



FREE TO NHADA Workers' Compensation Trust Members
The WCT Board of Directors Highly Encourages Your Participation!

Employment Law:
Reasonable Suspicion Drug & Alcohol Testing
Thursday, October 29, 2020
9:00 a.m. to 11:00 a.m.

Overview:

Have you ever wondered whether one of your employees was under the influence of drugs or alcohol and were not sure what to do about it? Knowing how to handle such a situation could save you money, headaches, legal troubles, and make a big difference for the employee involved. This webinar on October 29, presented by Attorney Margaret "Peg" O'Brien of Devine Millimet and Kim Argrew of Onsite Drug Testing, will help you to navigate through the legalities of requiring an employee to undergo reasonable suspicion drug/alcohol testing. It will also provide an overview of reasonable suspicion policies and procedures, along with useful guidance for employers including:

- Legal considerations;
- Elements of a Drug & Alcohol and Testing Policy;
- Discussion of medical marijuana considerations;
 - Tips for choosing a testing facility;
 - Manager training;
- Making the call that reasonable suspicion exists;
- Suggested procedures for before, during, and after the test;
 - Implementing disciplinary action; and
 - Insights from a drug testing facility.

We have designed this as an interactive webinar, so please bring your questions!

Presenters:

Peg O'Brien is a shareholder of Devine Millimet and a member of the Labor and Employment Practice Group.

Kim Argrew of Onsite Drug Testing has fifteen years of experience in the drug testing industry.

Who should attend?

Human resources personnel; owners/dealer principals; general managers; supervisors; and any employee responsible for human resources issues, hiring and discipline in your company.

Tuition:

Non Workers Trust members: \$49. All funds benefit of the New Hampshire Automotive Education Foundation.

**To register: use registration form, register online at nhada.com,
or contact Kaleena Guzman at kguzman@nhada.com or 800-852-3372.**



ATTN: Owners, Sales & Office Managers
Reasonable Suspicion Drug & Alcohol Testing

Policies & Procedures That You Need to Know

Thursday, October 29, 2020

9:00 a.m. to 11:00 a.m.

***No Charge to NHADA Workers' Compensation Trust
Members' Employees. Fee is paid by WCT for its members.**

Company _____

Registrant 1 _____ Email _____

Registrant 2 _____ Email _____

Registrant 3 _____ Email _____

Registrant 4 _____ Email _____

Non Workers Trust members: \$49 Total \$ _____

____ Payment by check (payable to NHAEF)

____ Please send invoice

____ Payment by credit card

Check one: ____ VISA ____ MasterCard CCV/CVV Code ____

Card No. _____

Expiration Date: Month ____ Year ____

Cardholder's Name _____

Cardholder's Billing Address _____

Cardholder's Signature _____

*Please return form to: NHAEF, 507 South Street, Bow, NH 03304, fax to 603-225-4895, or
email to kguzman@nhada.com. (Do not email credit card information.)
If you have any questions, contact Kaleena Guzman at kguzman@nhada.com or 800-852-3372.*