

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 19 #2

A Message from Matt

What's the Fundamental Attribution Error? It's giving ourselves the benefit of the doubt, but not others. We tend to attribute our own negative behaviors to our environment, but others negative behavior to their character. We believe that our success is due to hard work, but other people take shortcuts.



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Ultimately, we look out for #1 first and it KILLS teamwork.

So how do you fix this problem?

- ✓ Get to know your teammates better
- ✓ Assume the best in others
- ✓ Be gracious and give each other a break!

"I am not a product of my circumstances. I am a product of my decisions."

-Stephen Covey



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What Advocates of Legalizing Pot Don't Want You to Know

There is a shift occurring in the public perception of cannabis use driven for decades by marijuana legalization advocates and for-profit cannabis companies. This appears to be a media win with nominal origins in investigative medical science. The National Academy of Medicine (2017)* reached one conclusion (among many) that: "Cannabis use is likely to increase the risk of schizophrenia and other psychoses; the higher the use, the greater the risk." This is far more concerning than historical reports for good reason. Marijuana of the 1970's had less than 5% of the psycho-active substance THC. Today's THC number is 25%.



What does this mean for today's workplace?

COMPLEXITY! The Employee Assistance Professionals Association (EAPA) is developing position papers on 7 cannabis related topics for the workplace. For example, position paper #1 titled *Employer Policy*, comprises 15 pages with 78 suggested policy issues to address. A sampling includes:

- In medical use how are job functions communicated to an employee's physician/ pharmacist?
- How will the above job function & safety information be released to the employer?
- Following federal guidelines, employers may prohibit all use of cannabis and the presence of cannabis in response to a positive drug test.
- Policies must consider state laws which squarely conflict with the federal position under the Controlled Substances Act stating cannabis has no legitimate medical uses.
- A ban of cannabis, including medical use made lawful under state law, requires employers to provide written notice to employees.
- Specific policy will depend on the employer's need for safety.
- Policy will respond to employee locations across multiple states due to varying regulations.

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Connections Inc. Employee Assistance Program's mission is to provide holistic assistance products and services that support optimum productivity, team work and healthy community in the workplace.

Connections Inc. Employee Assistance Program mission statement since 1988

- Specific wording will depend on corporate culture and tasks. Some employers willingly accommodate appropriate medical use of high-CBD, low-THC cannabis because proper medication helps them retain a valued employee.
- Policy may be shaped upon an employer's recruitment needs for finding employees who will pass a drug test.
- Safety issues, insurability and legal consequences must be acknowledged and considered when pre-employment screens are dropped.
- Policy must address how 'impairment' is determined when drug-tests for cannabis are positive.

*This nonprofit group, formerly named "The Institute of Medicine" advises the federal government on health and medicine. Further References:

- <https://www.nytimes.com/2019/01/04/opinion/marijuana-pot-health-risks-legalization.html>
- Alex Berenson, a former New York Times reporter, is the author of the forthcoming "Tell Your Children: The Truth About Marijuana, Mental Illness, and Violence." Jan. 4, 2019
- <http://www.eapassn.org/Portals/11/Docs/Cannabis%20@%20Work/Cannabis.pdf>

NOTEWORTHY:

THE UNTAPPED TALENT POOL OF PEOPLE WITH DISABILITIES.

In an economy where companies are facing serious talent shortages, workers with disabilities offer a great value proposition. "Employing people with disabilities just makes good business sense. People who overcome challenges on a daily basis can handle whatever workplace issues you throw at them. The unemployment rate among disabled workers is double the average population. Yet many of these workers are highly educated, deeply talented, and very loyal.

Sarah Fister Gale is a writer based in the Chicago area.

Maynard's Corner

Did you know that Connections Inc. provides support for managers?

Leadership support includes:

- Suggested verbal approaches & editing documentation memos.
- Reviewing internal policy.
- Deciding when to discipline or refer to assistance programs.
- Communicating to generate cooperation.
- Planning topic sequence in the performance meeting.
- Guidance for the employee meeting.
- Follow-thru for EAP referral/correction-plan compliance.
- Classroom and web leadership education included in selected plans.



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That's what we do! Connections Inc. is here for you.

Please call us at 800-779-6125 and we can design an economic plan for you and your management team.

NEXT ISSUE: Cell-Ed enables adult employees to acquire literacy, language, and workforce-ready skills through a highly-personalized and intuitive mobile solution.



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