nonmedical opioid use (adjusted odds ratio=2.99, 95% CI=1.63–5.47) at wave 2; it was also associated with increased incident prescription opioid use disorder, although the association fell short of significance (adjusted odds ratio=2.14, 95% CI=0.95–4.83). Among adults with nonmedical opioid use at wave 1, cannabis use was also associated with an increase in nonmedical opioid use (adjusted odds ratio=3.13, 95% CI=1.19–8.23).

Conclusions: Cannabis use appears to increase rather than decrease the risk of developing nonmedical prescription opioid use and opioid use disorder.


AJP in Advance (doi: 10.1176/appi.ajp.2017.17040413)



Opioid Deaths and Legalized Marijuana

Contrary to information that has been published, opioid/opiate deaths in Colorado have increased 33% since legalization of marijuana in 2013. Prescription opioid deaths decreased slightly in 2015 and 2016 but increased to 357 in 2017. Heroin deaths increased 93% from 2013 to 2016 but decreased 7% in 2017.

- Colorado Department of Public Health and Environment, Vital Statistics, 2018.



Of 600 employees
surveyed, **48%** said they
have *gone to work high*
in the past 30 days

Cannabis and its Effects on Pilot Performance and Flight Safety: A Review



Author

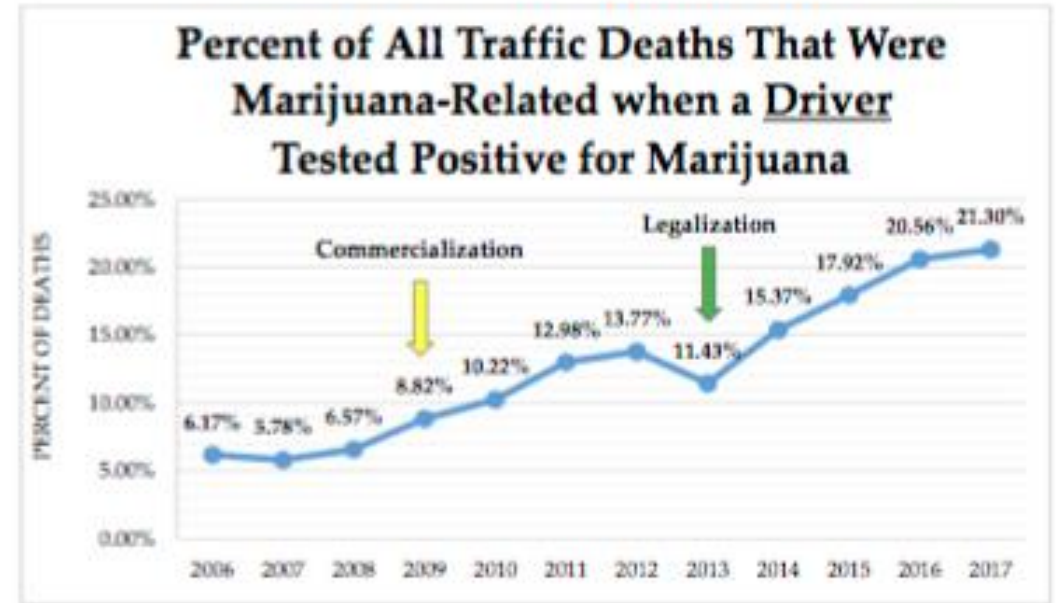
Dr David G. Newman
MB, BS, DAvMed, PhD, MRaES, MAICD, AFAIM
Aviation Medicine Consultant

24 Hours After Smoking One Joint

- Difficulty in aligning with and landing on runway
- Increased vertical & lateral deviation from required flight path
- Lateral deviation on approach to land twice pre-marijuana test
- Sig increase in distance from center of runway on touchdown
- One pilot landed off the runway entirely
- Pilots not aware of any impairment



57% of marijuana users admit to driving within 2 hours of use



SOURCE: National Highway Traffic Safety Administration, Fatality Analysis Reporting System (FARS), 2006-2011 and Colorado Department of Transportation 2012-2017

1 in 5 marijuana users
in Colorado reported
driving after using
marijuana



Keri Headley, Pueblo, CO

<https://www.colorado.gov/cdphe/marijuanause>

Consider This

The leading cause of death for workplace fatalities is:

DRIVING

Impaired

Distracted

Fatigued



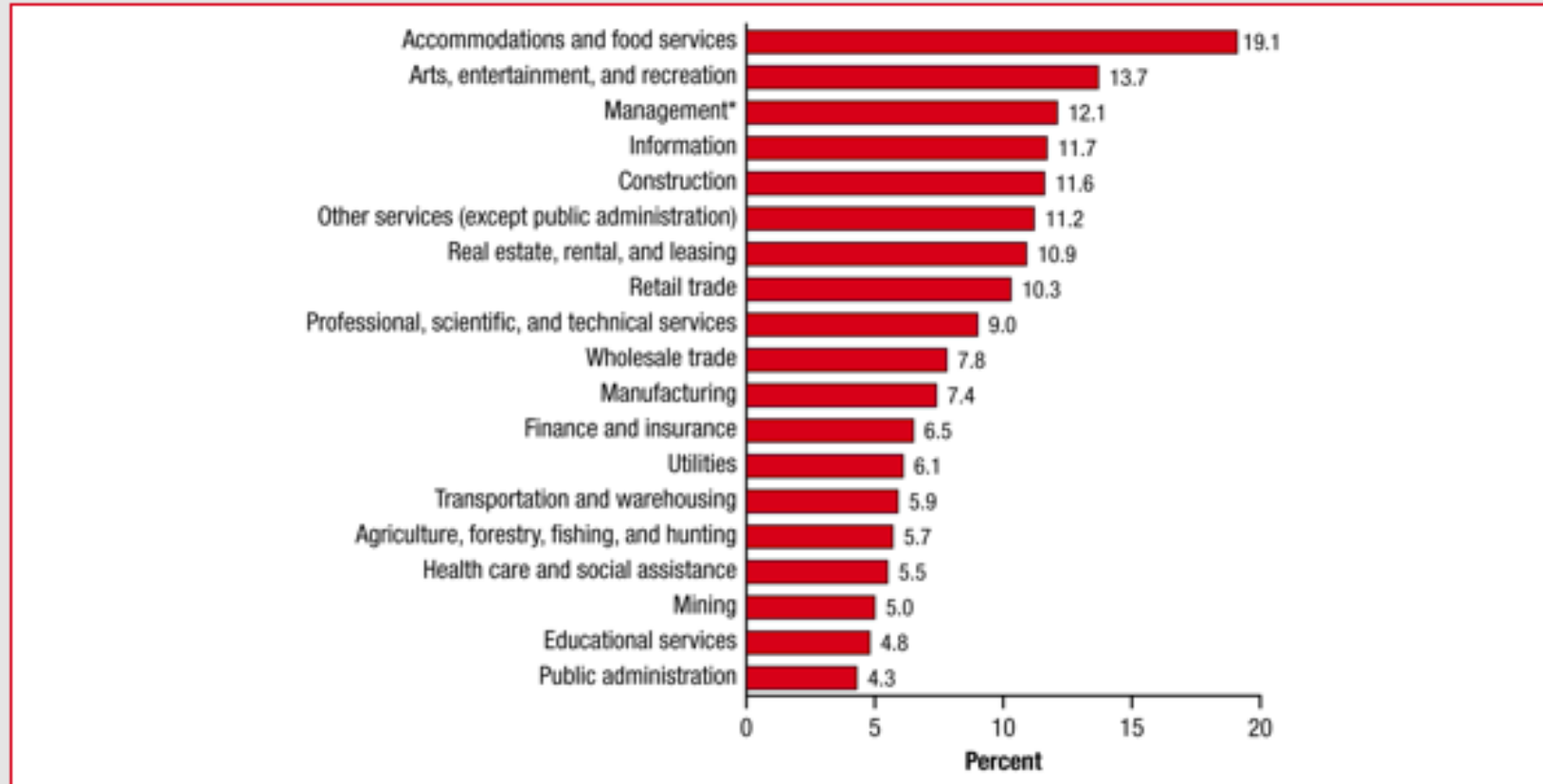
The National Transportation Safety Board reported on a study of truck drivers from 182 heavy-truck crashes in which the driver was fatally injured:



- 1/3 of drivers tested positive for illicit drugs.
- Marijuana and alcohol were found most frequently (13% each) followed by cocaine (9%), other stimulants (8%), and amphetamines (7%).
- 41% of the alcohol and other drug-positive drivers tested positive for multiple drugs.
- Impairment from alcohol and other drugs was determined to be a factor

<https://www.ncbi.nlm.nih.gov/books/NBK236258/nt> for 87% of cases in which the drivers tested positive for drugs

Figure 2. Past month illicit drug use among adults aged 18 to 64 employed full time, by industry category: combined 2008 to 2012



* The full title of this category is "Management of companies and enterprises, administration, support, waste management, and remediation services."

Source: SAMHSA, Center for Behavioral Health Statistics and Quality, National Surveys on Drug Use and Health (NSDUHs) 2008 to 2010 (revised March 2012) and 2011 to 2012.

meanwhile

“It seems the multi-billion dollar cannabis industry is having some problems with its employees showing up to work stoned.

A recent study published in the *American Journal of Industrial Medicine* finds that a large percentage of those employed in the businesses of growing and selling weed are getting high either before work at some point during business hours -- risking both their safety and that of their co-workers.”



Too Many Cannabis Industry Employees Impaired At Work



Mike Adams Contributor ⓘ

I cover various facets of the cannabis culture.



SOURCE: www.forbes.com April 2018



Substance Use Does Not Equal “SAFE”

- Substance abusers are five times more likely to file a worker's compensation claim.
- Roughly 35% of the industrial injuries that take place in the U.S. involve drugs or alcohol.
- Substance abusers are 33% less productive on the job.
- Absenteeism among substance abusers is significantly higher.



Safety is the **PRIORITY**



- Operating machinery under the influence of alcohol or drugs is clearly high-risk.
- Danger also increases when reflexes or judgment are compromised to any degree by drugs or alcohol.
- Substance abusers are responsible for 40% of all industrial fatalities.

Chicago Tribune

Former Cook County forest preserves worker indicted on reckless homicide, DUI charges in fatal on-the-job crash

August 2, 2018



One person was killed and several were injured in a six-vehicle accident on Arlington Heights Road in Elk Grove Village on June 30, 2018. (Elk Grove Village Police Department)

By **George Houde**
Chicago Tribune



Prosecutors said Rallings had THC, the active ingredient in marijuana, in his blood when he drove a forest preserve dump truck at 76 mph into a line of five vehicles stopped at a red light at Arlington Heights and Cosman roads in Elk Grove Village. The speed limit there is 30 mph.

Giuseppe Gazzano, 44, of Bloomingdale, was killed, authorities said. Two other people suffered broken legs and others suffered lesser injuries, authorities said.

Rallings was a seasonal employee for the forest preserve supervising a crew of four community service workers that morning, prosecutors said.





By E.J. MUNDELL / HEALTHDAY / April 13, 2018, 12:57 PM

Is your waiter stoned? Pot use highest among restaurant workers, study finds

As for job types, "Food Preparation and Serving had the highest prevalence of current marijuana users," Smith's team said, with **nearly a third admitting to using the drug**.

Next came workers in the arts/entertainment/recreation category, where **27.5% said they'd used marijuana** over the past month.

Other fields of work had relatively few pot users. For example, about **10% of transportation workers** said they'd recently used the drug, and about **6% of teachers and police** said they had done so.

Dr. Robert Glatter is an emergency department physician who's seen the tragic consequences of on-the-job drug use, especially when driving is involved. "Marijuana use, whether long-term or sporadic, has the ability to slow reaction time, impair judgment of distance, and lead to drowsiness -- all which may adversely affect not only the driver and passengers' safety, but also that of pedestrians," said Glatter, who works at Lenox Hill Hospital in New York City.



quest diagnostics drug test index



Workforce Drug Positivity at Highest Rate in a Decade, Finds Analysis of More Than 10 Million Drug Test Results



May 8, 2018

Prescription opiate positivity rate drops by double digits, while cocaine rises by double digits in certain states

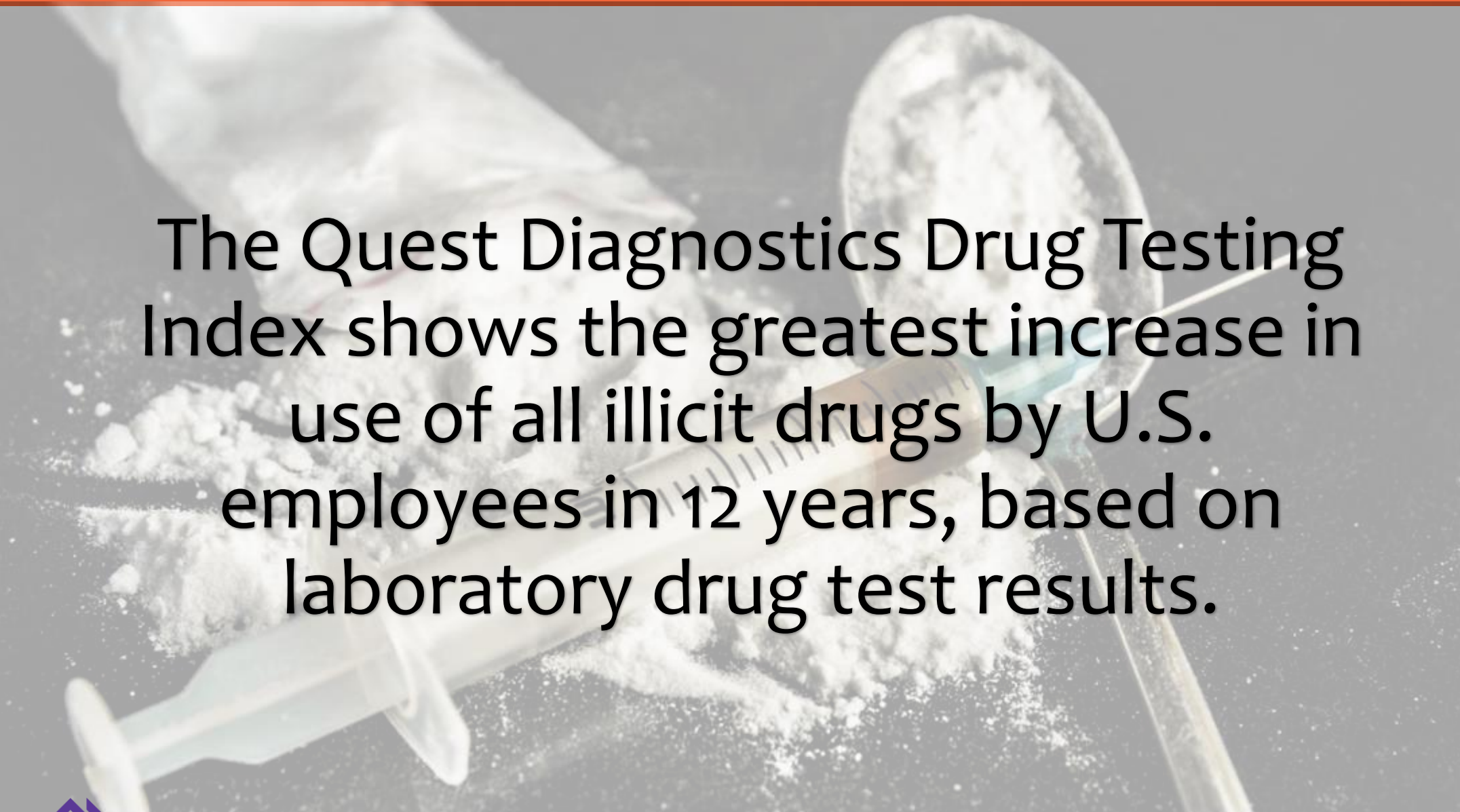
Methamphetamine positivity skyrockets in Midwestern and Southern United States

Marijuana positivity rises considerably in states that recently enacted recreational use statutes, finds national analysis by Quest Diagnostics



SOURCE: <http://www.questdiagnostics.com/home/physicians/health-trends/drug-testing>

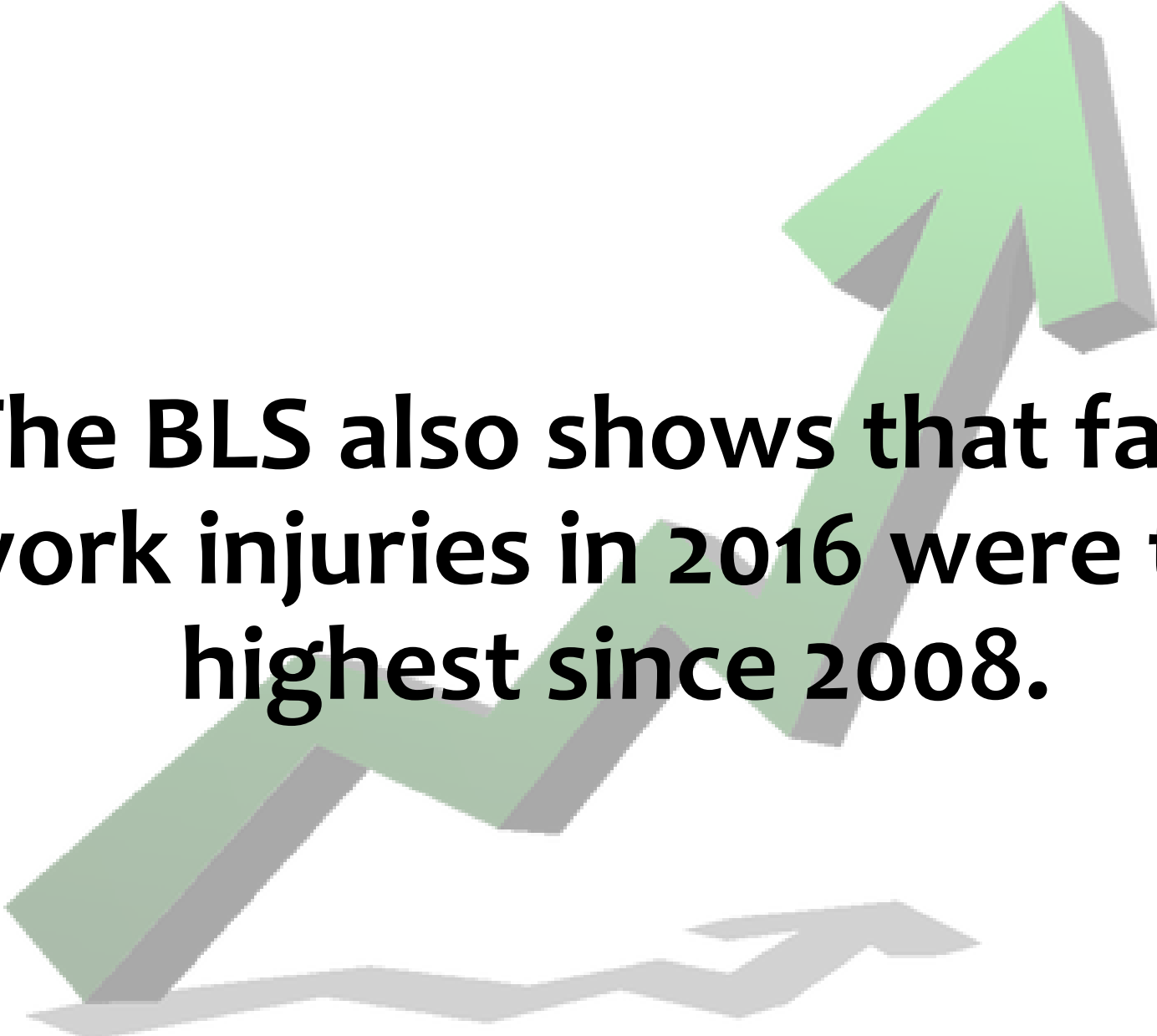




The Quest Diagnostics Drug Testing Index shows the greatest increase in use of all illicit drugs by U.S. employees in 12 years, based on laboratory drug test results.

According to the U.S. Bureau of Labor Statistics drug and alcohol-related deaths in the workplace soared in 2016 with a spike of more than 30% in a single year.





**The BLS also shows that fatal
work injuries in 2016 were the
highest since 2008.**

<https://www.bls.gov/news.release/pdf/cfoi.pdf>

Perception:



Reality:



Three US \$100 bills are scattered across the background of the slide. They are slightly tilted and overlapping, with the central text overlaid on them. The bills feature the portrait of Benjamin Franklin and the serial number FF 17918528 B.

**Employee drug use costs U.S.
Employers upwards of
\$7,000/month in lost revenue**

What's the BIG DEAL?

*people in the community know whether or not
your company is “drug-friendly”*

The screenshot shows the Jobs2Careers website interface. At the top, there's a navigation bar with 'Jobs2Careers', 'Reno, NV', 'Popular', 'Advice', 'For Employers', and 'Post Jobs'. Below this is a search bar with a dropdown menu showing 'All', 'Professional', 'Part-Time', and 'Gigs'. The search bar contains the text 'No Drug Test' and a magnifying glass icon. Below the search bar, there's a location dropdown set to 'Reno, NV' and the 'Jobs2Careers' logo. The main content area is titled 'Search by Popularity in Reno, Nevada'. It displays a grid of job categories with their respective counts:

Category	Count
Customer...	1,034
Felony...	343
Information...	155
Administrative...	434
Warehouse...	308
Retail Jobs	356
Alorica Call...	108
Bookkeeper Jobs	46
Warehouse...	173
15 An Hour Jobs	66
Administrative Jobs	259
Walmart...	456
Manufacturing...	117
Construction...	78
Dignity Health Jobs	296
Customer...	351
Cna Jobs	161
Mechanic Jobs	118
Assembler Jobs	70
Customer...	48

The result '337 No Drug Test jobs in Reno, NV!' is circled in pink.

Drug Testing Programs DO WORK

- Workers who are not in a drug testing program have substance use rates 50% higher than those who are subject to mandatory drug testing.
- The U.S. Department of Transportation's model of drug-free workplace programs have achieved significant improvements in safety and productivity.



The Drug Test Alone is **NOT ENOUGH**

- All supervisors must be trained to detect and document
- Training should be conducted on a regular basis as drug trends change
- The policy, the practices and the testing strategies must work equally

TRAINING



The Drug Test Alone is **NOT ENOUGH**

- There must be an assessment of the specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee
- This requires **TRAINING** on the signs & symptoms of substance use



Impairment Testing

When Will We Have a Drug Test that Measures Impairment?

- The short answer is: ***Not any time soon***
- It's extremely complicated
- States or Feds could “force” an impairment standard but it must hold up in court
- Currently 5 ng in whole blood is highly contestable and losing more than winning
- Presence-in-system simply *is what it is*



Be PREPARED

- Plan, Prepare, Prevent: Incidents of workplace violence
- Actively engage in a progressive safety program
- Address mental health in the workplace
- Don't turn a blind-eye to addiction

SAFETY



PLAN

Who Can be Under-the-Influence at Work?

In addition to greater accidents & injuries:

- Slow response time
- Memory retention problems
- Lack of ability to multi-task
- Apathy & lack of motivation
- Inability to problem-solve and reason
- Decreased ability to handle stressors
- Time & distance tracking problems
- Neuropsychological decline → marijuana-induced psychotic symptoms



Position Descriptions

Define who is safety sensitive and who is not



Articulate why each position description should/may not operate under-the-influence of drugs/alcohol

EAP/SAP

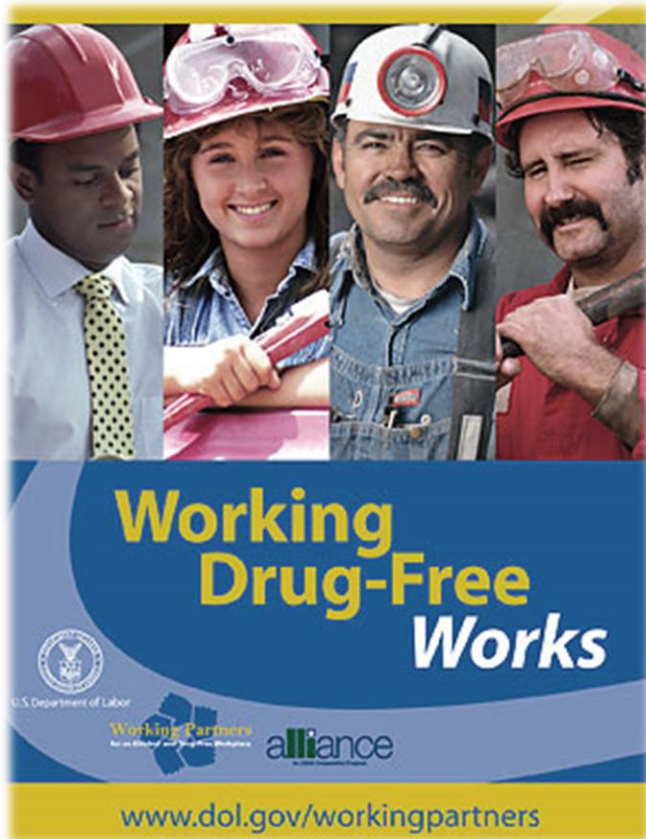
what resources will you provide for those who violate the policy?

- Explain how to get help
- Include information on any existing employee assistance program(s)
- Describe the benefits offered by any existing health insurance plan
- Identify local resources that may be available
 - Supply a list of treatment providers, substance abuse professionals, AA meetings, NA meetings, any local resources that may be helpful

Care About People



Employer's Rights



- Employers must speak out to protect workplace safety policies
- Membership organizations, trade associations, foundations, corporations and small business owners
- Make your voices heard in local, state and national policy-making

Drug-Free Workplace Act of 1988



- Applies to federal contractors with contracts of \$100K or more and federal grantees
- Employer must certify they will provide a drug-free workplace
- Publish and give drug-free workplace policy to covered employees
- **Does not require drug testing**
- If employee is convicted for a criminal drug offense resulting from a violation occurring in the workplace, the employer must take disciplinary action or refer the employee for rehab or drug abuse program



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