

***Cannabis will become legal on October 17, 2018. ARE YOU READY?***

Merit and your construction associations have teamed up to provide members with 2 critically important training programs that will help you prepare your business and employees for this change in legislation.

**Creating Your “Fit for Duty” Policy**

An employer's best protection will be an updated “Fit for Duty” policy. This *half day* session will assist owners and HR professionals in developing a customized policy surrounding substance use and abuse.

Clearly documenting the roles and responsibilities of your supervisors and employees can keep your workplace safe and ultimately reduce your legal liability.

**Register here:**

[September 18<sup>th</sup>, 1:00 – 4:00 pm- Regina](#)  
[September 20<sup>th</sup>, 1:00 – 4:00 pm - Saskatoon](#)

**Cost \$99**

**Field Supervisor Training in a “Fit for Duty” Workplace**

This *half day* training session is designed for supervisors who are often the first to suspect workers may be impaired.

This program will outline their role and responsibility in the application of a *Fit for Duty Policy* and how they should handle situations in which they suspect an employee may be impaired. Participants will receive an Impairment Checklist and will also learn how to respond to employees who may challenge them based on cannabis legalization.

**Register here:**

[October 2nd, 1:00 PM to 4:00 PM - Regina](#)  
[October 4th, 1:00 PM to 4:00 PM - Saskatoon](#)

**Cost - \$99**

*Presented by*

