



# **CHESAPEAKE REGION SAFETY COUNCIL**

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# What is Safety?

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- The control or elimination of recognized hazards to attain an acceptable level of risk

# What is a Hazard?

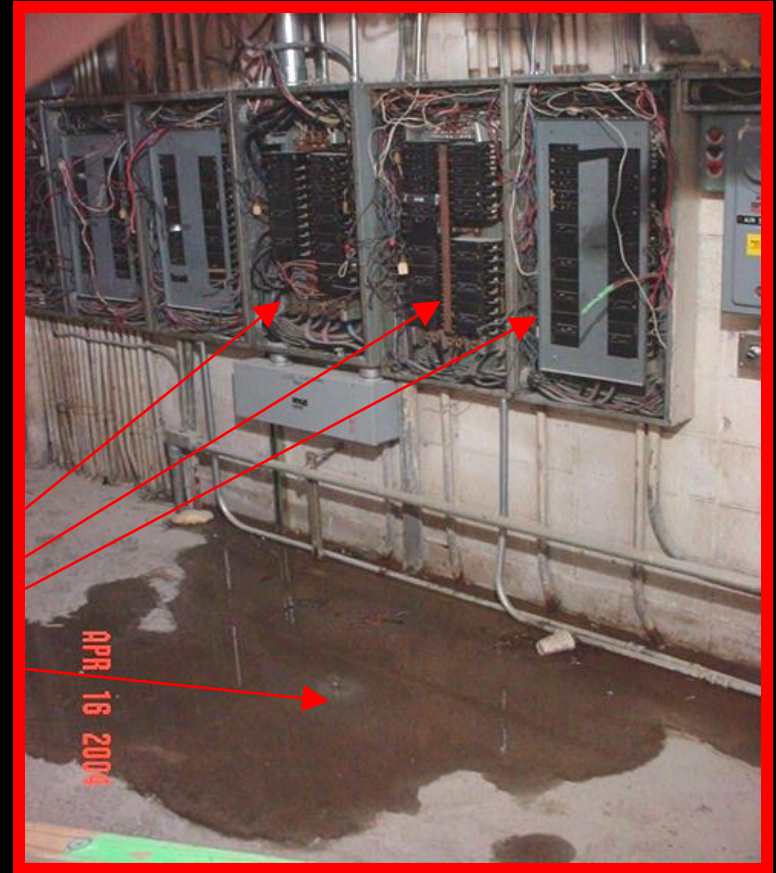


# DANGER

- Potential for harm or damage to people, property, or the environment
- Hazards include interactions & characteristics of people & things
- Unsafe conditions & practices

# Accident Prevention Process

- Recognize the hazard
- Understand the hazard
- Control the hazard



# Energy Definition

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In science, energy is the ability to do work or heat objects.

## Energy: The Ability to Do Work

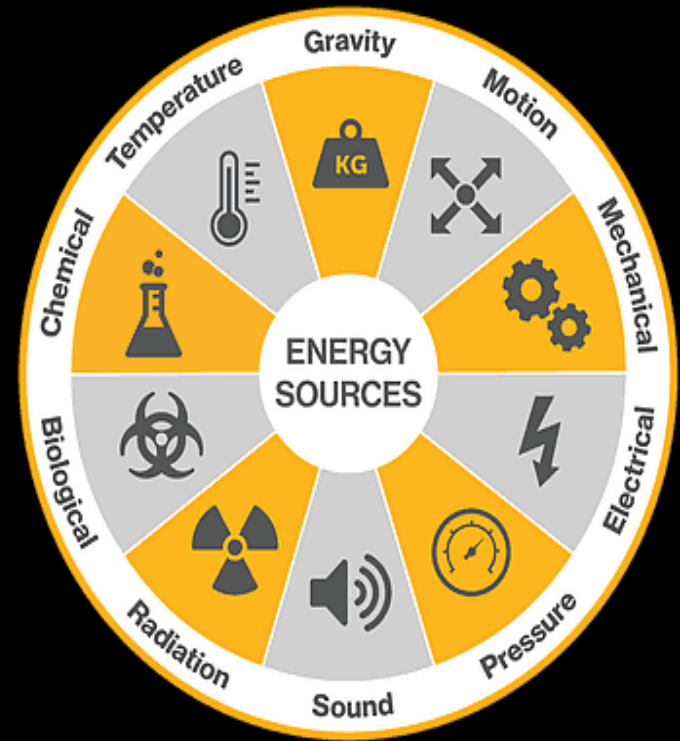
- **ENERGY** is anything that has the ability to move a sample of matter against a force.



- **ENERGY** can come in many different forms: light, sound, electrical, chemical, heat, nuclear, and mechanical.



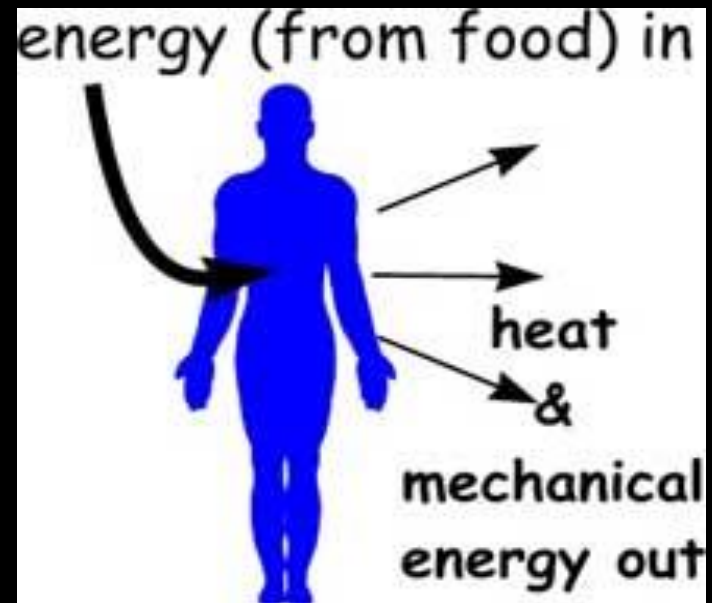
# Hazard Analysis





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**PEOPLE**



# Drug

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- Substance other than food intended to affect the structure or function of the body.





# NSC Definition and Approach

“Workplace impairment is the inability to function normally or safely as a result of a number of factors – from **chemical substances**, such as alcohol, opioids or cannabis, to **physical factors** like fatigue, as well as experiencing **mental distress** and **social factors** like stress.”





# Safety Impact

- **Impairment from any cause is a fitness for duty concern!**
- Effects:
  - Reduced ability to concentrate and think clearly
  - Decreased coordination and sensory perception
  - Slower reaction time
  - Other psychological impacts personality changes, mood changes, or irritability
  - Changes in workplace behaviors and performance



# Medical Marijuana

- Legalized in 2014

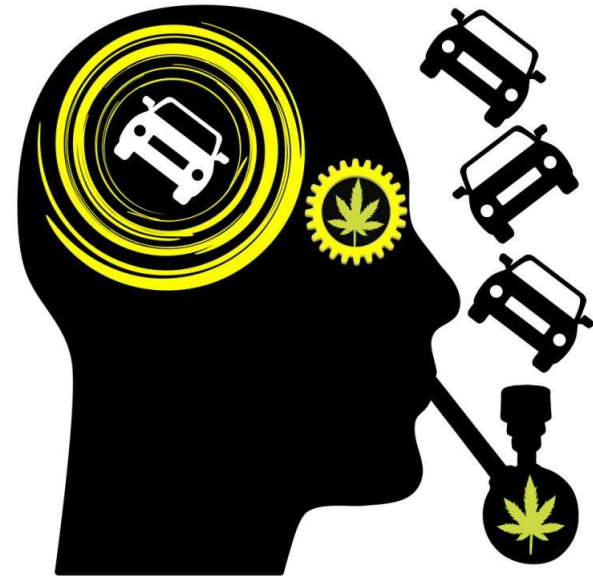
## **WHAT MEDICAL CONDITIONS QUALIFY?**

Current conditions include but are not limited to anorexia, chronic pain, glaucoma, seizures, muscle spasms, post-traumatic stress disorder, and “other chronic medical conditions that are severe in nature and for which other treatments have been ineffective,” leaving a fair amount of leeway.



# Cannabis Impairment & Danger

- Cannabis Impairment
  - Depth Perception
  - Reaction Time
  - Coordination
  - Motor Skills
  - Sensory Distortion



# Section 8. Public Health and Safety Outcomes

The optimization of dispensaries as well as the scalability of their implementation should NOT add notable public health risks

- Majority of the cannabis-related public health outcomes evaluated in this study are comparable to 25 states surveyed in April of 2022 (illicit, medical-only, and adult use states).
- However, there is significant room for improvement on these outcomes
- Many of these outcomes may be addressed and improved through dedicated education and outreach campaigns



## Driving under the influence of cannabis

37% of cannabis consumers report having driven under the influence in the past month, averaging 11 days per month



## Problematic Cannabis Use

38% of cannabis consumers demonstrated problematic cannabis use patterns



## Consume Cannabis Before or During Work

36% of cannabis consumers report consuming cannabis before or during work hours







# Controlled Substances Act / Federal Law

Schedule 1 Substance : Meaning that it has no accepted medical use & has a high potential for abuse

# Safety Sensitive Position

- A job or position where the employee holding this position has the responsibility for his or her own safety or the safety of others
- "Safety sensitive position" means a position subject to drug and alcohol testing because the nature of the employee's duties and responsibilities indicate a potential that impaired performance due to drugs or alcohol, or both, could result in injury or death to the employee or others.



# Testing cannot be arbitrary

- You must observe
  - Appearance.
  - Behavior.
  - Speech.
  - Odors.
- You must be able to explain and document your reasons.
- You cannot send a employee for testing based on another's observations.

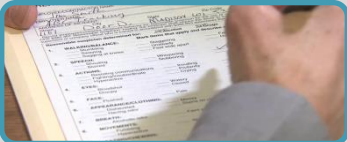
# Reasonable suspicion process



Observe



Confirm



Document



Confront



Test





# Thank You!



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SAFETY COUNCIL**