

## Medical Marijuana in the Workplace: An Update for Oklahoma Employers

More than a year after Oklahoma voters approved a ballot initiative legalizing medical marijuana, new rules and regulations issued under the recently signed Oklahoma Medical Marijuana and Patient Protection Act are set to go into effect later this summer, impacting employers and employees alike. Previously known as the "Unity Bill," the law resolves some uncertainty that remained after the passage of the original law and also provides employers with more tools to manage medical marijuana and maintain control over their workplaces. Our discussion will update employers on their rights and responsibilities under the Act, address what steps employers must take to take advantage of the new "safety-sensitive position" exemption, and provide practical advice for maintaining both legal compliance and a safe workplace.

**Charlie Plumb**

8:30 to 10:00 AM

Tuesday, August 13<sup>th</sup>, 2019

**Tulsa Country Club**

701 N. Union Ave.

Tulsa, OK



Please RSVP by Email: [TulsaEmployerCouncil@oesc.state.ok.us](mailto:TulsaEmployerCouncil@oesc.state.ok.us)

Guests are welcome and no charge is involved.

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**Charlie Plumb**  
Shareholder, Attorney  
McAfee & Taft

Charlie Plumb represents management in all phases of employment law and labor relations. Much of his practice is dedicated to counseling employers on compliance with a broad range of state and federal employment laws and regulations and educating management on best practices for avoiding disputes arising from the employer/employee relationship. He also has extensive litigation experience before federal and state courts, regulatory and administrative agencies, and in arbitration matters involving claims of discrimination, wrongful discharge, retaliatory discharge, breach of contract, and constitutional law violations.

As part of his labor practice, Charlie represents unionized employers in collective bargaining negotiations with labor unions, arbitrates grievances, and defends management against a variety of claims before the National Labor Relations Board and Department of Justice and in state and federal courts. He also represents employers who seek to maintain a non-unionized workforce by counseling management on union avoidance strategies and by providing training and advice to management and supervisors. His clients include numerous municipalities throughout Oklahoma and companies engaged in the manufacturing and distribution, construction, energy, public utility, technology and business services industries.

Charlie is a member of the American Bar Association's Labor and Employment Law Section and the Oklahoma Bar Association's Labor Council. He is also the designated representative of McAfee & Taft as the exclusive member firm representing Oklahoma in the Employers Counsel Network, a nationwide affiliation of leading law firms providing legal assistance and representation to employers. He has previously served as leader of the firm's Labor & Employment Group.

Charlie is a frequent speaker on labor and employment issues before state, regional and national audiences, has been interviewed by local and national media on a variety of state and federal employment law matters, and has been a guest legal columnist and contributing author to numerous business and professional publications, including The Oklahoman, The Journal Record, HRLaws.com, and EmployerLINC, a legal blog dedicated to employers and workplace issues. He is also co-editor of the Oklahoma Employment Law Letter, a monthly review of new court decisions, regulations and laws that affect state employers, as well as co-editor for the Oklahoma section of the annual guidebook for employers and human resources professionals, 50 Employment Laws in 50 States.

Charlie's achievements have earned him inclusion in The Best Lawyers in America (employment law – management; labor law – management; labor and employment litigation), Oklahoma Super Lawyers ("Top 50 Oklahoma Lawyers"), Benchmark Litigation and Chambers USA Guide to America's Leading Lawyers for Business, where he has been lauded as "an impressive public speaker who utilizes his vast experience to effectively defend clients." Researchers at Chambers & Partners also quoted market observers as admiring him for his "practicality of advice and specialized knowledge of complex legal issues," with sources commenting that he "immediately commands respect, is always up to date and knows how to handle a problem." He was named by Best Lawyers as the "Tulsa Labor and Employment Litigation Lawyer of the Year" in 2012 and "Tulsa Labor Lawyer of the Year (Management)" in 2014 and 2019, honors only given to a single lawyer in each legal specialty in each community.

## Directions

Tulsa Country Club is conveniently located immediately Northwest of Downtown Tulsa.  
Physical Address: 701 N. Union Ave., Tulsa, OK 74127

### **From Downtown Tulsa:**

the Club can be best reached in a matter of minutes by taking Denver north to Edison and then traveling west to Union Ave.

### **From Highway 412/51/64:**

by taking the Gilcrease Museum Road exit and then traveling north to Edison where you would turn East and travel to Union Ave.