

May 1, 2018

CAM Mover's Edge **ACD**

CANADIAN ASSOCIATION OF MOVERS • ASSOCIATION CANADIENNE DES DÉMÉNAGEURS

CAM News & Updates

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Nancy Irvine
CAM President

President's Message

There are very few people who haven't been touched by the horrific accident in Saskatchewan or the outpouring of love and support for anyone who has been affected by the tragedy.

So many of us are tied to our local hockey teams – whether it be personally or professionally, so the Humboldt bus crash hit hard for all of us. It has been wonderful to be going through social media and seeing our members engaged in several community-based Humboldt support activities, whether it be a flag at half mast, a sign out front of the business or a fundraiser of some sort. [View shares here.](#)

I personally think every day should be jersey day and I hope that April 12th becomes an annual thing. I know that touring around Sarnia that day (in my Halifax Moosehead Jersey), I ran into people who just felt “better” that they were able to openly deal with their grief in such a unifying and Canadian manner.

On behalf of the Canadian Association of Movers' 400+ members, a donation was made in mid-April to the Humboldt Broncos. As well, an equal donation was made to the Tema Conter Memorial Trust whose proceeds will be used to provide mental health support to the First Responders involved in the tragic events involving the Humboldt Broncos.

Although the record-setting Go Fund Me site is now closed, if you are interested in making a worthwhile donation, please consider, as we did, supporting the First Responders who will be dealing with that horrible day over and over for the rest of their lives. [Their fund](#) is open for the remainder of May.

Editor's note: At the time of writing this message (April 24th), the Toronto situation was barely 24 hours old and watching the news, and the replaying over and over again of the carnage, was still quite unbearable. But in amongst all the tragedy of that Monday afternoon, shone the courage and professionalism of the arresting policeman Const. Ken Lam, the pedestrians that jumped in to assist with CPR and comforting, and the huge memorials that have emerged along the blocks of this vibrant neighbourhood. Canada, once again, is in mourning.

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Toronto Police need our help!

Investigators from the **Toronto Police Financial Crimes Unit** have located a series of storage lockers containing personal goods believed to have been withheld illegally. These goods were discovered as a result of the Project Haul investigation of GREEN MOVING and STORAGE; also operating as CAPITAL MOVING and RYDER Moving. In all cases, the items, which included many personal items and documents, were not properly labelled but had been associated only to partial names or identification numbers. None of these shipments were on record through the investigation (which makes you wonder just how many shipments from Green Moving are lying in sea cans around the country right now).

Police need our help spreading the word in hopes of finding the families these shipments belong to.

Since April 13th, only two of the shipments have been identified. CAM's Facebook page has all the [information and photos](#) of the shipments in a post. Can you please take a moment and share this post on your own Facebook page? It would be nice to reunite people with their things before they get destroyed or sold at auction.

Threatened Consumer reunited with lost belongings!

Remember the Calgary “mover” who threatened to kill the customer who wouldn't pay his over-inflated charges? Due to the diligence of the consumer and the assistance of the Kingston Police, the family

found their shipment (dumped in two locations en route.) Job well done CAM members **AMJ Campbell - Kingston** and **Atlas Van Lines Canada**! Now the family has most of their household goods. The rest was picked up in Sault Ste Marie last week by CAM Members **Penfold Cartage** and **North American Van Lines** to be delivered to Kingston in short order. We sincerely appreciate all involved for making this a happy news story. Here's the [news link](#) to this very bizarre situation.

New member

CAM welcomes [Abrams Auto Transport](#) to the Association! Abrams hauls vehicles throughout Canada and the US.

Visit our [Suppliers web page](#) to find other quality industry suppliers to meet your business needs.

Milestones

Congratulations to **Blue Bins Unlimited Corp** on their 25th Anniversary. Well done to **Joe and Patricia Lopes**!

And congratulations to **United Van Lines (Canada) Ltd.** as well. Here's a shout out to **Dan Lawrence** and United on their 65th anniversary!

Do you have a milestone you'd like to share? [Let us know!](#)

Cannabis legislation

Legalisation of recreational cannabis use in Canada is scheduled to take place as early as this summer. CAM is committed to assisting our members in establishing the protocols and policies you will need to meet your duties as an employer and safeguard your employees. We have been working with a BBB-recommended organization – **Western Business Mechanics** - to breakdown the "noise" and summarize the resources we need to proceed responsibly in our industry.

A key component to the program is education, so they will begin by providing you with a free of charge, no obligation presentation "[Cannabis in the Workplace 2018](#)." Should you decide to engage them further, they will assess your current situation to custom design and price a package specific to your needs. This may or may not include a Drug and Alcohol Policy and/or Employee Handbook review and rewrite, local legislation regarding areas for consumption of recreational or medical cannabis, educational programs for managers and employees, safety concerns, and other areas of consideration.

This is an extremely complex and constantly changing situation. CAM Executive and Board members have participated in the webinar and there is so much to take in and consider as you go ahead with your own policies in the summer/fall. We do encourage you to [contact Western Business Mechanics](#) to find out more information.

[Read More on Health Effects of Cannabis Use](#)

CAM Upcoming Events

Annual Golf Tournament
Friday, September 14, 2018

**Join us at the Lionhead Golf Club in Brampton, ON.
Registration is now open!**



We are convinced that golfing season is finally here. No more ice storms. Nancy visited Lionhead last week and they are equally as excited at the improved golf experience CAM is going to offer the event's attendees on Friday, September 14th. We are delighted to announce that **Hansen's** is now the Presenting Sponsor of the 22nd Annual golf tournament.

For you golfers: There's an early bird registration special ... register and pay before July 31st and your name is entered into a draw on August 1st for an additional foursome, compliments of CAM! If your name is drawn, you'll be able to invite 4 colleagues, friends or business contacts to enjoy the full day of golf and dinner for free! [A registration form](#) can be found on our website. We have a limit of 36 teams so don't wait too long!

For you folks that want to have some fun: We aren't doing a traditional hole sponsor deal this year. Instead, if you are interested – and there are only 18 spots available – we are having hole activities to enhance the golfing experience. It might be a game or something as simple as a treat. If you don't have the manpower to have someone on a hole all day and arrange the activity, you can provide us with \$400 and CAM will do it for you! Or you can do your own activity without giving CAM a dime. It's all about the golf experience. Nancy has a bunch of games and ideas (some even linked to our Niagara Falls conference) and will be happy to coordinate that with you. Check out our full list of ["Caddy" options.](#)

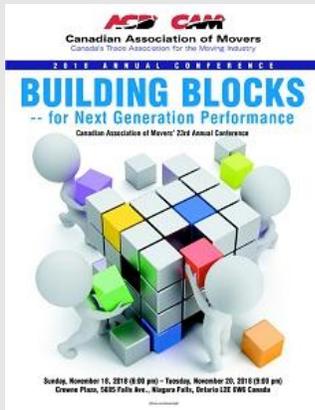
And again, thanks to Hansen's for leading the drive on this! Click here for more [details on this event.](#)

Please join the [Facebook Event Page](#) to keep up to speed on what's happening on the green.

Annual Conference & Trade Show Sunday-Tuesday, November 18-20, 2018

Keynote Presenter

If you attended last year's conference, You'll remember that almost every presenter talked about the importance of understanding and engaging millennials. Now's your chance to hear directly from the source of the most publicized study on that generation! **Dong-Ling Chen with Deloitte** will tell us what they've learned about engaging with the millennial generation - as employees and as prospective customers. Some key concepts will help you address the special challenges they present.



Building Blocks for Next Generation Performance

is our conference theme this year. We're planning sessions that will help companies understand the challenges that today's trends present and the opportunities that await to help you build your company.

[Registration is now open.](#)

[Facebook Event Page](#)



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STAY CONNECTED



HEALTH EFFECTS OF CANNABIS

There are both potential therapeutic uses for and potential health risks of using cannabis (marijuana). A chemical called delta-9-tetrahydrocannabinol (THC) is responsible for the way your brain and body respond to cannabis. While it is used by some for therapeutic purposes, there are short- and long-term physical and mental health effects that can be harmful.

SHORT-TERM HEALTH EFFECTS

While cannabis may make you feel relaxed and happy, you could experience unpleasant, unwanted or negative effects on your brain and body.

EFFECTS ON THE BRAIN

The short-term effects of cannabis on the brain can include:

- ▶ confusion
- ▶ sleepiness (fatigue)
- ▶ impaired ability to:
 - ▶ remember
 - ▶ concentrate
 - ▶ pay attention
- ▶ anxiety, fear or panic
- ▶ reduced ability to react quickly

Cannabis use can also result in psychotic episodes characterized by:

- ▶ paranoia
- ▶ delusions
- ▶ hallucinations

Emerging evidence suggests that a chemical in cannabis called cannabidiol (CBD) may help dampen some of the psychoactive effects of THC¹ such as:

¹ Bhattacharyya et al. (2010) Opposite effects of delta-9-tetrahydrocannabinol and cannabidiol on human brain function and psychopathology. *Neuropsychopharmacology* 35(3): 764–74. www.ncbi.nlm.nih.gov/pubmed/23550724

- ▶ disturbances in mood
- ▶ psychotic symptoms

There is also evidence to suggest that combining tobacco with cannabis can increase:

- ▶ the strength of some psychoactive effects²
- ▶ the risk of poor mental health outcomes,³ including dependence

Effects can be felt within seconds to minutes of smoking, vaporizing or dabbing cannabis. These effects can last up to 6 hours or longer.

If you eat or drink cannabis, these effects can occur within 30 minutes to 2 hours and can last up to 12 hours or longer.

EFFECTS ON THE BODY

The short-term effects of cannabis on the body can include:

- ▶ damaged blood vessels caused by the smoke⁴
- ▶ decreased blood pressure, which can cause people to faint or pass out
- ▶ increased heart rate, which can be a danger for people with heart conditions and can lead to an increased risk of heart attack⁵

² Ramo et al. (2015) Tobacco and marijuana use among adolescents and young adults: a systematic review of their co-use. *Clinical Psychology Review* 32: 105–121. www.ncbi.nlm.nih.gov/pubmed/22245559

³ Schauer et al. (2017) Marijuana and tobacco co-administration in blunts, spliffs, and mulled cigarettes: a systematic literature review. *Addictive Behaviors*. 64: 2011–211. www.ncbi.nlm.nih.gov/pubmed/27654966

⁴ Wang et al. (2016) One minute of marijuana secondhand smoke exposure substantially impairs vascular endothelial function. *Journal of the American Heart Association*. 5(8). www.ncbi.nlm.nih.gov/pubmed/?term=27464788

⁵ Thomas et al. (2014) Adverse cardiovascular, cerebrovascular, and peripheral vascular effects of marijuana inhalation: what cardiologists need to know. *American Journal of Cardiology* 113(1): 187–90. www.ncbi.nlm.nih.gov/pubmed/24176069



IMPAIRMENT

The THC in cannabis can impair your ability to drive safely and operate equipment. It can also increase the risk of falls and other accidents. This is because THC can affect your:

- ▶ coordination
- ▶ reaction time
- ▶ ability to pay attention
- ▶ decision-making abilities
- ▶ ability to judge distances

Cannabis use can increase the risk of accidents that lead to injury or death during higher-speed activities, such as driving, biking or skiing.

Impairment can last for more than 24 hours after cannabis use,⁶ well after other effects have faded.

People who use cannabis regularly may have trouble with certain skills needed to drive safely⁷ for weeks after their last use.

Combining alcohol with cannabis greatly increases the level of impairment and the risk of injury or death from accidents.

Combining cannabis with other psychoactive substances, especially ones that have sedative effects, such as opioids and benzodiazepines, can increase the effects of the drugs. This could increase the risk of injury or harm, particularly with activities like driving.

LONG-TERM EFFECTS

Long-term effects develop gradually over time with frequent use (daily or near-daily) that continues over weeks, months or years. These effects can last from several days to months or longer⁸ after you stop using cannabis.

EFFECTS ON THE BRAIN

The long-term effects of cannabis on the brain can include an increased risk of addiction and harm to your:

- ▶ memory
- ▶ concentration
- ▶ intelligence (IQ)⁹
- ▶ ability to think and make decisions

These effects appear to be worse for youth who start using early, and who use cannabis frequently and over a long period of time. They may not be fully reversible when cannabis use stops.

EFFECTS ON THE BODY

Some of the long-term effects of smoking cannabis on the body are similar to the effects of smoking tobacco and can include risks to lung health, including:

- ▶ bronchitis
- ▶ lung infections
- ▶ chronic (long-term) cough
- ▶ increased mucus buildup in the throat

POTENTIAL THERAPEUTIC USES

There is some evidence of potential therapeutic uses of cannabis or its component chemicals (cannabinoids).

Health Canada provides information for health care professionals and for authorized patients on the use of cannabis and cannabinoids for medical purposes. This includes information on dosing, adverse effects, warnings and more.

RISKS OF ILLEGAL CANNABIS

There may be other health and safety risks associated with cannabis obtained illegally. For example, the THC potency of illegal cannabis is often unknown, so you could end up using a stronger product than expected. This could heighten or prolong effects such as confusion or anxiety.

The quality and purity of illegal cannabis cannot be guaranteed and is frequently mixed with or contains:

- ▶ pesticides
- ▶ other drugs
- ▶ heavy metals
- ▶ moulds or fungi
- ▶ other contaminants

⁶ Leirer, V. O. et al. (1991) Marijuana carry-over effects on aircraft pilot performance. *Aviat. Space Environ. Med.* 62, 221–227. www.ncbi.nlm.nih.gov/pubmed/1849400

⁷ Karschner et al. (2016) Extended plasma cannabinoid excretion in chronic frequent cannabis smokers during sustained abstinence and correlation with psychomotor performance. *Drug Testing and Analysis* 8(7): 682–9. www.ncbi.nlm.nih.gov/pubmed/26097154

^{8,9} Meier et al. (2012) Persistent cannabis users show neuropsychological decline from childhood to midlife. *Proceedings of the National Academy of Sciences USA* 109(40): E2657–64. www.ncbi.nlm.nih.gov/pubmed/22927402

There is also the serious risk of:

- ▶ interacting with criminals or criminal organizations
- ▶ criminal charge and prosecution

MENTAL HEALTH EFFECTS

In some people, cannabis use increases the risk of developing mental illnesses like psychosis or schizophrenia, especially in those who:

- ▶ start using cannabis at a young age
- ▶ use cannabis frequently (daily or almost every day)
- ▶ have a personal or family history of psychosis and/or schizophrenia

Frequent cannabis use has also been associated with an increased risk of:

- ▶ suicide
- ▶ depression
- ▶ anxiety disorders

HEALTH EFFECTS ON YOUTH

Cannabis use that begins early in adolescence, that is frequent and that continues over time has been associated with increased risk of harms. Some of those harms may not be fully reversible.¹⁰

Adolescence is a critical time for brain development, as research shows the brain is not fully developed until around age 25.

Youth are especially vulnerable to the effects of cannabis on brain development and function. This is because THC in cannabis affects the same biological system in the brain that directs brain development.

It is important for parents, teachers, coaches and other trusted adults to be ready to talk with youth about drugs.

HEALTH EFFECTS ON PREGNANCY AND CHILDREN

Just like with tobacco, a pregnant woman or new mother's use of cannabis can affect her fetus or newborn child which can lead to health problems.

The toxins in cannabis are carried through the mother's blood to her fetus during pregnancy and in the breast milk following birth.

Heavy cannabis use during pregnancy can lead to lower birth weight of the baby. It has also been associated with longer-term developmental effects in children and adolescents, such as:

- ▶ decreases in:
 - ▶ memory function
 - ▶ the ability to pay attention
 - ▶ reasoning and problem-solving skills
- ▶ hyperactive behaviour
- ▶ increased risk for future substance use

ADDICTION

Contrary to popular belief, people can become addicted to cannabis. Individuals who use cannabis can develop a cannabis use disorder, which at its extreme can result in addiction.

Continued, frequent and heavy cannabis use can cause physical dependency and addiction.

Research has shown that THC in cannabis causes an increase in levels of dopamine, the pleasure chemical, in the brain. This motivates people to keep using it.

Addiction can develop at any age but youth are especially vulnerable¹¹ as their brains are still developing.

Some people are also more prone to becoming addicted than others. It's estimated that 1 in 11 (9%) cannabis users will develop an addiction¹² to it. This statistic rises to about 1 in 6 (17%) for people who started using cannabis as a teenager. If a person smokes cannabis daily, the risk of addiction is 25% to 50%.

¹⁰ Volkow et al. (2016) Effects of cannabis use on human behavior, including cognition, motivation and psychosis: a review. *JAMA Psychiatry* 73(3): 292–7. www.ncbi.nlm.nih.gov/pubmed/26842658

¹¹ Chadwick et al. (2013) Cannabis use during adolescent development: susceptibility to psychiatric illness. *Frontiers in Psychiatry*. 4: 129. www.ncbi.nlm.nih.gov/pubmed/24133461

¹² Volkow et al. (2014) Adverse health effects of marijuana use. *New England Journal of Medicine* 370(23): 2219–27. www.ncbi.nlm.nih.gov/pubmed/24897085

Problematic cannabis use can include some or all of the following behaviours:

- ▶ failing to fulfill major duties at work, school or home
- ▶ giving up important social, occupational or recreational activities because of cannabis use
- ▶ consuming it often and in larger amounts or over a longer period than they intended
- ▶ being unable to cut down on or control cannabis use

People who display most or all of these behaviours over a 12-month period may have cannabis addiction.

Some people can develop a tolerance to the effects of cannabis. Tolerance is characterized by a need for a larger dose of a drug to maintain the original effects. Tolerance to some of the effects of cannabis can develop after a few doses. In some people, tolerance can eventually lead to physical dependence and/or addiction.

ADDICTION HELP

Cannabis addiction can cause serious harm to your health, social life, school, work and financial future.

If you or someone you know is struggling with addiction to cannabis or other drugs, help is available.