



Below please find the link to the Tuesday, November 13<sup>th</sup> 2018  
UBA Employer Webinar Series

## **“Employer Policies and Testing Employees for Marijuana Use and Opioid Use”**

<http://bit.ly/2RTSN44>

### **DESCRIPTION**

This webinar will cover what to consider when implementing drug use policies and testing for drug use including:

- Describe the scope of workplace drug use policies and testing
- Describe the laws and regulations that govern workplace drug use policies and testing
- Discuss how policies and testing may differ depending on whether the drug use is legal under state law and whether the use is legal for medicinal purposes only or legal recreationally
- Discuss best practices for drafting policies regarding drug use and testing, including sample language
- Address how testing should be done, including frequency, in-house vs. using a third-party vendor, whether testing should be included as part of a wellness program, and protection of health information obtained by testing
- Discuss how employers should address employees’ positive drug test results, including situations when an employee is prescribed a drug (for example, methadone or suboxone while in recovery) and when the prescription drug use may impair an employee’s ability to safely perform job duties
- Discuss what an employer can require of employees who use drugs on-site
- Describe best practices for drug use policies and testing

This 60-minute intermediate level webinar will help employers understand how to address drug use in the workplace, including drug use policies and testing.

### **PRESENTER**

Jennifer Sandberg is a partner in Fisher Phillips' Atlanta office. Employers, In-House Counsel, and Human Resource professionals view her as a trusted advisor providing solid business advice. She works to understand her clients’ business and desired business outcomes in order to provide creative and cost-effective advice and counsel. She assists clients in accomplishing business objectives in the most efficient manner possible. Her advice is custom-tailored for employers with tens of thousands of employees or those with a mere handful of employees.

A significant portion of her practice is devoted to providing clients with day-to-day preventive advice as employers design, manage, and carry out business initiatives. Clients appreciate her “no nonsense” approach to both daily concerns and developing major issues.

She delivers engaging and highly effective training for senior executives and managers on a diverse array of labor and employment topics. She conducts legal compliance audits of human resource functions, procedures and policies, and provides a triaged approach to audit findings. She prepares employee handbooks and policies for multi-state employers that are succinct and easy for employees to understand.

Jennifer was selected for inclusion in The Legal 500 – Workplace & Employment Counseling in 2015.

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*Please feel free to watch/listen to this whenever it is convenient for you and your staff. It will be available for you to view for the next 11 months. Your name and email are required for registration. There is no cost however this webinar has been approved for 1.0 credit hours toward recertification through the HR Certification Institute. Once you have viewed the webinar, the last page will provide details on receiving the credit hour.*