

# Marijuana in Our Workplaces: What You Need to Know

a one-day event sponsored by the Iowa-Illinois Safety Council



an **nsc** chapter

**NOVEMBER 17, 2021**

**Birchwood Fields Learning Center  
Davenport, IA**

With the rapidity in which laws and guidelines are changing we recognize that marijuana in the workplace can be a complicated issue regardless of where you are located, but those who are on the board of Iowa and Illinois face extra challenges.

This one-day event will help clarify a lot of the issues we are seeing in the workplaces right now. Speakers will cover how to handle employees who work in one state but live in another, guidance on what your testing policies should look like, and how to navigate potential consequences of those policies, including hiring and retention best practices.

## **REGISTRATION:**

### **Member:**

In-Person: \$55 / Virtual: \$30

### **Non-member:**

In-person: \$65 / Virtual: \$40

## **AGENDA:**

**8:30 AM** - Registration & Networking

**9:00 – 10:30 AM** - Marijuana in the Workplace: Guidance for Iowa Employers with Illinois Resident Employees on Medical Marijuana and Avoiding Disability Discrimination  
*William J. Judge, JD, LL.M. – Attorney*  
*Drug Screening Compliance Institute*

**10:30 – 10:45 AM** – Break

**10:45 – 11:45 AM** - Components of a Drug Free Workplace Program Plus DOT and FMCSA Clearinghouse update  
*Sheryl Phelps – Business Development Manager*  
*CJ Cooper & Associates*

**11:45 AM – 12:30 PM** – Lunch

**12:30 – 1:30 PM** - Marijuana: To Test or Not to Test? That is the Question  
*Robert Lapota – HR Director - MRA*

**1:30 – 1:45 PM** – Break

**1:45 – 2:45 PM** - What Does Drug Use Look Like? Hear From an Iowa State Patrol Drug Recognition Expert  
*Iowa State Patrol*

**2:45 – 3:15 PM** - Q & A with the Speakers

**3:15 PM** – Adjourn

**REGISTER ONLINE: [WWW.IISC.ORG/EVENTS](http://WWW.IISC.ORG/EVENTS)**

# SESSION DESCRIPTIONS & SPEAKER BIOS



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## **Marijuana in the Workplace: Guidance for Iowa Employers with Illinois Resident Employees on Medical Marijuana and Avoiding Disability Discrimination**

**William J Judge - Attorney**

**Drug Screening Compliance Institute**

*Much has changed since the last time the Iowa-Illinois Safety Council addressed marijuana in the workplace. Now The medical and personal use of marijuana is legal in Illinois while Iowa is nearly surrounded by states that have at least legalized medical use of marijuana. What does this mean for employers in Illinois and in Iowa? How do Iowa employers deal with employees who reside in Illinois or Minnesota? Which state's rules apply? These issues and more will be addressed in this session.*

## **Components of a Drug Free Workplace Program Plus DOT and FMCSA Clearinghouse Update**

**Sheryl Phelps - Business Development Manager  
CJ Cooper & Associates**

*Sheryl will discuss the components of a drug free workplace policy and creating a solid drug and alcohol testing program. She will also review DOT changes and regulations regarding drug and alcohol testing and the FMCSA Clearinghouse required actions and penalties for violations.*

## **Marijuana: To Test or Not to Test? That is the Question**

**Robert Lapota - HR Director - MRA**

*Have you heard the news? Amazon is adjusting its drug-testing policy for U.S. field operations teams and will no longer screen for marijuana in many circumstances. In light of the tight labor market, many other employers are also dropping marijuana from their drug testing policies. What impact does this have on the safety professional as your organizations try to hire and retain employees in a tight labor market while holding the integrity of your policies and maintaining a safe work environment? This session will address: The current state of employer marijuana drug testing policies; handling positive marijuana test results under Illinois and Iowa law; and handling possible marijuana impairment issues in the workplace.*

**William J Judge - Attorney**

**Drug Screening Compliance Institute**

*Bill is an attorney with over 35 years of experience in the workplace drug and alcohol testing industry. He is the Co-Founder of Drug Screening Compliance Institute (DSCI) focusing on state, federal and subject-specific compliance research, policy development and review, training, education and consulting. Bill has been involved in many workplace drug testing court cases at all levels, including the 1989 United States Supreme Court 'Skinner' decision. Bill co-founded Info-Lab, Inc. and managed Workplace Health Co-Op, a substance abuse program administrator. During his tenure with Info-Lab, Inc., he co-owned and operated Info-Meth, an HHS-certified laboratory located in Peoria, IL.*

**Sheryl Phelps - Business Development Manager  
CJ Cooper & Associates**

*Sheryl has been with CJ Cooper since June 2014. In her capacity she has brought numerous businesses, both regulated and non-regulated, to CJ Cooper. She conducts Supervisor Training for Reasonable Suspicion, Employee Education on the Effects of Drugs and Alcohol Abuse and conference workshops on Drugs and Alcohol Abuse in the Workplace. She has over 25 years of sales and marketing experience and received a Bachelor of Business Degree with a major in marketing from the University of Iowa.*

**Robert Lapota - HR Director - MRA**

*Rob is driven by a passion for engaging HR leaders as strategic partners in their organizations, solving business problems through HR solutions, and showing bottom-line impact of HR initiatives. Drawing on more than 35 years of experience in HR and executive HR management, Rob helps employers find workable solutions to human resources issues. His career includes hands-on management and leadership responsibilities in all facets of human resources.*