



February 20, 2019
2:00–3:00 p.m. (EST)

CBD Oil in Your Workplace

What No One Is Saying

Tommy Eden, Esq., Constangy, Brooks, Smith & Prophete LLP
C. B. Thuss, Jr., M.D., St. Vincent's Occupational Health

CBD Oil is the latest topic of concern for employers trying to Stand Firm on a drug free workplace. The reason is that CBD oil is derived from the recently legalized hemp plant under the Farm Bill signed by the President in December 2018. Accordingly, for purposes of workplace drug testing, in sufficient quantities it can test positive for THC.

By the end of the webinar, learners will understand CBD oil and why it is creating such confusion in the drug testing industry, including:

- Regulated drug testing and CBD oil usage.
- Medical marijuana cardholders and CBD oil usage.
- What MROs nationwide are being taught on how to evaluate a donor who claims to be taking CBD oil, but has a positive THC test.
- What you should be doing now policy-wise with regard to claimed CBD oil usage by employees.
- What should you be telling employees about their use of CBD oil.
- How to put together a risk reduction strategy from both a legal and medical review officer's points of view.



Tommy Eden, a management labor attorney with the nationwide firm of Constangy, Brooks, Smith & Prophete, LLP Workplace Drug & Alcohol Testing Practice Group, will be the presenter for this webinar.

Dr. C. B. Thuss, Jr. is the Medical Director OHCI at St. Vincent's Occupational Health Birmingham, AL. He was one of the first certified Medical Review Officers (AAMRO) as well as one of the first D.O.T. Certified Medical Examiners.



Webinar is FREE for SAPAA members, \$39 for non-members.
Go to www.sapaa.com/webinars to register!

Can't attend live? All registrants will be given access to the recorded session.
Contact SAPAA at 1-800-672-7229 or info@sapaa.com if you have any questions.

MARK YOUR CALENDARS FOR THESE FUTURE WEBINAR DATES:

- | | |
|-----------------|----------------------|
| March 20, 2019 | September 18, 2019 |
| April 17, 2019 | October 16, 2019 |
| May 15, 2019 | November 20, 2019 |
| June 19, 2019 | December 18, 2019 |
| July 17, 2019 | 2:00–3:00 p.m. (EST) |
| August 21, 2019 | |