

WHAT'S THE RISK CROSSING STATE LINES

ARE RECENT DEVELOPMENTS CAUSING
YOUR DRUG POLICIES TO GO UP IN SMOKE?

Michigan and Illinois recently legalized the recreational use of marijuana. This patchwork of laws, coupled with federal law that still criminalizes marijuana, leaves many employers wondering what they can prohibit and test for in the workplace.

The enactment of marijuana laws is only one of the many recent developments impacting employers' drug and alcohol policies. For example, the opioid crisis, low unemployment, recent OSHA rules, and the EEOC's targeting of common policy provisions, all impact employers' drug and alcohol policies.

Join us for a timely event, where we will include perspectives from safety compliance and human resources professionals along with an employment law attorney to understand how it will impact your business.

Topics of Discussion

- How to manage the evolving risks related to your drug and alcohol policies
- How state laws legalizing recreational or medical marijuana impact your policies and practices
- How these other recent developments impact your policies and practices
- Practical advice for policies and practices to address these issues
- Overview of state laws legalizing marijuana, focusing on Michigan, Illinois, Indiana, and Ohio

SEMINAR DATES & LOCATIONS

Kalamazoo – Tuesday, October 1
South Bend – Tuesday, October 8
Ft. Wayne – Tuesday, October 15

This FREE event will qualify for 2.0 SHRM credits.

EVENT DETAILS

Breakfast & Registration
8:00-8:30 AM EST

Presentations & Discussion
8:30-10:30 AM EST

To reserve your seat, visit us online at www.GibsonIns.com/CrossingStateLines



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SPEAKER BIOS



Luis Avila – *Kalamazoo*

Luis Avila is a partner in the Grand Rapids, Michigan office of Varnum. Luis focuses his practice on labor, employment and immigration issues. Luis has a wide range of experience in traditional labor matters, including grievances, arbitrations, collective bargaining negotiations, union drives, and matters in front of the National Labor Relations Board (NLRB) and the Michigan Employment Relations Commission (MERC). He counsels public and private sector employers on a number of workplace matters, including effective employee handbooks and policies, disciplinary and dispute resolution procedures, discrimination, disability accommodation, wage-hour matters, family medical leave, and harassment and litigation prevention.



Michael Palmer – *South Bend*

Michael Palmer is a partner in the South Bend, Indiana and Grand Rapids, Michigan offices of Barnes & Thornburg. He primarily represents private and public sector employers in all aspects of labor and employment law. In his labor and employment practice, Michael handles union-related issues, employment litigation, general employment counseling, and immigration compliance. Michael's employment-related litigation practice includes representing employers before state and federal courts, and administrative agencies in cases alleging employment discrimination, sexual harassment, breach of employment contract, wage and hour violations, workplace torts, wrongful discharge, and enforcement of non-compete agreements.



Thomas Kimbrough – *Ft. Wayne*

Thomas Kimbrough is a Partner at Barrett McNagny. He serves his clients by providing counseling and representation to union and non-union employers in every aspect of employee relations and employment law. He also exclusively represents, counsels, and defends corporations and professional organizations in various labor and employment cases. With more than 35 years of experience in defense of companies in discrimination and employment related claims, Thomas also has extensive experience in handling other litigation claims.



Shawna Neilson

Shawna is the Director of Risk Management Services at Gibson. Her responsibilities include oversight of the Claims, Claims Consulting, and Loss Prevention teams; providing them with guidance and support for achieving the strategic goals of the agency and clients. Shawna is responsible for the execution of new employee development, ongoing staff planning, and recruiting efforts for Risk Management Services. Additionally, Shawna consults clients on workers' compensation to reduce claims exposure and costs, and conducts training for clients on various aspects of the risks they face.



Sheri Butler

Sheri is the Director for HR Solutions at Gibson. She is responsible for leading the team in strategy, value proposition design, and oversees the operations and delivery of HR Solutions consulting engagements. Sheri provides leadership, guidance, and direction to the team to ensure they are effectively meeting the needs of our clients. Sheri and her team provide consultative guidance and best practices recommendations to clients, mitigating a client's risk for potential employment related issues.