



LAWTON
EMPLOYER COUNCIL

Vic Albert
Shareholder
Ogletree Deakins

'Clearing the Haze: What Oklahoma Employers Need to Know about Medical Marijuana and Drug Testing Policies'

Tuesday, October 16, 2018
8:30am – 10:00am
Hilton Garden Inn
Great Plains Room A
135 NW 2nd Street
Lawton, Oklahoma, 73501

To RSVP: E-mail this form to LawtonEmployerCouncil@oesc.state.ok.us

Name: _____

Company: _____

Telephone: _____ Fax: _____

E-mail Address: _____

Any questions or comments may be directed to:

Ken Gould at: (580) 223-3291 or e-mail: kenneth.gould@oesc.state.ok.us

Guests are welcome and no charge is involved.



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**Our October 16th, 2018 meeting will feature Vic Albert,
Ogletree Deakins who will present:**

‘Clearing the Haze: What Oklahoma Employers Need to Know about Medical Marijuana and Drug Testing Policies’

Medical marijuana in the workplace is on the forefront of issues for employers to address. The Oklahoma voters have adopted a very liberal medical marijuana law. Yet, the “employer friendly” Oklahoma Standards for Workplace Drug and Alcohol Testing Act remains in effect. There are conflicts that the new medical marijuana law creates with the broader law under which employers had implemented and administered workplace drug and alcohol testing policies. This presentation will give employers information on the new law as it applies to employers, the conflicts it creates with existing law, and ways that employers may amend current drug-free workplace policies to best comply with the laws, but maintain a safe and productive workplace.



Vic Albert

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Vic Albert is a shareholder attorney with Ogletree Deakins, and recently opened that firm’s Oklahoma office with a group of employment and labor attorneys. Vic’s practice focuses on all aspects of trial law with particular experience in the areas of labor and employment trials, insurance defense bad faith trials and trucking defense trials. He has tried to a jury verdict over 60 cases in state and federal courts in Oklahoma.

Vic Albert uses his superior communication skills to assist employers with all aspects of hiring, training, investigating and coaching employees in the workplace. Vic has researched, written and assisted with the implementation and administration of multi-state policies on:

- drug and alcohol testing,*
- violence-free workplace environments and weapons on the job site,*
- fluctuating work week overtime compensation,*
- paid time off for employees,*
- pregnancy leave and family care leave,*
- transitional light duty for employees with injuries and illnesses, and*
- non-solicitation of business and non-compete provisions in employment agreements.*



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When the situation requires, Vic assists employers with disciplinary action decisions and separation of employment actions. Vic is experienced in all aspects of employment law agency review and litigation, including the representation of employers with matters in:

- all federal and state courts in and for Oklahoma,*
- the Equal Employment Opportunity Commission,*
- the federal and state Departments of Labor,*
- the Department of Transportation, and*
- the Occupational Safety and Health Administration.*

Vic is a talented speaker who is often asked to provide presentations and continuing education for clients, employer-based organizations and civic groups, and welcomes the invitation to provide such on requested topics of interest.