

## OUR PRESENTERS

Dr. Thuss continued:

He has been performing physical examinations for the Department of Transportation since 1988 and drug testing for industry since 1989. He has owned and operated a drug testing company with worldwide clients and currently does consulting work for several large employers throughout the United States and Canada. Dr. Thuss has been a lecturer on topics involving Workers' Compensation, Department of Transportation issues as well as drug testing and has been used as an Expert Witness for each as well. He co-developed the D.O.T. training program offered by S.A.P.A.A. for the recently enacted National Registry of Certified Medical Examiners (N.R.C.M.E.) and currently serves as the Medical Director for St. Vincent's Occupational Medicine in Birmingham, Alabama.



**Jennifer Chang, J.D.**, has joined the Little Rock office of Cross, Gunter, Witherspoon & Galchus, P.C., where she practices employment law and appellate law.

Prior to joining CGWG, Jennifer served as Judicial Law Clerk for the Honorable Steven W. Taylor of the Oklahoma Supreme Court and as a volunteer with the Legal Aid Society of Cleveland. A native of Southern California, Jennifer received a Bachelor of Science degree from the University of California, Berkeley and a Juris Doctorate from the University of Southern California Gould School of Law.

## REGISTRATION

Online electronic form at [www.hrmaar.org](http://www.hrmaar.org)

Contact Person: \_\_\_\_\_

Company: \_\_\_\_\_

Mailing Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Name of Attendee (s):

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

Name on Card: \_\_\_\_\_

Card Number: \_\_\_\_\_

MASTERCARD \_\_\_ VISA \_\_\_ EXP. DATE: \_\_\_\_\_

V-CODE: \_\_\_\_\_ (REQUIRED) AMOUNT: \$ \_\_\_\_\_

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Signature: \_\_\_\_\_

MAIL CHECK PAYABLE TO "HRMA"

ALONG WITH FORM TO HRMA

121 RIDGEWAY DRIVE LITTLE ROCK, AR 72205

OR...FAX FORM WITH CREDIT CARD INFO TO:

(501) 244-2333

HRMA Tax ID: 26-3176729

HRMA Ark. State Vendor ID # 100168088

**HRMA** HUMAN RESOURCE MANAGEMENT  
ARIZONA ASSOCIATION of ARKANSAS

& **a TEST** CONSULTANTS, INC. present

## MEDICAL MARIJUANA

In the  
**WORKPLACE**



Wednesday, January 18, 2017

9:00 a.m. - 12:00 p.m.

Performance FoodService

4901 Asher Avenue . Little Rock, AR 72204



This program has been approved for **3 General Business recertification** credit hour toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

# IMPLEMENTING MARIJUANA IN THE WORKPLACE



## WORKSHOP OVERVIEW

It is critical that drug testing professionals, human resource managers and Designated Employer Representatives thoroughly understand the state specific marijuana workplace legal issues, safety sensitive risks, policy options and how to formulate a legally defensible compliance strategy. During this interactive workshop you will:

- Understand medical marijuana use and the Americans with Disabilities Act
- Find out whether you can legally terminate an employee under the influence of medical marijuana
- Decipher the differences between state and federal laws and which laws take precedence
- Drug testing: What employers can and cannot do when an employee tests positive
- Safety and the workplace: Employer responsibilities under OSHA and the General Duty clause
- Training essentials for managers: How to make certain you have consistency in practice

## WHO SHOULD ATTEND?

- Business Owners
- HR Directors, Managers
- Designated Employer Representatives

Sponsored by



## AGENDA

- 8:30 - 9:00      **REGISTRATION**
- 9:00 - 10:00    **MARIJUANA'S LEGALIZATION:  
WHO IT'S ALREADY IMPACTED**  
*Jeff Sims, A'TEST Consultants*
- 10:00 - 11:00   **MARIJUANA EFFECTS & USING  
AN MRO TO INTERPRET DRUG  
TEST RESULTS**  
*Chip Thuss, M.D., St. Vincent's  
Occupational Health Clinic  
Birmingham, AL*
- 11:00 - 12:00   **POLICIES & PRACTICES FOR  
EMPLOYERS**  
*Jennifer Chang, J.D., Cross, Gunter,  
Witherspoon & Galchus*
- 12:00            **ADJOURN**

## PROGRAM FEES

(Includes all materials)

|                               |                          |
|-------------------------------|--------------------------|
| <u>Early Bird Thru Jan 10</u> | <u>Rcvd After Jan 10</u> |
| \$99 each                     | \$125 each               |

MAIL CHECK PAYABLE TO "HRMA"  
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LITTLE ROCK, AR 72205

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(501) 244-2333

## Questions?

Call the HRMA Office: (501) 372-0929 OR  
Email: [hrmaar@sbcglobal.net](mailto:hrmaar@sbcglobal.net)

## OUR PRESENTERS



**Jeff Sims** is President of a' TEST Consultants, Inc., a nationally recognized drug testing corporation since 1992. He is actively involved in new business development, volunteer public speaking, and is an author of several training courses used by his industry.

Jeff began his drug-testing career in 1987 at the University of Arkansas for Medical Sciences (U.A.M.S.), while he was in college at the University of Arkansas at Little Rock. He is a Certified Substance Abuse Professional Administrator, (C-SAPA, C-SI), is currently serving a fourth term on the Board of the Substance Abuse Program Administrators Association (SAPAA), is an active member of the Drug and Alcohol Testing Industry Association (DATIA), and is serving as a Commissioner for The Certification Commission for Drug and Alcohol Program Professionals (CCDAPP).



**Dr. C. B. Thuss, Jr.** is a third generation practicing Occupational Medicine physician. He was one of the first certified medical review officers (MRO) for Department of Transportation (D.O.T.) drug testing in the United States

and one of the first D.O.T. Certified Medical Examiners. He has served on the Boards of the Substance Abuse Professional Administrators Association (S.A.P.A.A.), the Drug and Alcohol Testing Industry Association (D.A.T.I.A.) and the Alabama Chapter of the National Safety Council.