



FREE TO NHADA Workers' Compensation Trust Members  
The WCT Board of Directors Highly Encourages Your Participation!

**Employment Law:**  
**Reasonable Suspicion Drug & Alcohol Testing**  
**Thursday, October 29, 2020**  
9:00 a.m. to 11:00 a.m.

**Overview:**

Have you ever wondered whether one of your employees was under the influence of drugs or alcohol and were not sure what to do about it? Knowing how to handle such a situation could save you money, headaches, legal troubles, and make a big difference for the employee involved. This webinar on October 29, presented by Attorney Margaret "Peg" O'Brien of Devine Millimet and Kim Argrew of Onsite Drug Testing, will help you to navigate through the legalities of requiring an employee to undergo reasonable suspicion drug/alcohol testing. It will also provide an overview of reasonable suspicion policies and procedures, along with useful guidance for employers including:

- Legal considerations;
- Elements of a Drug & Alcohol and Testing Policy;
- Discussion of medical marijuana considerations;
  - Tips for choosing a testing facility;
  - Manager training;
- Making the call that reasonable suspicion exists;
- Suggested procedures for before, during, and after the test;
  - Implementing disciplinary action; and
  - Insights from a drug testing facility.

We have designed this as an interactive webinar, so please bring your questions!

**Presenters:**

Peg O'Brien is a shareholder of Devine Millimet and a member of the Labor and Employment Practice Group.

Kim Argrew of Onsite Drug Testing has fifteen years of experience in the drug testing industry.

**Who should attend?**

Human resources personnel; owners/dealer principals; general managers; supervisors; and any employee responsible for human resources issues, hiring and discipline in your company.

**Tuition:**

Non Workers Trust members: \$49. All funds benefit of the New Hampshire Automotive Education Foundation.

**To register: use registration form, register online at [nhada.com](http://nhada.com),  
or contact Kaleena Guzman at [kguzman@nhada.com](mailto:kguzman@nhada.com) or 800-852-3372.**



**ATTN: Owners, Sales & Office Managers**  
**Reasonable Suspicion Drug & Alcohol Testing**

*Policies & Procedures That You Need to Know*

**Thursday, October 29, 2020**

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**\*No Charge to NHADA Workers' Compensation Trust  
Members' Employees. Fee is paid by WCT for its members.**

Company \_\_\_\_\_

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Non Workers Trust members: \$49 Total \$ \_\_\_\_\_

\_\_\_\_\_ Payment by check (payable to NHAEF)

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*Please return form to: NHAEF, 507 South Street, Bow, NH 03304, fax to 603-225-4895, or  
email to [kguzman@nhada.com](mailto:kguzman@nhada.com). (Do not email credit card information.)  
If you have any questions, contact Kaleena Guzman at [kguzman@nhada.com](mailto:kguzman@nhada.com) or 800-852-3372.*