

**Subject: The Highs and Lows of Cannabis Initiatives in Ohio:
Navigating Drug Testing Policies & Embracing Wellness**

Join Our Exclusive Seminar!

As the legal minefield and workplaces evolve, so do the challenges faced by public employers in maintaining a safe, compliant, and fair environment. We understand that navigating the complex landscape of drug testing policies, especially in the wake of medical marijuana, CBD, abuse of prescription medications, and new mental health treatment options, can create confusion. That's why we're excited to invite you to our upcoming live seminar where we have invited expert speakers to discuss the pros and cons of drug testing policies in light of the newest scientific findings on the medical benefits of Cannabis and other plant medicines, and the advancements in testing protocols to support the continuum of drug testing policies from zero tolerance to limited uses.

 **Seminar Details** 

Date: October 26, 2023

Time: 9-3:30

Location: Hilton Columbus at Easton, 3900 Chagrin Drive, Columbus, OH 43219

Agenda Highlights:

1. **Understanding the Legal Landscape:** Gain insights into the ever-changing legal framework surrounding drug testing policies, including medical and adult-use marijuana, CBD, Delta-8, Ketamine, prescription medications, and other similar therapeutic medicines.
2. **Balancing Safety and Wellness:** Discover strategies for maintaining workplace safety while addressing employees' medical needs and well-being. Learn from an expert about the function of the Endocannabinoid System (ECS) and its effect on employees' overall health and wellness, and from a licensed psychologist on the use of traditional and non-traditional treatments for mental health and the residual effects, if any, of certain therapies for the purpose of determining on-duty impairment.
3. **Policy Tips:** Learn how to fill the gaps in the DFWP statement and the DOT/CDL policy to bar, limit, or permit in certain circumstances off-duty use of medical marijuana, CBD, OTC and prescriptions medications. Access resources for advanced testing methods and receive policy tips for addressing positive results and refusals.
4. **Case Studies & Best Practices:** Dive into real-world case studies and explore best practices in the public sector to create effective drug testing policies that prioritize both safety and productivity.

5. **Interactive Q&A Panel:** Engage with our panel of experts, legal advisors, and industry leaders. Get your burning questions answered in real time!

Why You Should Attend

- **Stay ahead of legal changes:** Get up-to-date insights on the latest legal developments related to drug testing and adult-use marijuana in Ohio.
- **Foster a healthy workforce:** Discover the science behind the ESC and the risks and potential mental health benefits of plant medicine and how they can contribute to a more resilient and focused team.
- **Network and Collaborate:** Connect with fellow employers, industry peers, and experts in an interactive environment.

Don't miss this unique opportunity to equip yourself with the knowledge and tools necessary to create well-informed drug testing policies that promote employee well-being and compliance. Seats are limited, so secure your spot today!

We look forward to welcoming you to a day of valuable learning, open discussions, and meaningful connections. Together, we can navigate the complexities of drug testing policies and consider a more balanced approach to workplace wellness.

TENTATIVE AGENDA

- 8:30-9:00 Registration & Coffee
- 9:00 Welcome
- 9:05 Background on Drug & Alcohol Testing and the Current Federal Standard:
Safety Sensitive Positions
Liability/Immunity
Insurability
- 10:00 Status of Proposed Changes to Federal & State Laws & Regulations:
U.S. Dept. Health & Human Services Recommendation
Ohio Ballot Initiative
Trends in Employment Testing
- 10:30 Break
- 10:45 Endocannabinoid System (ECS) and Elevating Wellness:
Balancing Stress, Inflammation, Pain, Sleep, etc.
Lifestyle Factors
Cannabis Science, including THC, CBD & Derivatives
- 11:45 Impairment Testing Options & Use of Cutoff Levels
- 12:00 Lunch
- 12:45 Medical Professional's View on Traditional and Emerging Treatment
Options for Mental Health and Substance Abuse for Public Employees:
Recognizing Impairment, Reasonable Suspicion, and Fitness for Duty
- 1:45 Five Key Policy Considerations:
Definitions/Terms: Illegal Drugs, Controlled Substances, Prescription
Prohibitions: On and/or Off-duty
Testing: DOT, BWC, Independent Authority
Voluntary Disclosure of Medical Card and Prescription Medication
Referrals to MRO, SAP/EAP, and/or Fitness for Duty Exam
- 2:30 Break
- 2:45 Panel Discussion
- 3:30 End/Q&A

Handouts: Ohio Ballot Initiative Glossary of Terms List of Cannabinoids Testing Cutoff Levels (DOT, BWC)
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Kelly E. Babcock is the Director of Training, a member of the Board of Directors, and a Shareholder for Clemans Nelson & Associates. Kelly has previously held the positions of Regional Manager and Account Manager where she has vast experience representing management in labor relations, regulatory compliance, civil rights, and personnel management. She has been advising and training public employers on drug testing compliance since 1996 when the U.S. Dept. of Transportation's Substance Abuse Testing Program, and she recently developed a training program for supervisors and managers to create awareness of workplace culture and communication issues, emotional responses, and stress and burnout. Kelly received her J.D. from Capital University College of Law, and her B.A. in Business Organizational Communications from Otterbein College.



Pete Nevada is Clemans Nelson's Vice President and a member of the firm's Board of Directors. He has over 40 years' experience and regularly represents employers in labor negotiations, arbitrations, and before state and federal labor relations boards. He assists clients with unemployment compensation claims, EEOC and civil rights complaints, and other state and federal regulatory compliance issues. He is a frequent lecturer before state and national employer associations on all types of employment issues. As Director of Research, he is responsible for keeping Clemans Nelson's staff on the cutting-edge of employment issues, court decisions, arbitration awards, and legislative and regulatory developments. Pete received his B.A. from Marietta College and his J.D. from The Ohio State University College of Law. Pete previously served as a Deputy Director of a State Bureau of Employment Services and is a former Assistant Attorney General.



Erin Babcock is an educator, entrepreneur and public speaker. She owned and operated a CBD retail store and processing lab in Columbus, OH for 2 years. Erin now serves as the Education Director at Entourage Connect, a collaborative community for creative professionals to come together to network and uplift each other while gaining access to valuable educational resources and opportunities in the cannabis industry. Erin is a passionate educator about the endocannabinoid system and cannabis therapies to elevate well-being, along with other areas that contribute to holistic harmony including lifestyle, movement and mindset transformation. She is a partner in an educational initiative called Cannabis Business Practicum to help start-ups and small businesses thrive in the cannabis industry. Erin's personal brand, EEErnergy, includes aspects of education, entrepreneurship, public speaking and in the areas of harmony, health and expansion. Erin earned her B.S. in Exercise Science from the University of Akron and her M.S. in Medical Cannabis Science and Therapeutics from the University of Maryland.

