

## CANNABIS LEGISLATION TO BECOME LAW

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Cannabis legislation will become law on October 17th. As a business owner, you have a responsibility to ensure that you employees – and your business – are compliant with the incoming laws. You will need an effective policy. CAM may be able to help you out.

“Writing a policy is half the battle. The other half is making sure it is properly administered, said Jason Fleming, VP of HR MedReleaf, at the recent World Cannabis Conference in New Brunswick. “So just having something written the week before there’s recreational cannabis for sale in Canada, to me is not sufficient. You’re going to want to have had at least a month or more of time to properly communicate, to train, to sign off, and I think we’re underestimating that right now.”

Recognizing that CAM members may need to outsource all or part of this process due to work load demands, cannabis policy experts Western Business Mechanics, a presenter at CAM’s upcoming conference in November, have put together the following packages [only for CAM members](#). Pick one or more selections from below or sign up for them all and receive a further discount.

Please Note: **This heavily discounted pricing is available to CAM members only from July 1 - to September 30, 2018.** WBM will be checking with CAM to confirm your membership. We ask that you do not share this information with organizations that are not part of CAM.

- 1) Send us your confidentiality agreement. We will sign and return before we look at any of your information.
- 2) Quote the package number(s) so we know you are a CAM member.
- 3) Provide us with a contact person at your organisation for information, communication and billing.
- 4) All prices are subject to GST.

### **POLICY PACKAGES**

#### **Package 0601: Policy Review and Recommendations - \$200**

Please provide all current policies you may have, such as procedures, risk factors, handbook, H&S, Org. Chart and Modified Work Program for our review. Include your current policy regarding recreational alcohol on the premises. You will receive of written copy of our expert recommendations for your approval. Upon approval we will review the document with your preferred team member(s), so they can rewrite or create the policy accordingly.

#### **Package 0602 (a & b)**

The package is similar to the above 0601 but once our recommendations are reviewed and approved by you, our team will rewrite the policies to include cannabis for your approval. If, during our above review, we note that there are gaps in your overall policies that may not be related to cannabis but are necessary for your business, we will also create those policies for you.

- a) Review and Revisions of Existing Policy \$300
- b) Review, Revision plus Creation of Absent Policy \$400

#### **Package 0603 Job Descriptions and Job Demands Analysis - \$300**

Provide us with 3 job descriptions of your choice. We will review the descriptions and draft a step by step job demands analysis for each one. These may then be used by your company to use in conjunction with your modified work program and use as a template for other jobs in your organization.

## **EDUCATIONAL WEBINARS**

### **Webinar 04: Presentation to Board or Union - \$300**

Our team will prepare a power point presentation based on your finalized workplace policy, present it by webinar to your Board or your Union on your behalf, answer questions, obtain their written approval and forward to you for your files.

### **Webinar 05: Presentation to Employees - \$300, additional webinars \$150 each**

Our team will prepare a power point presentation for your staff based on your finalized policies, present it by webinar, answer questions, prepare and administer a short quiz to all attendees by email and present each employee who passes the quiz with a certificate of completion. Your company will also receive a list of all successful attendees and a compliance template you can have each person sign for your files. In order to make sure each person gets our full attention we will work with a maximum number of 20 employees per session. For companies with more than 20 employees we will provide additional sessions at a reduced cost.

### **Webinar 06: The Difficult Conversation - \$100 per team member**

Our team will create a scenario for each leadership team member you chose and email it to them to prepare. We will act as the employee in the scenario during a pre-arranged 30 minute. We will then provide a report which we will review with the leadership team member and you to review the call results during another 30-minute pre-arranged call.

## **SUSTAINABILITY**

Over time we anticipate you will have new members to educate, legislation may change, and annual updates will be needed. We can discuss and provide a portal for your employees, regular updates and annual reviews at a future date. Right now, we want to prepare your organization for Phase 1 between now and September 30th.

### **Contact Western Business Mechanics:**

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