



# HOW TO KEEP YOUR BUSINESS FROM GOING UP IN SMOKE

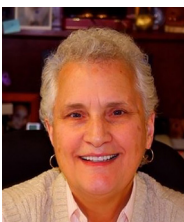


**WEDNESDAY, SEPT. 11**

**Dunn-Richmond Economic Development Center  
1740 Innovation Dr., Carbondale, IL**

**REGISTRATION..... 11:30 A.M. - NOON  
SEMINAR..... NOON - 1:00 P.M.**

**LUNCH PROVIDED, RSVP IS REQUIRED**



**SPEAKER**

**Shari Rhode,  
Rhode Law Firm**

Over the past several decades, the workplace in the United States has become increasingly regulated. Collaborating with an attorney who understands the nuances of employment law is no longer optional, it's necessary. Shari has over 42 years of experience in assisting clients with everything from creating and integrating personnel policies, to preemptive counseling, to training management.

## **Marijuana in the workplace and what to do about it.**

**State law regarding the legalization and decriminalization of medical and recreational marijuana is constantly evolving.** This may put employers in a difficult position, especially where the employer has a drug-free workplace policy in place that may be required by federal law. We will discuss the current state of legal marijuana use, the dangers for potential employment discrimination lawsuits, and potential ways to reconcile contrary state and federal law, including potential approaches that may be used by Illinois courts, based on a survey of approaches currently used by a variety of other jurisdictions. We will also discuss the legalization of recreational marijuana as of January 1, 2020, and its potential regulatory challenges.

**Some of the topics covered will include:**

- The need for employers to create or update a substance abuse policy
- How do employers deal with medical/recreational marijuana users?
- Do employers need to change drug testing methods?
- What can employers do to protect against intoxicated employees?
- Can an employer still fire an employee for a positive drug test for marijuana?
- What does zero tolerance policy really mean?

## **REGISTER ONLINE — SEATING IS LIMITED**

**There is no charge to attend but an RSVP is required.**

 [www.carbondalechamber.com/events/details/chamber-connections-lunch-learn-marijuana-the-workplace-12235](http://www.carbondalechamber.com/events/details/chamber-connections-lunch-learn-marijuana-the-workplace-12235)

Presented in partnership with the Carbondale Chamber of Commerce Economic Development Committee and Illinois Small Business Development Center at SIU



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