

# Understanding and Getting a Handle on the Opioid Crisis at Work

## Program Overview

Opioids are a powerful and widely-prescribed class of drug, often leading to misuse and addiction. A National Safety Council survey states that more than 70 percent of United States employers are feeling the direct impact of prescription drug misuse in their workplaces. Deaths resulting from or related to drug overdoses, according to the Centers for Disease Control and Prevention (CDC) are on the rise.

Now more than ever, employers must know what you can and cannot do to enforce a drug-free workplace policy, ensuring a safe workplace, protecting your business, and steer clear of the Americans with Disabilities Act and other federal and state laws. In this webinar, we will discuss practical and legal options open to you to manage the growing problem of opioid dependence and abuse and its impact on the workplace.

## Program Objectives

At the completion of this program, the participants will be able to:

- Discuss the practical impact opioid usage can have on worker productivity and safety
- Explain what should be done to address an employee that appears impaired on the job
- Discuss what can and can't be done to enforce drug-free workplace policies where medical and/or recreational marijuana usage is permitted under state law
- Discuss how to recognize a "trigger" to conduct an interactive process under the ADA when opioid dependencies or side effects may require a reasonable accommodation evaluation
- Identify steps to take to enforce your drug-use policy without violating the ADA, the FMLA or other federal laws

## About the Speaker

Janette Frisch, Founder and Principal, Law Office of Janette Levey Frisch and The Emplawyerologist Firm, is an attorney with more than 20 years' legal experience. Janette works with employers on employment law issues to ensure that they are in the best position possible to avoid litigation, audits and employee relations problems. Janette has written articles on several employment law issues for various publications, including EEO Insight, Staffing Industry Review and @Law. Janette has also spoken and trained on topics, such as criminal background checks in the hiring process, joint employment, severance arrangements and pre-employment screening. Janette has no real or perceived conflicts of interest that relate to this presentation.

## Who Should Attend

This session will benefit almost everyone at all levels within an organization. In particular, managers at all levels, including nurse managers, HR professionals and leave administrators.



## WEBINAR

### DATE/TIME

Tuesday  
June 19, 2018

1:30 PM - 3:00 PM

REGISTER NOW

### PROGRAM FEE

Webinar connection for MHEI Members: \$175

Webinar connection & CD recording of the webinar for MHEI Members: \$250

Webinar connection for Non-MHEI Members: \$300

Webinar connection & CD recording of the webinar for Non-MHEI Members: \$375

Registration fee covers one connection per registration. Multiple participants can view the webinar. Payment must be received before connection instructions will be sent

### REGISTER

To register, please visit [MHEI.org](http://MHEI.org).

Questions? Contact Kelly Yost,  
Manager of Programs & Membership:

410.796.6239

[kyost@mhei.org](mailto:kyost@mhei.org)



maryland healthcare  
education institute  
6820 Deerpath Rd.,  
Elkridge MD 21075  
410.796.6239 (p)  
[www.mhei.org](http://www.mhei.org)