

# “Can I GET HIGH On My Break?”

## Understanding Ohio’s New Medical Marijuana Law, Drafting An Effective Substance Abuse Program & Preventing Workplace Violence

by

***Scott Warrick, JD, MLHR, CEQC, SHRM-SCP***

*Scott Warrick Human Resource Consulting, Coaching & Training Services*

*Scott Warrick Employment Law Services*

(614) 738-8317 ♣ [scott@scottwarrick.com](mailto:scott@scottwarrick.com)

[WWW.SCOTTWARRICK.COM](http://WWW.SCOTTWARRICK.COM)

**Scott will provide attendees with his Master Substance Abuse Policy, Reasonable Suspicion Checklist, Conditional Return To Work Agreement, HIPAA Authorization and Disclosure Form and Workplace Violence Policy.**

### Ohio’s New Medical Marijuana Law

- How will Ohio’s new **MEDICAL MARIJUANA LAW** affect your **SUBSTANCE ABUSE PROGRAM**?
- What conditions are covered by Ohio’s new **MEDICAL MARIJUANA LAW**?
- How does Ohio’s new **MEDICAL MARIJUANA LAW** conflict with federal law?
- What do employees need to get their **MEDICAL MARIJUANA LAW** ... and where do they get it?
- How will you know if someone has an authorization for **MEDICAL MARIJUANA** ... or are they illegally using marijuana?
- How will Ohio’s new **MEDICAL MARIJUANA LAW** affect your **WORKERS’ COMPENSATION** and **SAFETY PROGRAMS**?
- Will you have to **REASONABLY ACCOMMODATE** someone using **MEDICAL MARIJUANA**?
- Do you have to let someone work on **MACHINERY** if they are legally using **MEDICAL MARIJUANA**?
- If someone is in a **NON-SAFETY SENSITIVE POSITION**, do you have to let them keep working under the influence of **MEDICAL MARIJUANA**?
- How will Ohio’s new **MEDICAL MARIJUANA LAW** affect your **SUBSTANCE ABUSE PROGRAM**?
- What conditions are covered by Ohio’s new **MEDICAL MARIJUANA LAW**?
- How will Ohio’s new **MEDICAL MARIJUANA LAW** affect your **SUBSTANCE ABUSE PROGRAM**?

## WORKPLACE VIOLENCE AND SUBSTANCE ABUSE

- What constitutes “**REASONABLE SUSPICION**” of “**SUBSTANCE ABUSE**” under the law?
- How should managers **DOCUMENT “REASONABLE SUSPICION”** under the law?
- What **SIGNS** should you look for in **RECOGNIZING EMPLOYEE SUBSTANCE ABUSE**?
- How **EXACTLY** does “**OFF DUTY**” Substance Abuse effect the organization’s bottom-line?
- What does substance abuse actually **LOOK LIKE IN YOUR BRAIN ...** and why does it **INCAPACITATE** your ability to function both **ON AND OFF THE JOB**?
- Why is Substance Abuse so closely related to **WORKPLACE VIOLENCE**?
- How should you **DEFINE “WORKPLACE VIOLENCE”** in your organization?
- What **SIGNS** should **EVERYONE** look for in **PREVENTING** Workplace Violence and Substance Abuse?
- What are **EMPLOYERS REQUIRED** to do under the law to prevent **WORKPLACE VIOLENCE ...**and what can **EMPLOYEES BE REQUIRED TO DO**?
- What is the **MOST DANGEROUS** job in America?
- What actually happens in the **BRAIN** when someone gets angry ... and what do we need to do to better **CONTROL** it?
- What are **YOUR CHANCES** of becoming a **VICTIM OF WORKPLACE VIOLENCE ...** and how can you reduce these odds?
- How should you **CONFRONT** someone who you think is engaging in **SUBSTANCE ABUSE** or may become **VIOLENT**?
- How are we humans **NEUROLOGICALLY WIRED ...** and why is **WORKPLACE VIOLENCE** so predictable?
- How often does **BULLYING** play a role in workplace violence ... and how can you prevent that?
- Does **INTOLERANCE** lead to **WORKPLACE VIOLENCE ...** and how should you define that?
- Why do people “**SNAP**” and become violent?

## DRAFTING A PROPER SUBSTANCE ABUSE POLICY

- How has OSHA changed, if not eliminated, your **POST ACCIDENT TESTING**?
- What **TYPES OF TESTING** should every employer include in their “**SUBSTANCE ABUSE POLICY**” ... and which should they **NOT**?
- What **CUT-OFF LEVELS** from the DHHS should be in your policy ... instead of Ohio’s cut off levels?
- How do Substance Abuse Policies differ between the **PUBLIC** and **PRIVATE SECTORS**?
- What is **VOLUNTARY ABANDONMENT ...** and how can this policy save you thousands of dollars on your **WORKERS’ COMPENSATION**?

- How should you **DEFINE** “**SUBSTANCE ABUSE**” in your organization?
- When should you use the Department of Health and Human Services **FEDERAL DRUG TESTING CUT OFF LEVELS** and when should you use Ohio’s **PROBABLE CAUSE CUT OFF LEVELS**.
- What should employers do about the **USE OF LEGAL DRUGS** and the **ODOR** of alcohol in the workplace?
- What should every employer include in its “**SUBSTANCE ABUSE POLICY**”?
- What constitutes “**REASONABLE SUSPICION**” of “**SUBSTANCE ABUSE**” under the law?
- How should managers **DOCUMENT** this “**REASONABLE SUSPICION**” under the law?

**...and MUCH, MUCH more...**

Join Scott as he reviews Ohio’s new **MEDICAL MARIJUANA LAW**, how to **PREVENT SUBSTANCE ABUSE** and **WORKPLACE VIOLENCE** in your organization and how to draft a **PROPER SUBSTANCE ABUSE POLICY**. Scott will also show you how to spot the early signs of **SUBSTANCE ABUSE and/or WORKPLACE VIUOLENCE** and will show you exactly what happens in someone’s brain when they grow angry and abuse drugs and alcohol ... **AND HOW YOU PROPERLY ADDRESS THESE ISSUES?**

Scott will address all of these issues for you in his own unique, practical, entertaining and humorous style. Scott will not only outline this subject for you, but he will review how to use this information **IMMEDIATELY!**



***Scott Warrick, JD, MLHR, CEQC, SHRM-SCP***  
***Scott Warrick Human Resource Consulting, Coaching & Training Services***  
***Scott Warrick Employment Law Services***  
**(614) 738-8317 ♣ [scott@scottwarrick.com](mailto:scott@scottwarrick.com)**  
**[WWW.SCOTTWARRICK.COM](http://WWW.SCOTTWARRICK.COM)**  
**Link Up With Scott On [LinkedIn](#)**

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP ([www.scottwarrick.com](http://www.scottwarrick.com)) is both a practicing Employment Law Attorney and Human Resource Professional with over 35 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style. Scott trains managers and employees **ON-SITE** in over 50 topics.

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Happen.” Scott’s goal is NOT to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

**Scott Trains Managers and Employees ON-SITE in over 50 topics** ... all of which can be customized for you. ***LET SCOTT DESIGN A PROGRAM FOR YOU!***

Scott’s **“Employment Law Videos”** on the ADA, FMLA, FLSA and Harassment. **“The Human Resource Professional’s Complete Guide To Federal Employment And Labor Law”** & Scott’s **“Do It Yourself HR Department”** are favorites for anyone wanting to learn Employment Law and run an HR Department.

Scott has been named one of Business First’s 20 People To Know In HR, CEO Magazine’s 2008 Human Resources “Superstar,” a Nationally Certified Emotional Intelligence Instructor and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008 and 2012.

Scott has also received the Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

For more information on Scott, just go to **[www.scottwarrick.com](http://www.scottwarrick.com)**.