



Medical Marijuana

A Role in Modern Medicine, Or Empty Promises Up in Smoke?

With the passage of State Question 788 last year, Oklahomans and the City of Tulsa were suddenly faced with a lot of questions about marijuana in general. In response to the law change, Human Resources amended the City of Tulsa's Drug and Alcohol Testing Policy as discussed in last month's edition of My Safety Foundation. Soon, Human Resources will implement expanded training for supervisors to improve recognition of drug impairment in the workplace. **In the meantime, I hope to answer some questions you may have about the medical use of marijuana.**

Any discussion about marijuana should also include hemp. They both are from the Cannabis Sativa plant and some forms of marijuana are also from the Cannabis Indica plant. The plants are nearly identical in appearance but differ in several important ways. **The marijuana plant has a high level of Tetrahydrocannabinol (THC), and high levels of Cannabidiol (CBD), while hemp has low levels of THC and high levels of CBD.** CBD and THC are the phytochemicals that effect the human body via receptors in biochemical ways.

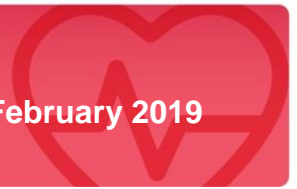
To keep it simple, the receptors for THC are found mostly in the brain and the receptors for CBD are found mostly outside the brain and some other specialized nervous tissues. For these reasons **the use of marijuana has psychoactive effects and the use of CBD or hemp oil generally does not.** So, someone using legitimate CBD oil should not have cognitive or behavioral side effects. Legally CBD oil used in Oklahoma must have less than 0.3 percent THC content and would not show up on a urine drug test.

What are the Approved Medical Indications for CBD Products or Medical Marijuana?

Given all the hype about medical marijuana and CBD, one would think the medical literature is rife with large medically appropriate clinical trials supporting their safety and efficacy. **Unfortunately, there are none. The use of CBD and medical marijuana is not approved by the FDA in any manner.**

Marijuana is still listed as a Class I scheduled drug by the DEA, which means it has no currently accepted medical use and a high potential for abuse. This listing may change soon, but there is no way of knowing when or if that will happen.

Please see the next page for more information on Approved Medical Indications for CBD Products.



What are the Approved Medical Indications for CBD Products? (Continued)

CBD products are not listed as controlled substances. There are a handful of pharmaceutical companies that have used derivatives of THC to gain approval from the FDA, but those are for very limited medical conditions.

What Do the Limited Medical Studies about the Use of Medical Marijuana and CBD Products Tell Us?

- **There is substantial evidence to support their use in the treatment of chronic pain in adults**, especially nerve pain, chemotherapy-induced nausea and vomiting, improving some symptoms in patients with Multiple Sclerosis, and drug resistant seizures.
- **There is moderate evidence they are effective for treatment of short-term sleep disorders.**
- **There is limited evidence they are effective for increasing appetite/decreasing weight loss** associated with HIV/AIDS, improving anxiety symptoms, or symptoms of Post-Traumatic Stress Disorder.
- **There is no or insufficient evidence that they are effective for the treatment of any other diseases or disorders** even though they are routinely prescribed for other conditions by medical marijuana practitioners. There are an endless variety of medical conditions purportedly treated on internet websites.

What are the Dangers of Using Medical Marijuana and CBD Products?

1. **The use of CBD products can cause nausea, fatigue, irritability, and anxiety. It has also been linked to liver inflammation in some patients.** CBD products can interact with prescription medications in negative ways. The other concern with CBD products is **they have not been regulated by the FDA** so there is no guarantee on the safety or purity of the product you are purchasing. A positive urine drug test could be the result of too much THC content and it would be impossible to sort out on the drug testing end. We also don't know what the most effective dose of CBD is for any medical condition.
2. The short-term effects of medical marijuana are just like the use of recreational marijuana in that parts of the brain are over-activated causing the "high" that people feel. **People can experience nausea, altered senses, altered sense of time, dizziness, disorientation, confusion, mood changes (particularly paranoia), impaired body movement, and impaired memory, thinking, and problem-solving. High doses of THC can cause hallucinations, delusions, and acute psychosis.**
3. The long-term use of marijuana has been linked to memory impairment, chronic bronchitis in marijuana smokers, is associated with the development of schizophrenia (especially among frequent users), and **in adolescents and young adult users an increased likelihood of being addicted to illicit drugs in adulthood.** It is also known that THC crosses the placenta and into fetuses of women who use during pregnancy and is present in breast milk of breast-feeding mothers.

This article was not meant to influence opinion one way or the other regarding the use of medical marijuana and CBD products. **However, marketers of these substances have certainly not accurately represented what the medical science supports. I urge all employees to be cautious regarding the use of these products.** Please discuss this with your health care provider and not just the dispensing facility or medical marijuana provider. You also need to consider potential City of Tulsa policy violations.





Great Expectations

City of Tulsa New Hires

Orientation day for brand-new employees is an opportunity to give them their first look at our organization. **It also sets the tone for how new employees will view the City as their employer.** In 2018, HR surveyed new hires to determine what they wanted out of Orientation and kept their feedback in mind when developing the City's new program. HR also formed a New Orientation Committee, including employees from HR, Finance, Water and Sewer, I.T., City Council and Communications to give new hires a fresh perspective of the daily work City employees perform.

In creating the New Hires Orientation, our committees' goals included: Making the new orientation as beneficial to newly hired employees as possible; Increasing their chances of success; Better educating them on what will be expected of them here; Improving their knowledge of and access to available resources to support them; Facilitating the scheduling and completion of mandatory training, plus additional, job-specific training they may need.

CITY OF TULSA - NEW HIRES ORIENTATION

Day 1: 8 a.m. – 5 p.m., designated Mondays
City Hall, 175 E. 2nd St.

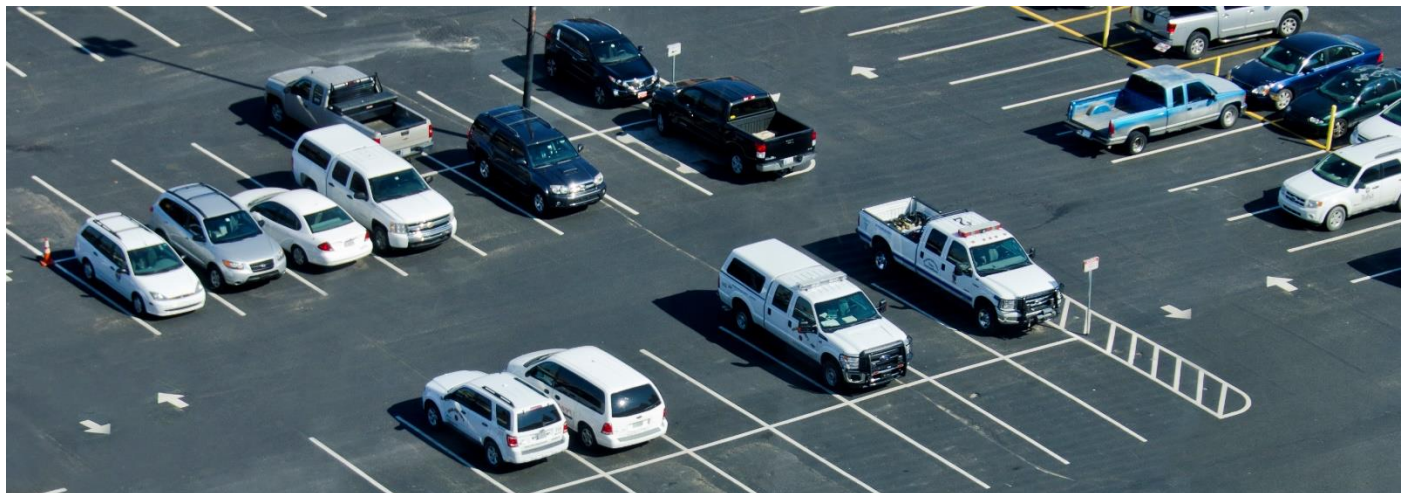
Welcome to the City of Tulsa Orientation
New Hires Video with Mayor Bynum's Welcome
and an overview of our great organization,
including Our Mission, Vision and Values.

Day 2: 8 a.m. – 5 p.m., designated Mondays
City Hall, 175 E. 2nd St.

Morning Safety Classes
Afternoon Benefits Lab – to help new employees
receive assistance in signing up for benefits.

"I greatly appreciate the dedicated efforts of our Orientation working group to make training for our new hires as thorough and easy as possible. One of the goals of the committee was to provide an engaging orientation process where new employees leave with the information they need to feel ready and excited to begin employment with the City of Tulsa," said Kareah Sullivan, HR Assistant II.

Going forward, HR will continue to conduct additional surveys to make improvements as necessary and create a great orientation experience for newly hired City employees. *Please join us in welcoming new employees to the City of Tulsa!*



Parking Lot Safety

Always Pay Attention and Drive Safe

Drivers tend to lapse into a false sense of security when they roll into a parking lot. Yet research shows that parking lots can be dangerous places.

According to the National Safety Council, more than 50,000 collisions occur in parking lots and garage structures annually — resulting in 500 or more fatalities and more than 60,000 injuries. Please observe the following best practices for keeping yourself and others safe while driving in parking lots. Experts offer the following advice:

- **Stay in lanes** and never cut across parking lots.
- **Drive slowly**, even if you think the lot is empty.
- **Use your directional signals** to help reduce confusion in parking lots.
- **Park correctly** — centering your vehicle — so that you provide ample room for other vehicles on either side.
- **Comply with the speed limit** as well as signs such as stop and yield, one-way arrows, and handicap parking spaces.

Be extra cautious when backing out — Experts say vehicles backing up cause 25 percent of all parking lot accidents.

Shining City STAR Recipients

We're pleased to recognize the following employees for their commitment and tireless efforts to improve the City's Safety Culture:

Cheryl Evans, Linda Evans, Audrey Fraley, Melissa Harbst, Janet Hildy, Valerie Ponds, Lacey Walsh and Tammy West all played an integral role in redefining Safety at the City of Tulsa. As members of the Sewer Operations and Maintenance dispatch team they provided invaluable information on collision and incident data to the Safety and Health section of Human Resources. **Congratulations to all our bright and shining City STAR recipients!**

Also, if you or your work team are working on **safety-related projects or action items supporting the City's Safety Transformation effort**, let us know so we can share your accomplishments with others. Contact Travis Osborne, ASP Senior Safety Coordinator — tosborne@cityoftulsa.org — with any items you'd like to share.

(See the next page for our Employee Safety Spotlight, featuring Clayton Edwards, Water & Sewer Director)

Employee Safety Spotlight: Renewing Our Commitment to the City's Safety Culture in 2019

For the City's safety program to continue to be successful, it's important for **management and employees to be committed to improve safety**. Since we first implemented our Safety Transformation Culture in 2013, I have met with each work group in the Water and Sewer Dept. and have expressed my commitment for a safe work environment. An injured employee affects the section, the department and the city. More importantly, an injured employee greatly affects his or her family.

One of the benefits of our safety program is having a **greater understanding of the types and number of injuries** that employees experience. Being equipped with this knowledge will enable staff to focus our safety meetings on addressing more frequently occurring injuries.

I start each Injury Investigation meeting trying to put the injured employee at ease. Some employees may feel intimidated or apprehensive about meeting with the Department Director. I assure them these meetings are not punitive, but to learn what happened. **I want to find out if we need to make any changes to our policies and procedures to minimize the chance of similar types of injuries happening again.** I also stress that the information we learn from each injury is passed on to other sections so that they can apply the lessons learned with their employees.

One of the more common underlying causes of injuries is employees being in a hurry. I certainly appreciate employees trying to complete a job as fast as possible, but **in the long run if an employee gets injured it slows everything down.**

I would like to take this opportunity to commend our Sewer and Water employees for the safety performance improvements they've made so far. **I challenge all City employees, including department heads to make a renewed commitment to safety improvement in 2019.**

– Clayton Edwards, Water and Sewer Department Director

Being Safe is NO Accident!
