

Under the Influence

Testing, Rights & Risk in the Canadian Workplace

DATE

Wednesday, Dec. 9, 2026

TIME

1:00 PM ET

FORMAT

Virtual Only

A cross-brand virtual event bringing employment lawyers, HR leaders and OHS professionals together to tackle one of the workplace's most legally fraught issues. **Under the Influence** walks employers through drug and alcohol testing and impairment management from every angle — legal, safety and practical — in a single, focused half-day session.

WHAT WE'LL COVER

KEYNOTE

The Landscape

Why cannabis normalization, the opioid crisis and recent arbitration rulings have made this a front-burner issue for every employer.

SESSION ONE

When You Can (and Can't) Test

Reasonable cause, random testing in safety-sensitive roles, and pre-hire screening options that hold up legally.

SESSION TWO

The Moment of Suspicion

What a supervisor should do — and avoid doing — when impairment is suspected on the job.

SESSION THREE

After the Positive Test

Accommodation vs. discipline — building a defensible process from a positive result to resolution.

Session titles reflect planned content areas; final titles and speakers to be confirmed.

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