



COMMUNITY BANKERS ASSOCIATION OF ILLINOIS

Webinar – On-Demand Web Link

Marijuana HR Policy & Best Practices: Handling Employee Medical & Recreational Use Wednesday, December 18, 2019 2 - 3:30 p.m.

Is your financial institution prepared for legalized marijuana? While marijuana use remains illegal on the federal level, states are swiftly legalizing medical and recreational use. To date, thirty-three states and Washington, D.C. have legalized medical use, and eleven states have approved recreational use. Regardless of where your state stands, now is the time for HR professionals and employers to address the challenges of employee marijuana use.

Effective marijuana HR policies and procedures are at the heart of workplace cannabis management. This webinar is designed to help financial institutions understand, prepare for and manage marijuana use in compliance with policy, best practices and the law. Join us to gain an understanding of policy-related issues and procedures. Learn why and how to implement best-practices-based marijuana policy to communicate rules, manage expectations, support productivity, ensure safety and comply with federal and state laws. As the march toward nationwide legalization continues, don't leave cannabis compliance to chance. Attend this program to learn the ABCs of evolving laws and effective marijuana HR policy and procedures.

HIGHLIGHTS

- Understanding and complying with federal and state marijuana laws
- Weighing the legality and effectiveness of zero-tolerance policies
- Testing (or not testing) employees and job applicants
- Conflicting court decisions on disciplining employees and rejecting job applicants
- Prohibiting on-the-job marijuana use
- Blocking medical marijuana users from employment
- Accommodating registered medicinal users
- Complying with anti-discrimination protections and disability-accommodation laws
- Recognizing and handling suspected impairment
- Managing expectations about on-the-job and off-duty consumption
- Addressing cannabis oil (CBD) and hemp
- Updating policy and procedures to keep pace with evolving legislation and case law

TAKE-AWAY TOOLKIT

- Whitepaper, Marijuana HR Policy & Best Practices: Handling Employee Medical & Recreational Use
- Legalized marijuana resource list and links
- Employee training log
- Interactive quiz

[Attendance verification for CE credits provided upon request.](#)

WHO SHOULD ATTEND?

This informative session is a must for human resources professionals, managers, executives, training managers, compliance officers and legal professionals. Anyone responsible for writing, implementing and enforcing marijuana policy and legal compliance benefit from this webinar.

ABOUT THE PRESENTER

Nancy Flynn, The ePolicy Institute™, Business Writing Institute™ & Marijuana Policy Institute™ founder and executive director, is a recognized expert on workplace policy, communication and compliance. She provides training, writing and consulting services to clients seeking to minimize compliance risks and maximize communication skills.

Flynn is the author of 13 books, including *Writing Effective E-Mail*, *The ePolicy Toolkit* and *The Social Media Handbook*. An in-demand trainer, she conducts seminars, webinars and one-on-one coaching for financial institutions, financial services firms and other clients worldwide. She also serves as an expert witness in litigation related to workplace policies and Internet use.

THREE REGISTRATION OPTIONS

1. LIVE WEBINAR

The live webinar option allows you to have one telephone connection for the audio portion and one Internet connection (from a single computer terminal) to view online visuals as the presentation is delivered. You may have as many people as you like listen from your office speaker phone. Registrants receive a toll-free number and pass code that allow entrance to the seminar. The session is approximately 90 minutes, including question and answer sessions. Seminar materials, including instructions, PIN number, and handouts are emailed to you prior to the broadcast. You need the most-current version of Adobe Reader available free at www.adobe.com.

2. ON-DEMAND WEB LINK**

Can't attend the live webinar? The ON-DEMAND WEB LINK** is a recording of the live event including audio, visuals, and handouts. We even provide the presenter's email address so you may ask follow-up questions. Within five business days following the webinar, you are provided with a web link that can be viewed anytime for the next six months. This link expires six months after the live program date.

3. BOTH LIVE WEBINAR AND ON-DEMAND WEB LINK**

Options 1 and 2 described above.

NEW! Listen to the on-demand web link on your iPad, iPhone, Android. Instructions will be emailed to you with the on-demand link.

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AFFORDABLE TRAINING, WHEN AND WHERE YOU CHOOSE

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REGISTRATION FORM

Marijuana HR Policy & Best Practices: Handling Employee Medical & Recreational Use
Wednesday, December 18, 2019 **2 - 3:30 p.m.**

Choose Your Training Option:

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