

# JUNE 20, 2019 YOU'RE INVITED

Ogletree  
Deakins

The Birmingham office of  
**OGLETREE DEAKINS**

presents a complimentary  
**EMPLOYMENT LAW BRIEFING**

An informative and educational briefing to  
address the latest labor and employment law  
topics impacting Alabama employers

## **LOCATION**

Ogletree Deakins  
420 20th Street North, Suite 1900  
Birmingham, AL 35203  
(205) 328-1900

## **DATE AND TIME**

Thursday, June 20, 2019  
8:00 a.m. – 9:00 a.m.  
(Registration and breakfast will begin at 7:30 a.m.)

## **COST**

Complimentary  
(Breakfast and program materials are included.)

## **LET'S BE BLUNT: MARIJUANA AND THE WORKPLACE**

The proliferation of medical and recreational marijuana laws continues to raise issues for employers seeking to maintain drug-free workplaces. How would Alabama's medical marijuana proposal affect employers operating in the state? Is cannabidiol (CBD), which is legal in the state, considered marijuana for drug testing purposes? How can employers determine whether there is a reasonable suspicion to drug test an employee? How would the Alabama medical marijuana bill impact ADA claims for employers? Do employers have to engage in an interactive process with medical marijuana users? In this breakfast briefing, our speaker will be blunt in answering these pressing questions and others regarding marijuana and the workplace.

*Presenter:* M. Tae Phillips, Shareholder

## **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Brandi Hall  
at (205) 714-4424 or [brandi.hall@ogletree.com](mailto:brandi.hall@ogletree.com).

We have submitted this program to the HR Certification Institute and SHRM for review.