

REASONABLE SUSPICION FOR SUPERVISORS

Morning Workshop

Date: Thursday April 9, 2020

Time: 8am-Noon

Venue: Professional Building, 1705 Third Avenue, Prince George

Space is limited to 15 seats. Mid-morning coffee break is provided. 4 pre-approved CPD Credits, BC Housing, are pending.

Cost

Members: \$150.00+GST

Non-Members: \$275.00+GST

Statistics Canada reports that one in 10 Canadians report symptoms consistent with substance dependency. The Canadian Centre on Substance Abuse reports that substance abuse and addictions cost the Canadian economy \$24.3 billion dollars in lost productivity. And that is not taking into effect associated costs: increased healthcare, workplace theft, and higher workplace turnover and the associated costs of recruitment and training for replacement workers. While these statistics are alarming, it is important that employers understand that they cannot test employees for drugs or alcohol randomly without proper documentation and proof. However, under a well-written Impairment in the Workplace (Drug & Alcohol Policy), provides for exceptions when supervisors complete Reasonable Suspicion Awareness training.

WHAT IS REASONABLE SUSPICION?

Reasonable suspicion testing is performed when a Supervisor has evidence or reasonable cause to suspect an employee of drug or alcohol impairment while at work. Evidence is based upon direct observation, either by a supervisor or another employee.

This 4 hour session is designed to provide Supervisors (or anyone who directs the work of others) in safety-sensitive environment in making objective decisions about reasonable suspicion drug and alcohol testing, including:

- What is Reasonable Suspicion Testing
- Drug Testing in Canada
- Drug Use Stats
- Employer & Employees Obligations Under a Policy & the Law
- The 5 Steps to Testing
- Signs & Symptoms of Drug & Alcohol Use
- How to Document
- Return to Work or Terminate?

We will also discuss the potential consequences for positive tests and look at some suggestions for updating your company policies.