**Training Title: Managing Medical Marijuana in the Workplace**

**Presented by: Timothy Holly, Partner**

**Connolly Gallagher LLP**

**Meeting Location:   Date:** Tuesday, January 15, 2019

Dover Downs Hotel and Casino **Timeframe:**

Festival Buffet Restaurant Meeting Room **Networking**   5:30 – 5:45 PM  
1131 North DuPont Highway **Dinner**        5:45 – 6:15 PM  
Dover, DE 19901 **Program**    6:15 – 7:30 PM

**Agenda:**

**Welcome from President**

**Overview of SHRM/Chapter Purpose**

**Announcements**

**Introductions**

**Evening Presentation:**

Substance abuse and impairment are not new problems on work sites – but with the possible legalization of recreational and medical marijuana in the near future, it is more important than ever that managers and employees effectively recognize and manage work productivity and safety risks of substance use, abuse, and impairment.

Attend this presentation to find the answers and gain assistance in how to minimize the impact to accomplishing the mission of your business while complying with legal requirements and rights of your employees. Some of the key topics presented will be:

• **Stats About Drugs/Marijuana**

• **Correlation with Alcohol Use**

• **Effect on Attendance/Turnover**

• **Rights for Employers: Title I, Controlled Substances Act (“CSA”), Congress**

• **Protection for Recovering Addicts and Alcoholics**

• **Who is an individual with a disability in this scenario?**

• **When can employers discharge or deny employment?**

• **Can an employer prohibit use of drugs and alcohol at work or offsite?**

• **Employer Drug Testing**

• **What does “legal” use mean?**

• **EAP program gone wrong**

• **Exceptions**

• **Related-Cases**

• **ADA Requirements**

• **Recruitment Considerations: cardholder, testing, determining ‘under the influence’, hiring, firing, disciplining, etc.**

• **How does this effect use off the premises, not on work hours?**

• **When is “discrimination” permitted?**

• **How does this impact FMLA?**

• **Are there any Religious accommodation issues?**

• **How does it affect Workers Comp?**

• **What is legal and illegal in Delaware?**

**Questions & Answer**

**Final Comments & Adjournment (1.25 certification credits)**