

## **Marijuana in the Workplace (Stoned Cold Considerations)**



**Lawrence (Larry) Grudzien, JD, LLM** is an attorney practicing exclusively in the field of employee benefits. He has experience in dealing with qualified plans, health and welfare, fringe benefits and executive compensation areas. He has more than 35 years' experience in employee benefit law. He has extensive practice advising on all aspects of employee benefit law including: drafting and reviewing individually designed and prototype retirement plans and Employee Stock Ownership Plans (ESOPs), performing due diligence on employee benefit issues for merger, acquisition and outsourcing transactions and advising on administrative and design issues, involving qualified retirement plans, including ESOPs and health and welfare plans .

Mr. Grudzien was also an adjunct faculty member of John Marshall Law School's LL.M. program in Employee Benefits and at the Valparaiso University's School of Law. Mr. Grudzien has a B.A. degree in history and political science from Indiana University, J.D. degree from Valparaiso University School of Law and LL.M. degree in tax from Boston University School of Law. He is a member of Indiana and Illinois Bars.

Marijuana legalization for recreational use is becoming more broadly adopted throughout many US states. The recreational use of cannabis is legalized in 11 states (Alaska, California, Colorado, Illinois, Maine, Massachusetts, Michigan, Nevada, Oregon, Vermont, and Washington), the District of Columbia, the Northern Mariana Islands, and Guam. Another 15 states and the U.S. Virgin Islands have decriminalized.. What will be the social and cultural impacts of this change?

### **This Seminar will discuss:**

- What employers can do to prevent Marijuana use in the workplace.
- What drug testing an employee can do.
- What affect the legalization of marijuana may have on your workforce.
- What affect legalization has had in other states.
- What employment policies an employer should put in place to deal with legalization.
- What rights do employee have in smoking on and off employer worksite.
- The pros and cons of zero tolerance policies on your workforce.

No Prior Reading Required

Materials to be photocopied by each chapter for participants

Consultation Fee: \$550 + plus expenses - can be underwritten by the membership meeting sponsoring organization(s)

### **CONTACT Information:**

**LARRY GRUDZIEN**

**ATTORNEY AT LAW**

**708 SOUTH KENILWORTH AVENUE**

**OAK PARK, ILLINOIS 60304-1132**

**(708) 717-9638**

**[larry@larrygrudzien.com](mailto:larry@larrygrudzien.com)**