

# FOLLOW UP: The Impact of Legalized Marijuana in the Workplace

[Register](#)

**Wednesday, August 23, 2023 – 11:00 am to 12:00 pm**

Due to the overwhelming requests to host a follow-up session from our March 2023 webinar on the Impact of Legalized Marijuana in the Workplace, we're offering another webinar to answer new and arising questions regarding Minnesota's recreational marijuana law that took effect August 1, 2023. Employers who conduct drug and alcohol testing in Minnesota need to be aware of changes in the law. For example, unless an applicant/employee fits into certain criteria (i.e., DOT-covered driver, safety-sensitive,

etc.), employers are prohibited from conducting pre-employment cannabis testing. Further, as of August 1<sup>st</sup>, marijuana is treated as a lawful consumable product under Minnesota law. Subject to a variety of caveats under the law, employers who take any adverse action against an applicant/employee for using marijuana, may face wrongful discharge claims.

This webinar will discuss these and many other provisions of the new law so employers can be legally compliant.



## WHO

This event is for business Owners, Presidents, Safety/HR Personnel, Plant Management, Construction Superintendents and Project Managers.



## WHERE

ZOOM Webinar – see registration information



## WHEN

Wednesday, August 23, 2023

11:00 AM Presentation

11:45 AM Q & A

12:00 PM Available for follow-up calls



## REGISTRATION

[Click Here to Register](#) or call/email Alex at 763.417.9599 [Administration@oecscscomply.com](mailto:Administration@oecscscomply.com) for assistance or questions. **ITS FREE!!!**

## THE SPEAKER:



**Thomas Renew, Attorney at Law**, Tom is with the law firm of Littler Mendelson P.C. Throughout his 30-year legal career, Tom has represented employers exclusively in all aspects of labor and employment law, including drug and alcohol testing in the workplace. He has successfully litigated a wide variety of labor and employment law claims before state and federal courts and administrative agencies. Mr. Renew is also a frequent trainer and lecturer on a variety of labor and employment law topics.

## THE FACILITATOR:



**Melissa Olheiser, OHST**, Melissa is the Regional Manager for the Dakotas. In addition to serving her safety clients throughout North Dakota and Minnesota, she is involved with marketing, business development and building strong relationships with safety associations. Prior to joining OECS, she served as Safety Director in the transportation industry and consulted for both general industry and construction clients. She has her OHST through the Board of Certified Safety Professionals and has a Health & Safety Management Certificate from the University of Alabama.

**Presented by OECS:** OSHA Environmental Compliance Systems (OECS) is the Midwest's leading workplace safety consulting firm. For more than 30 years, OECS has provided the highest-quality consulting services to small and mid-sized manufacturing and construction firms. We implement a proven process that helps our clients obtain their safety goals year after year. Visit us at [www.OECScomply.com](http://www.OECScomply.com) or call 763.417.9599.

The Midwest Center for Occupational Health and Safety awards 0.1 Continuing Education Units (CEU's). This event was co-sponsored by the University of Minnesota School of Public Health. Participants are expected to claim contact hours only for actual time spent in this learning activity.