

At: Dirigo Safety Headquarters  
225 First Flight Dr. Suite 202  
Auburn, ME

Registration Link:  
[www.dirigosafety.com](http://www.dirigosafety.com)



**Learn About Impairment Detection**



**Learn Specifics About Maine's  
Recreational Cannabis Law**



**Learn About Narcan in the Workplace**

**Instructors:**

**Scot Mattox, Esq.**  
Dirigo Safety, LLC

**Rebecca Webber, Esq.**  
Skelton, Taintor & Abbott

## TRAINING CLASS: DRUG IMPAIRMENT IN THE WORKPLACE HOW DOES H.R. RESPOND?

### Maine's Drug Problem

Maine is undergoing a drug abuse epidemic: overdoses occur at alarming rates; prescription drug rates per capita remain among the highest in the US; and ultra-concentrated THC marijuana has become recreationally legal.

### Impairment at Work is Dangerous

While an employee's right to *use* certain drugs may be protected, that does not include a right to be *impaired* on the job. Drug impairment endangers safety and productivity. Can your managers recognize the difference? Do your policies accurately reflect the distinction? There are many common misperceptions about drug abuse in the workplace: Can a worker be legally impaired on their own prescription drug? Does Marijuana dangerously affect physical or mental processes?

### Answers to Drug Impairment Questions

This training will answer those questions and more. It is an overview of drug impairment, the current issues pertaining to use, abuse, and impairment in the workplace, and what employers can do about it.

Participants will learn: signs of impairment, tools to document impairment, what employers can ask, what can be done in reaction to perceived impairment, what (and how) impairment should be documented, and what kind of policies might assist in the process. How do employers keep their workplace safe without risking violations of employment laws?

We will break down the steps and walk through the process, demonstrating what works best and what to avoid. You will leave this workshop with an impairment checklist, a better understanding of recognizing impairment regardless of the cause, sample performance plans, policy language, and strategies for reacting to impairment that help reduce risk, including legal risk.

**Registration Fee is \$99 per attendee.**



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