



## 2019 Northwest Landscape Industry Conference

**Presentation: Marijuana in the Landscaping Workplace! Are Business Owners Aware of the Impact the Regulations have on their Drug-Free Program, Safety, and Employee Use?  
*Ensure Your Business is Risk-Free!***

**Date/Time:**

**Presenter:** Margie Faulk, PHR, SHRM-CP

**Description:** In 2012, Washington became the first U.S. state to legalize recreational use of marijuana. The state had previously legalized medical marijuana in 1998. Under state law, cannabis is legal for medical purposes and for any purpose by adults over 21. Oregon, after several attempts, legalized Marijuana in 2014. More states are considering legalizing the medicinal and recreational use of Marijuana. Despite where you stand in the controversy or politics, Marijuana in the workplace impacts many federal workplace regulations, and each state may have different guidelines and requirements. In the Landscaping industry, Business owners have to mitigate between federal regulations indicating that Marijuana is still illegal and medical use of Marijuana by employees in a Drug-Free Workplace. Business owners, HR professionals and those with Leadership roles, and Managers of field crews must navigate this confusion to ensure they are not violating regulations impacting their company. At this time, the following federal regulations are impacted, and Business owners must be vigilant. The American with Disabilities Act (ADA), American with Disabilities Act Amendment (ADAA), Equal Employment Opportunity Commission (EEOC), Occupation Safety and Health Act (OSHA), Family Medical Leave Act (FMLA), Civil Rights Act (Title VII) all have requirements that must be followed.

Add Workers Compensation (WC) Insurance's requirements for a Drug-Free Workplace Program to the mix; it's not a wonder that Business Owners are baffled about which regulations supersedes.

This training will cover:

- Practical strategies to navigate the workplace laws how they all impact your business
- Learn what the requirements are to have a true Drug-Free Workplace Program and how Marijuana impacts the program

- Learn how to handle an employee who tests positive for drug or alcohol, and you may not be able to discipline them
- 5 Panel, 10 Panel, 12 Panel drug testing or more. What is required?
- Internal Drug Testing Programs vs. external labs. Are you really saving money?
- Ensure you have a drug free program that meets the requirements of Workers Compensation to be eligible for the discount on your insurance cost
- Case examples to convince Business Owners how easily they can risk their reputation, get charged with workplace litigation and even lose their business
- Conduct your own internal audit to confirm you are in compliance with all regulations
- Learn how an Employee Assistance Program (EAP) is one of your best risk management strategies within the Landscaping industry

Participants will walk away with practical tools they can use immediately to ensure you have required policies. Business owners should leverage their HR Team and Managers to easily maintain an effective and safe work environment.

Free Drug-Free Program Template that meets federal and state requirements for all participants.



#### ***About Margie***

Founder/Compliance Advisor for HR Compliance Solutions, LLC, Margie, has worked as an HR Compliance advisor for major corporations and small businesses in the small, large, private, public and Non-profit sectors for 14 years. Margie has provided small to large businesses with risk management strategies that protect companies and reduces potential workplace fines and penalties from violation of employment regulations. Margie is bilingual (Spanish) fluent and Bi-cultural.

Margie is currently working with a large Commercial Landscaping company with over 250 employees in Florida, providing HR Compliance services from auditing, developing an employee handbook, creating a Drug-Free Program, Safety Programs, and a background screening service. Margie's expertise includes volatile terminations involving weapons, aggressive employees and mental health issues. All service is to reduce the company's risk and prepare a value-based Risk Management Strategy. Margie has two certifications and has been identified as a Subject Matter Expert (SME) in workplace compliance, auditing, reducing risk and multi-state regulations.