



# Society for Human Resource Management LONG ISLAND CHAPTER, INC.

*You are cordially invited to attend  
the March Dinner Meeting  
of SHRM-Long Island*

**WEDNESDAY, March 29, 2017**

**5:30 PM – 8:30 PM**

**CARLYLE AT THE PALACE**

1600 Round Swamp Road, Plainview, NY  
(516) 756-1600

*Sponsored By*  
**jackson|lewis**  
Preventive Strategies and  
Positive Solutions for the Workplace..

&



Kuttin Wealth Management  
Ameriprise Private Wealth Advisory Practice

**Special Note:**

This meeting has been approved for 1.5  
General CEUs by the HR Certification Institute  
and PDCs for SHRM-CP or SHRM-SCP,  
including a legal update by Jackson Lewis P.C.

*Directions:* Located off Exit 48 South (at the intersection of Round Swamp Road and the LIE South Service Road) - Route 495

## ***Preparing an Effective and Defensible Workplace Substance Abuse Policy***

This program will address “best practices” for workplace substance abuse policies and drug testing programs, including: the impact of the heroin and prescription painkiller epidemic; reasonable accommodations relating to prescription medication use; post-accident drug testing that complies with OSHA guidelines; impact of medical and recreational marijuana on drug testing programs; union representation issues in the drug testing context; and ADA and FMLA issues related to substance abuse.

Attendees will learn how to:

- Draft drug and alcohol policies to protect workplace safety while balancing employees’ needs to use prescription and over-the-counter medications.
- Conduct drug and alcohol testing effectively while complying with marijuana laws, OSHA’s guidelines and applicable collective bargaining agreements.
- Manage employee medical leaves relating to substance abuse to ensure compliance with treatment recommendations and after-care.

*Presenter: Kathryn J. Russo, Esq., is a principal in the Long Island Office of Jackson Lewis P.C. where she has worked for 21 years. Ms. Russo is the leader of the Firm’s Drug Testing and Substance Abuse Management Practice Group. She prepares drug and alcohol testing policies to comply with federal, state and local laws; counsels employers on testing and disability issues relating to substance abuse; and conducts related training.*

Advance reservations are REQUIRED as we must confirm attendance with the venue.

**YOU MUST RSVP BY 11:59 PM TUESDAY, MARCH 29<sup>TH</sup> TO QUALIFY FOR ADVANCED REGISTRATION PRICING**

ADVANCED REGISTRATION MEMBER PRICING: \$50.00  
WALK-IN MEMBER PRICING: \$55.00

ADVANCED REGISTRATION NON-MEMBERS/GUEST PRICING: \$80.00  
WALK-IN NON-MEMBERS/GUEST PRICING: \$85.00

NOTE: PLEASE BRING PAYMENT WITH YOU - DO NOT MAIL IT! CHECKS PAYABLE TO: SHRM-LI, INC. OR EXACT CASH.

Please FAX registration to Linda B. Selden-Paduano, SHRM-LI Chapter Executive Director

Fax: (631) 262-8803

Or E-mail your response to: [ExecutiveDirector@SHRMLI.org](mailto:ExecutiveDirector@SHRMLI.org)

Questions? Phone: (631) 262-8807

YES, I will be attending SHRM-LI’s March 29, 2017 Dinner Meeting  
and I agree to give at least 24 Hour Notice of Cancellation should my plans change.

Member’s Name: \_\_\_\_\_ Certification: \_\_\_\_\_

Member’s Company: \_\_\_\_\_ Title: \_\_\_\_\_

Member’s E-mail: \_\_\_\_\_ SHRM Membership No.: \_\_\_\_\_

Non-Member/Guest’s Name: \_\_\_\_\_

Non-Member/Guest’s Company: \_\_\_\_\_

Non-Member/Guest’s E-mail: \_\_\_\_\_ Special Dietary Needs? \_\_\_\_\_

