

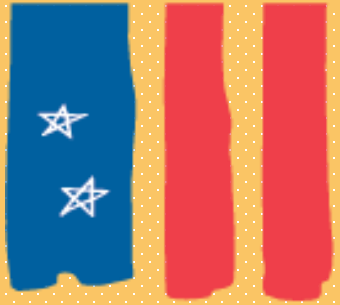
Partnership for a Drug-Free New Jersey

in Cooperation with the Governor's Council on Alcoholism
and Drug Abuse and the NJ Dept. of Human Services



Drugs' Don't Work in NJ – Drugfree Workplace Webinar

**Marijuana in the Workplace:
The Challenge of Impairment
September 19, 2023**



Partnership for a Drug-Free New Jersey

in Cooperation with the Governor's Council on Alcoholism
and Drug Abuse and the NJ Dept. of Human Services



This presentation is an educational program. The Partnership for a Drug-Free New Jersey (PDFNJ) does not provide legal advice.

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



Featured Presenters



Mehruba Anwar Parris, MD

**Board-certified emergency physician
and medical toxicologist
Rutgers University,
New Jersey Medical School, University
Hospital & NJ Poison Information &
Education System in Newark.**



Janette Kessler

**Safety and Risk Manager
Atlantic County Utilities
Authority**

The Effects of Marijuana



Mehruba Anwar Parris, MD

Dr. Parris is a Board-certified emergency physician and medical toxicologist for Rutgers University, New Jersey Medical School, University Hospital & NJ Poison Information & Education System in Newark.

She completed her medical education at Stony Brook University School of Medicine, training in emergency medicine at New York Presbyterian Brooklyn Methodist Hospital, and fellowship in medical toxicology at Emory University/Centers for Disease Control and Prevention (CDC) in Atlanta. Her areas of interest are acute and critical care poisonings, education and public health.



RUTGERS
BIOMEDICAL AND
HEALTH SCIENCES

Marijuana

The Clinical Effects & Changing Landscape

Mehruba A. Parris, MD FAAEM FACMT

New Jersey Poison Information and Education System (NJPIES)

Department of Emergency Medicine

Division of Medical Toxicology

Rutgers New Jersey Medical School

September 19, 2023

Objectives

Terminology

Marijuana vs synthetics

Clinical effects

- Acute
- Chronic
- Toxic
- Adverse

Marijuana and driving

Drug Testing



Disclosure

I have nothing to disclose.



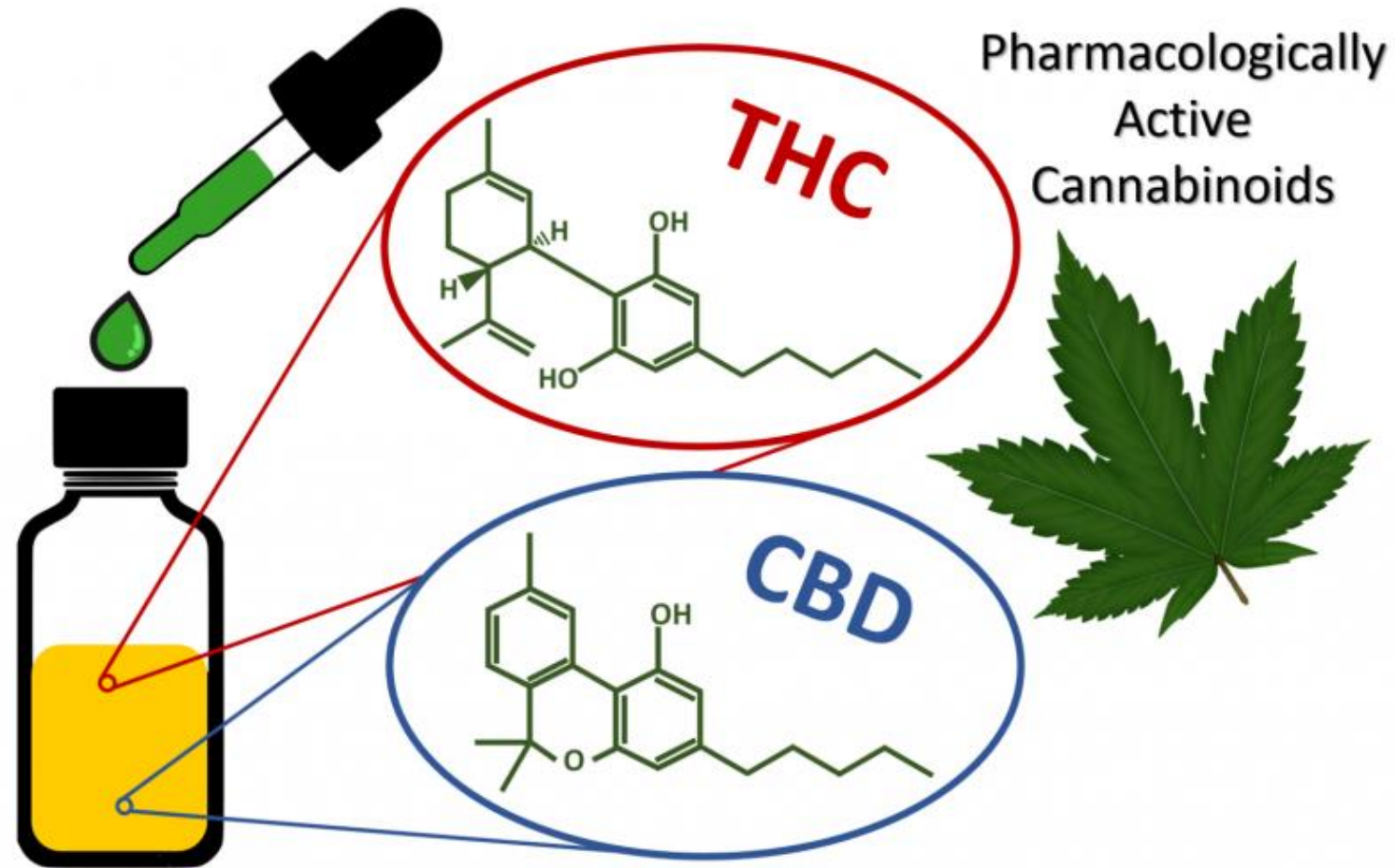
Marijuana Terminology

Referring to the dried leaves, flowers, stems, and seeds from the hemp plant, *Cannabis sativa* and variants

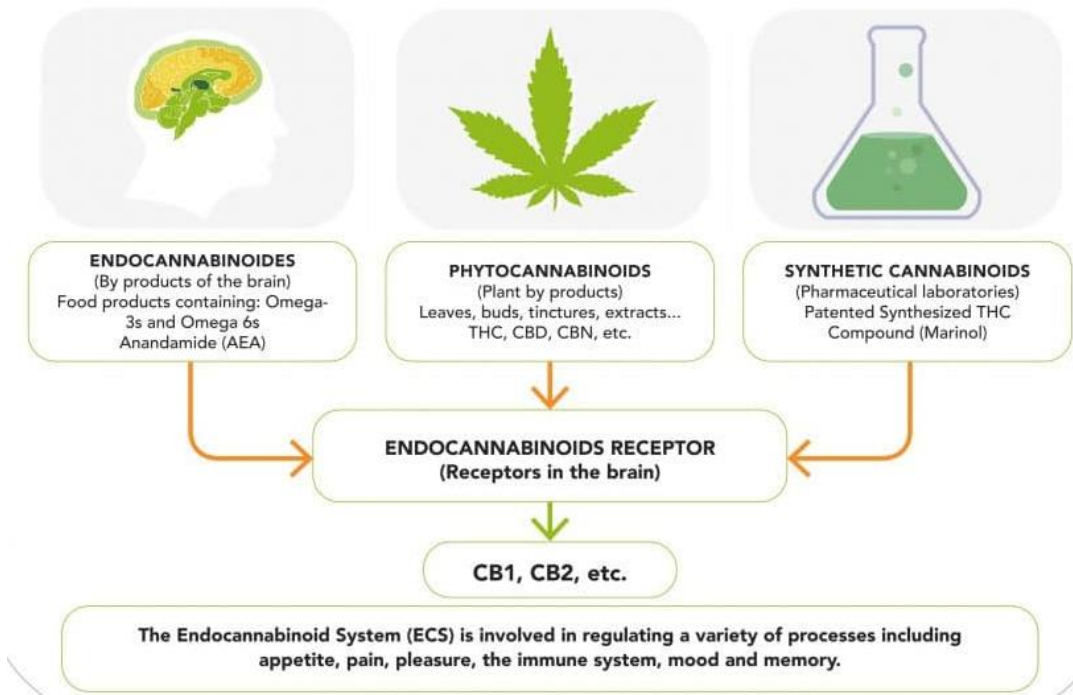
Extracts, oils, concentrates, tea, capsules, tincture, edibles



Active Chemicals



Other Cannabinoids



SYNTHETIC CANNABINOIDS (K2/SPICE)

UNPREDICTABLE DANGER

K2/SPICE IS **NOT** MARIJUANA

It's often called *synthetic marijuana* or *fake weed* because some of its chemicals are like those in marijuana. The effects can be unpredictable and in some cases, severe or even life-threatening.



Shredded, dried
plant material

Man-made
chemicals

A "natural" drug?
Not even close.



For more information, visit:
drugabuse.gov/publications/drugfacts/synthetic-cannabinoids

Marijuana Clinical Effects: Acute

Relaxation

Heightened sensory awareness, slowing of time, giddiness, laughter, increased appetite

Slightly increased heart rate and blood pressure

Conjunctival injection

Xerostomia

Smoked

- Effects within minutes
- Duration 1-4 hours

Oral

- Effects can take 1-3 hours
- Longer 12-24 hours

Effects altered when used with other drugs such as alcohol, opioids, and/or cocaine

Marijuana Clinical Effects: Chronic

Increased risk of:

- Myocardial infarction
- Chronic obstruction pulmonary disease
- Lung cancer?
- Infertility

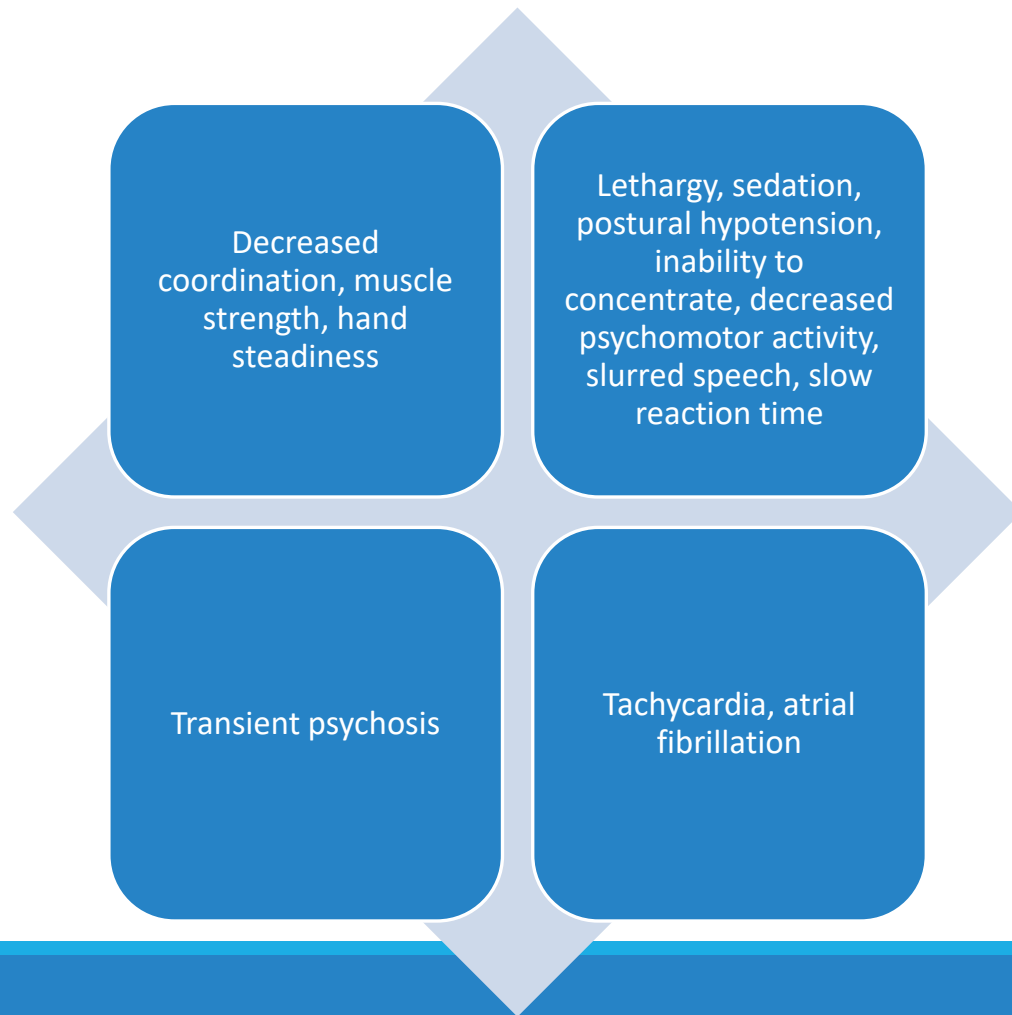
Psychiatric effects

Discomfort with cessation

“Amotivational syndrome”?

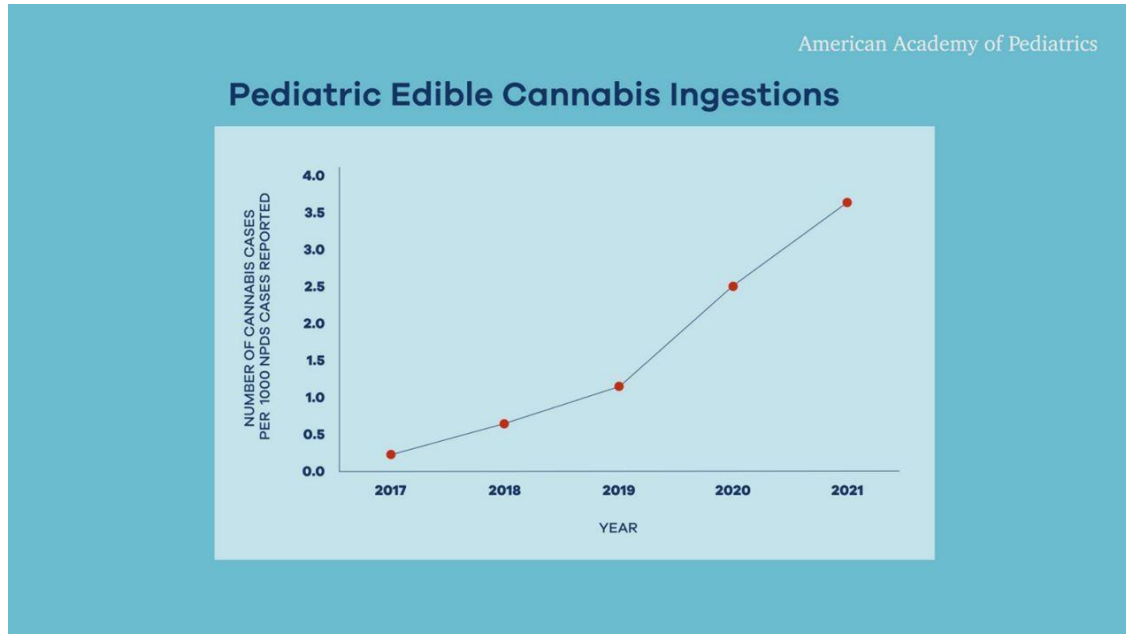
Cannabinoid hyperemesis syndrome

Marijuana Clinical Effects: Toxic



- Presenting toxic effects changing
 - Delta-8-THC, THC-O
- Very different from synthetics

Marijuana Clinical Effects: Toxic



Children

- Obtundation
- Cardiovascular effects
- Apnea

Marijuana Adverse Effects

Table 1. Adverse Effects of Short-Term Use and Long-Term or Heavy Use of Marijuana.

Effects of short-term use

Impaired short-term memory, making it difficult to learn and to retain information

Impaired motor coordination, interfering with driving skills and increasing the risk of injuries

Altered judgment, increasing the risk of sexual behaviors that facilitate the transmission of sexually transmitted diseases

In high doses, paranoia and psychosis

Effects of long-term or heavy use

Addiction (in about 9% of users overall, 17% of those who begin use in adolescence, and 25 to 50% of those who are daily users)*

Altered brain development*

Poor educational outcome, with increased likelihood of dropping out of school*

Cognitive impairment, with lower IQ among those who were frequent users during adolescence*

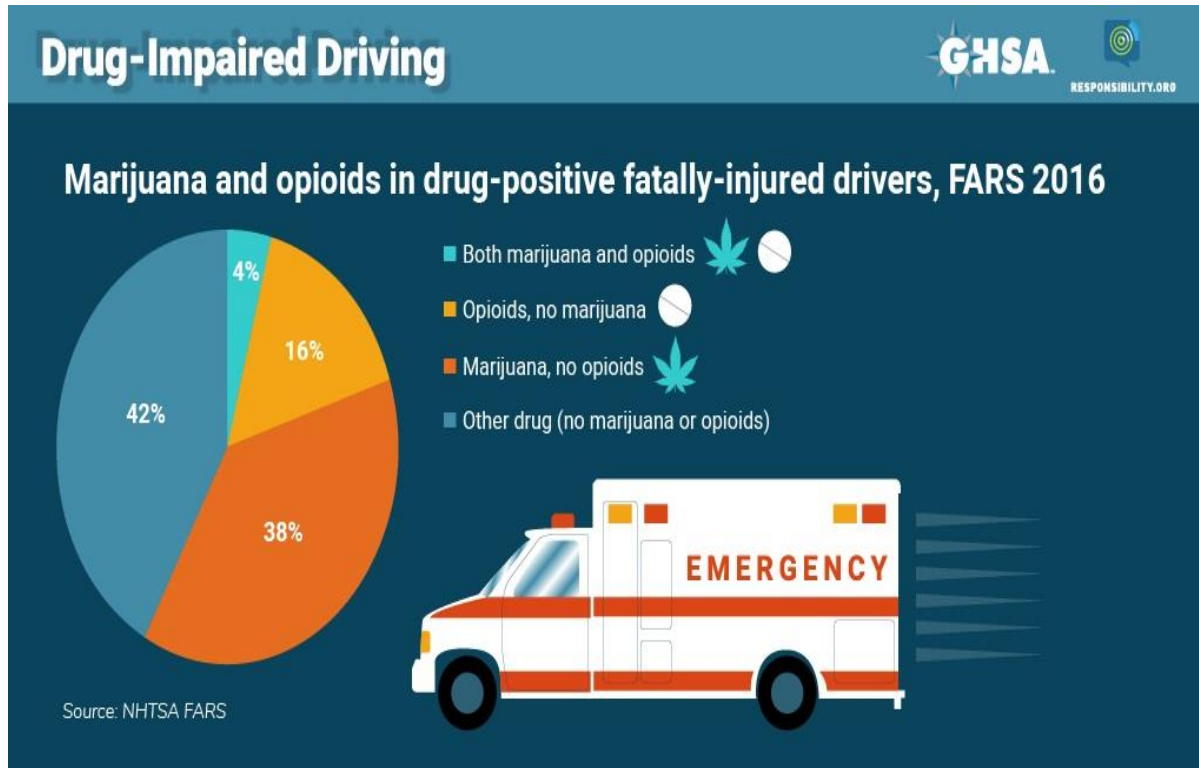
Diminished life satisfaction and achievement (determined on the basis of subjective and objective measures as compared with such ratings in the general population)*

Symptoms of chronic bronchitis

Increased risk of chronic psychosis disorders (including schizophrenia) in persons with a predisposition to such disorders

* The effect is strongly associated with initial marijuana use early in adolescence.

Marijuana & Driving



Young Canadians face heightened crash risk after consuming cannabis, new study finds

Cannabis impairs your...



Reaction Time



Decision Accuracy



Ability to Stay in a Lane



Vigilance



Ability to Avoid Obstacles

Drug Testing

Limitations

- False positives/negative

Gas chromatography–mass spectrometry (GC-MS)

Urine

- Unreliable to determine acute use
- After single use may be positive for 2-3 days after use
- Chronic users - may be positive up to 3-4 weeks after cessation
- Hair/sweat very unreliable



Conclusion

Available marijuana products are rapidly changing

Synthetics marijuana is not the same as marijuana

Toxic effects from marijuana are more frequent and severe in children

We are now learning more about the long-term effects of marijuana

Marijuana leads to impairment in driving and may be associated with traffic accidents

Interpretation of drug tests for marijuana can be challenging

Thank you!



The Challenge of Measuring Impairment



Janette Kessler
Safety and Risk Manager
Atlantic County Utilities Authority

Janette has 25 years of experience in the field. She is the Insurance Commissioner for both the Atlantic County Insurance Commission and the NJ Counties Excess Liability Insurance Fund. She is the Chair of the Safety Committee for the NJ Counties Excess Liability Insurance Fund and Chair of the Safety Committee for the Association of Environmental Authorities.

The five substances are:

- Methylenedioxyamphetamine (MDA)
- Hydrocodone
- Hydromorphone
- Oxycodone
- Oxymorphone

ACUA

REASONABLE SUSPICION FOR NON-CDL SUPERVISORS





CREAMMA

On February 22, 2021, the NJ Cannabis Regulatory, Enforcement Assistance and Marketplace Modernization Act (CREAMMA) which outlines the rules and regulations concerning legalized cannabis in New Jersey was passed.

While cannabis is still a Schedule 1 drug under Federal law, New Jersey allows people to legally smoke and carry marijuana as long as they follow the specified regulations outlined.

CREAMMA

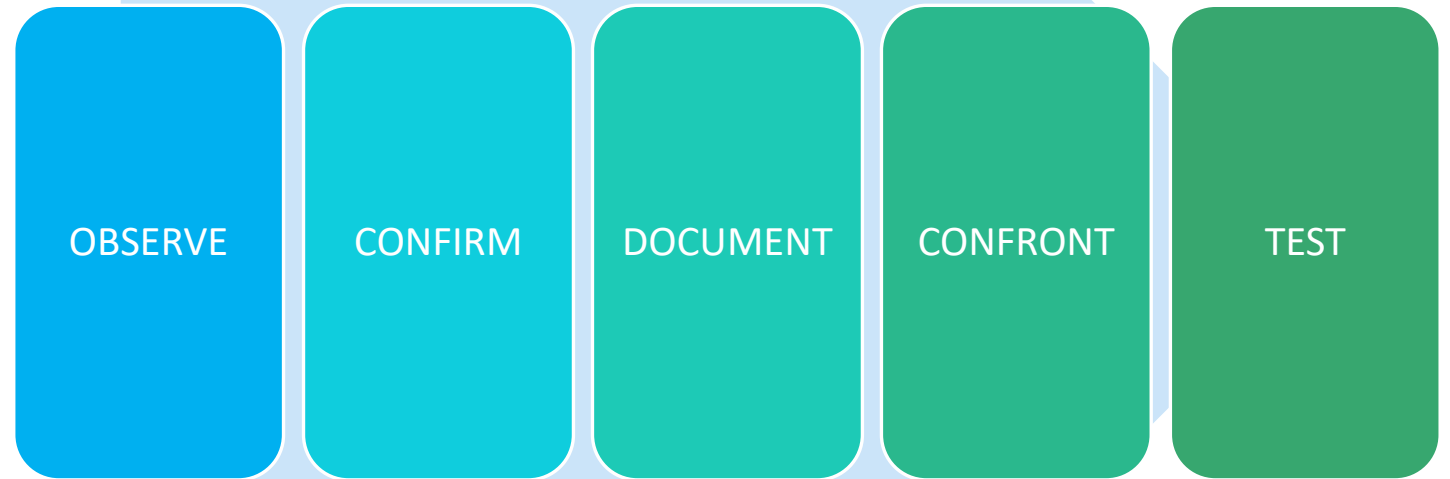
Leaders must know:

- Criminal background checks still take place however employers can no longer use marijuana-related criminal histories to make any employment decisions.
- Employees can still be drug tested but employers cannot make negative employment decision solely because an employee tests positive for marijuana.
- Employers are still permitted to enforce a drug-free workplace.
- Employees cannot be high while they are at work.
- Employees suspected to be under the influence must be documented to confirm the suspicion. A positive result alone is not sufficient.

Reasonable Suspicion Steps

- Discuss the 5 steps to reasonable suspicion confirmation (observe, confirm, document, confront, test) and how the leader's observation is critical
- When to contact HR - immediately upon observation.
- How to document observed behavior

Reasonable Suspicion



CONTACT HR IMMEDIATELY UPON OBSERVATION
AND COMPLETE THE CHECKLIST – PREFERABLY WITH
AN HR EMPLOYEE. 2 LEADERS NECESSARY.



REASONABLE SUSPICION TESTING CHECKLIST

Employee Name: _____ Employee Job Title: _____
 Facility: _____ Location of Event: _____
 Observation Date: _____ Time: _____ AM / PM
 Was employee performing a safety-sensitive duty? **YES** **NO**

The following observations were made of the employee identified above:

Check ALL **specific and contemporaneous** observations and **document** the following:

BEHAVIOR

- unsteady, gait, stumbling
- drowsy, sleepy, lethargic
- agitated, anxious, restless
- hostile, belligerent
- irritable, moody
- depressed, withdrawn
- unresponsive, distracted
- clumsy, uncoordinated
- tremors, shakes
- flu-like illness complaints
- suspicious, paranoid
- hyperactive, fidgety
- inappropriate, uninhibited behavior
- frequent use of mints, mouthwash, breath sprays, eye drops

APPEARANCE

- flushed complexion
- cold, clammy sweats
- bloodshot eyes
- tearing, watery eyes
- dilated (large) pupils
- constricted (pinpoint) pupils
- unfocused, blank stare
- disheveled clothing
- unkempt appearance

SPEECH

- slurred, thick
- incoherent
- exaggerated enunciation
- loud, boisterous
- rapid, pressured
- excessively talkative
- nonsensical, silly
- cursing, inappropriate speech

BODY ODORS

- alcohol
- marijuana

Other observations: _____

Supervisor Name _____ Supervisor's Signature _____ Date _____

Witness Name (Optional) _____ Witness' Signature _____ Date _____

TEST DETERMINATION

- DOT NON-DOT
- Reasonable Suspicion Alcohol Test
- Reasonable Suspicion Drug Test
- No Test Required
- Employee Refused Test
- NO Test Conducted
- 8 hours elapsed for alcohol test
- 32 hours elapsed for drug test
- Employee transported for medical care
- Other (Explain): _____

Employee transported to collection site by: _____

Time of Transport: _____ AM / PM Collection Facility: _____

24-HOUR CONTACTS

Janette Kessler, Safety & Risk Manager
(609) 247-7424 / (609) 743-0023

Sharon Hunt, Director of Human Resources
(609) 742-2108 / (609) 650-1170

Reasonable Suspicion Form

Reasonable Suspicion

- If reasonable suspicion was confirmed using the check list the next step would be to confront the employee and take him or her in for testing.
- There must be at least two supervisory level or HR employees accompanying the suspected employee to the authorized health facility for testing.
- Suspected employee will be accompanied until testing is complete.
- HR will advise as to next steps pending the outcome of the testing.

Beginning January 1, 2018, The Federal government added 5 substances to the random drug testing requirements for holders of Commercial Drivers' Licenses and other safety sensitive employees.

How does this impact your employees?

JANUARY 2018						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

The five substances are:

- Methylenedioxyamphetamine (MDA)
- Hydrocodone
- Hydromorphone
- Oxycodone
- Oxymorphone

COMMON NAMES

Common names for the 4 semi-synthetic opioids added include (but are not limited to) OxyContin[®], Percodan[®], Percocet[®], Vicodin[®], Lortab[®], Norco[®], Dilaudid[®], and Exalgo[®].

Employee Assistance Program (EAP)

Involve HR

Help is only a phone call away

Assistance with health advocacy, stress, depression, anxiety, marital relations, family/parenting issues, work conflicts, anger, grief, loss, drug and alcohol issues, elder care, child care, legal and financial issues, parenting and adoption

If you suspect something, and an employee isn't under the influence (it's too late if they are under the influence, you must initiate the steps discussed) offer the EAP program. Even though you must not try to diagnose a problem, there are many signs that may indicate a problem with drug and/or alcohol use.

Don't wait until it's too late.

Leave and Attendance

Unexplained or unauthorized absences from work

Frequent tardiness

Excessive use of sick leave

Patterns of absence such as the day after payday or frequent Monday or Friday absences

Frequent unplanned absences due to "emergencies" (e.g., household repairs, car trouble, family emergencies, legal problems)

The employee may also be absent from his or her duty station without explanation or permission for significant periods of time.

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Performance Problems

Missed deadlines

Careless or sloppy work or incomplete assignments

Many excuses for incomplete assignments or missed deadlines

Increased workplace accidents

In jobs requiring long-term projects or detailed analysis, an employee may be able to hide a performance problem for quite some time.

Interpersonal Skills and Communication

Argumentative with co-workers/supervisors

Difficulty in recalling instructions or directions clearly

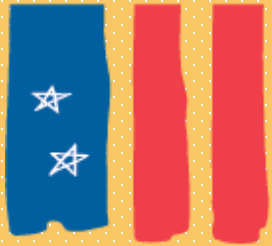
Constant complaints from this person, as well as complaints about this person

Avoids friends or colleagues or avoids making friends

Morale issues

THANK YOU!





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**Attendees will receive a copy of the slide presentation &
a recording of the presentation.
Thank you for attending.**



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

Knock Out Opioid Abuse Day Webinar
An Update from NIDA
11 a.m. Friday, October 6, 2023
Register at KnockOutDay.DrugFreeNJ.org/events