



It's Complicated: Substance Abuse & Marijuana in the Workplace

*A one-day conference sponsored by
the Iowa-Illinois Safety Council*



Work. Home. Community
A Chapter of the National Safety Council

September 25, 2019
8:30 am - 3:00 pm



AGENDA

8:30 am - Registration Open

9:00 - 10:00 am

Drug Addiction Can Happen to Anyone

- Mike Haugen – Former Iowa State Patrol Officer, currently Water/Wastewater Operator - Forest City, IA
- Amanda Haugen - Forest City, IA

10:00 - 11:00 am

Public Safety Implications of Iowa's Evolving Drug Trends

- Dale Woolery – Director, Iowa Governor's Office of Drug Control Policy - Des Moines, IA

11:00 am - Break

11:15 am - 12:15 pm

The Medical Marijuana Paradox

- Peter Komendowski - Executive Director, Partnership for A Healthy Iowa - Des Moines, IA

12:15 - 12:45 pm - Lunch

12:45 - 1:45 pm

Iowa Cannabis Legislation - What's on the Horizon and What Can We Learn From Other States?

- Nicole Crain, Senior Vice President, Public Policy, Iowa Association of Business & Industry (ABI) - Des Moines, IA

1:45 - 2:00 pm - Break

2:00 - 3:00 pm

Medical Marijuana in the Workplace

- Katelynn McCollough, Attorney
Davis Brown Law Firm - Des Moines, IA

3:00 pm - Closing Remarks

Location:

DuPont Pioneer Auditorium (Corteva)
7000 NW 62nd Ave - Johnston, IA 50131
(Carpooling Recommended)

Cost: \$35 per person

Continental Breakfast & Lunch included

How to Register:

Online: www.iisc.org/events

Phone: 515-276-4724 ext. 230

Session & Speaker Information

Drug Addiction Can Happen to Anyone

Mike & Amanda Haugen

Working as a trooper with Iowa State Patrol, no one would have guessed that a series of medical complications had led to a severe addiction to opioids. But today, Mike Haugen tells his story openly, hoping to eradicate the idea of what an addict is supposed to be and to remind everyone of the truth. Alongside Mike, Amanda Haugen will also share her story of the impact drug addiction has had on their family and relationship. They are compelled to tell this story so that others can learn from their experience.

Mike was an accomplished State Trooper for 9 years and a Sergeant for 1 year. He was diagnosed with Ulcerative Colitis and the hospital visits started. Unfortunately Mike also contracted C-Diff, an antibiotic resistant bacteria in his intestine. He had two powerful forces and the medication for each intensified the other and could not be taken at the same time. After a short 10 years his dream career was cut short because of an addiction to prescription opiates and the fallout from them.

Mike and Amanda (wife) have known each other since preschool, dated in High School and got married 9 years later. Amanda has first hand experience to the lows that come with a loved one who battled UC & C-Diff and then the battle of his life with addiction. Mike and Amanda are passionate about spreading awareness to the taboo subject of addiction. Their goal is to allow others to gain insight into the horrible disease, humanize the disease and share their story of hope.

Public Safety Implications of Iowa's Evolving Drug Trends

Dale Woolery

Appointed by Governor Kim Reynolds in January as Director of the Iowa Office of Drug Control Policy, Dale is well-versed in a rapidly growing—and changing—spectrum of substance abuse issues that include methamphetamine, opioids, and uncertainties over the use of cannabis products in workplaces, communities, and on the road. While thus far Iowa has not “legalized” marijuana, one neighboring state will soon join 10 others in doing so, and more states have approved broad “medical marijuana” laws. Cannabis use is one of the next big policy issues facing us now, and in the future.

In January 2019, Governor Kim Reynolds appointed Dale Woolery to be the eighth Director of the Iowa Governor's Office of Drug Control Policy (ODCP). Dale joined ODCP in 1994, and served several years as the executive branch agency's Associate Director. He works with public and private sector leaders at the local, state and federal levels to strengthen drug control efforts. In addition to strategic coordination of drug enforcement and substance abuse prevention and treatment initiatives throughout Iowa, the Governor's Office of Drug Control Policy supports programs with federal drug and crime control grants, and assists with public policy development.

The Iowa-Illinois Safety Council (IISC) is a nonprofit organization in West Des Moines, Iowa, supported by approximately 1,000 members and locations throughout Iowa and Illinois. IISC is a local chapter of the National Safety Council and provides a wide variety of safety information, seminars, and services to members in an effort to reduce accidents or injuries and the extraordinary costs associated with them.

IISC is here to help business and industry with their safety, health, and environmental programs; for both on the job and off the job. IISC is one of the few resource organizations that will help you comply with the law and guidelines and keep you up to speed on new and changing regulations.



The Medical Marijuana Paradox - Peter Komendowski

Marijuana has made a dramatic entrance into the daily lives of Iowans. The speed of this emergence and risks associated with rapid change in response to adequately managing the potential risks is forcing resource and safety professionals into action. Marijuana in the workplace has obvious health and welfare implications on users of these products = potentially good and bad - but rather disturbingly unproven. Since conventional healthcare and medical channels have been for the most part circumvented the management side of the risk to employees and employers is left for us to sort out - and that in itself is a risky proposition. Whether you feel you are early adopter, an outlier, or generally cautious, you are increasingly responsible for managing how marijuana affects the risk, safety, productivity, and ultimately the profitability of your workforce. Peter will explore the issues and actions related to this challenge, and share some of the most up-to-date information that can help the human resource and safety professional chart a path through the emerging marijuana landscape.

Peter Komendowski is one of Iowa's leading advocates for healthy, drug-free communities. In the face of the opioid epidemic, a resurgence of meth use, and a marijuana industry targeting Iowa youth he is a sought-after speaker as an expert in substance abuse prevention and high-risk behavior management. Peter serves as president of The Partnership for A Healthy Iowa and the Face It Together (PDFI/FIT) coalition, and co-director of the Iowa Digital Literacy & Wellness Project. Peter travels throughout Iowa coordinating projects including the Iowa Media Literacy Project, Take5Iowa, the Drug-Free Workplace Program, Speak Out 4 Kids, the Power of Grandparents, the Blueprint for Healthy Communities, and the Iowa Caring Communities Tour.

Iowa Cannabis Legislation - What's on the Horizon and What Can We Learn From Other States? - Nicole Crain

ABI represents the interests of the Iowa business community and Nicole Crain has led the charge on many issues that impact how we do business in this state. As cannabis use and other impairment issues looms large on the horizon of public policy, she will discuss Iowa's existing law, proposed changes to the legislation and insight into policies in effect in other states with more developed laws. Her unique perspective on this evolving issue can provide guidance for the business community to forge public policy that will encourage protection for both employer and employee.

Nicole Crain is Senior Vice President, Public Policy for the Iowa Association of Business and Industry. Nicole had previously been employed with ABI as Director, Government Relations. During that time and now, she is engaged in working on members' behalf on tough employment, environmental, and economic growth issues. She leads ABI's policy work in a number of areas, including administering ABI's Iowa Industry Political Action Committee. Nicole is a magna cum laude graduate of Simpson College, which recognized her as an outstanding alumnus in 2010 and currently serves on the college's Board of Trustees.

Medical Marijuana in the Workplace - Katelynn McCollough

This session will explore Iowa's medical marijuana law and its effects on employers and workplace drug testing policies. Since medical cannabidiol was legalized in Iowa in 2017, the Iowa Department of Public Health's Office of Medical Cannabidiol has seen a swift increase in the number of applications for registration cards. As of July 1, 2019, there were 3,456 Iowans with an active registration card allowing them to legally obtain medical marijuana products. As use becomes more common, employers face a number of questions on how to handle medical cannabidiol in the workplace. During the presentation, we will discuss issues involving hiring, termination, and employer liability under both state and federal law.

Katelynn is an attorney at the Davis Brown Law Firm in Des Moines. She has a general litigation practice working on matters in the labor and employment, business, and commercial litigation departments. Her experience also includes advising employers about their rights and obligations as it pertains to employment law. She is a contributor to the Davis Brown Employment Law Blog as well as the Iowa Employment Law Letter. She frequently presents to employer groups about the impact of Iowa's medical marijuana laws.