



**Adam W. Childers
Director
Crowe & Dunlevy**

‘Are You Dazed and Confused Yet? An Update on Medical Marijuana and the “Safety-Sensitive” Exception’

**TUESDAY, November 19, 2019
8:30am – 10:00am
Oklahoma History Center
800 Nazih Zuhdi Drive
Oklahoma City, OK 73105-7914**

To RSVP, please E-mail your name to: OKCEmployerCouncil@oesc.state.ok.us

Name: _____

Company: _____

Telephone: _____ E-mail: _____

OKC Metro Employer Council will provide accommodations for visually- and hearing-impaired attendees as requested. Please submit requests within 1 week of the event by contacting:

Monty Evans at Monty.Evans@oesc.state.ok.us

**Karen West, Hobby Lobby, Chair
Tracie Stephenson, Sunbeam Family Services, Vice-Chair**

The OKC Metro Employer Council is a cooperative educational effort of the Oklahoma Employment Security Commission, Workforce Oklahoma partners and Oklahoma City area human resource professionals.

Guests are welcome and no charge is involved.



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OESC is recognized by the Society for Human Resource Management to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.





Our November 19, 2019 meeting will feature Adam Childers, who will present:

‘Are You Dazed and Confused Yet? An Update on Medical Marijuana and the “Safety-Sensitive” Exception’

In this presentation audience members will receive an update on the current status of Oklahoma law as it relates to protections afforded to employees who are medical marijuana card-holders. Specifically, the presentation will review the non-discrimination provisions of SQ 788, and outline the current state of affairs for Oklahoma employers when applying drug-testing policies. The presentation will then shift to the passage in March 2019 of the “Unity Bill” which became law at the end of August 2019. Attendees will learn what the “safety-sensitive” exception is, how it is applied and what the best practices should be for implementing change in light of this new law.



Adam Childers is a director at Crowe & Dunlevy and co-chair of the firm's Labor & Employment practice group. He received his Bachelor of Arts in political science (1997) and his Juris Doctor (2000), both with honors, from the University of Oklahoma. He also attended the Summer Program at the Queens College at Oxford University in Oxford, England.

Since joining Crowe & Dunlevy in 2000, Childers has successfully represented management in cases brought by employees under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, Oklahoma Workers' Compensation laws, the Fair Labor Standards Act, Oklahoma non-compete, non-solicitation and misappropriation of trade secrets statutes and Oklahoma Open Meeting and

Open Records Acts.

Childers is very involved in counseling employers who have questions about personnel decisions, ranging from how to properly terminate an employee to the proper procedures for garnishing an employee's paycheck. Childers has also crafted and revised employment policies for employee handbooks.

Building on his experience in oratorical skills that he gained as the college captain of the University of Oklahoma's speech and debate team, Childers is very active on the legal lecture circuit. Childers speaks to other lawyers, high level executives, human resource professionals, and clients about the various nuances of the laws affecting the workplace. These speaking engagements have included discussions on the ADA, FMLA, ADEA, Title VII, FLSA, Oklahoma's Workers' Compensation laws, as well as strategies for keeping the workplace free of litigation.