

**SPEAKING ENGAGEMENTS**

**Labor And Employment Updates**

**DATE**

**June 13, 2018**

**RELATED PRACTICE AREAS**

Labor and Employment

**RELATED OFFICES**



Indianapolis

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**Date: Wednesday,  
June 13, 2018**

**Registration and Breakfast: 8:30 a.m. (Eastern)  
Program: 9:00 - 11:00 a.m.**

**Location: Barnes & Thornburg  
11 S. Meridian Street  
Indianapolis, IN 46204**



## **Understanding Employee Rights and Maintaining a Drug-Free Workplace in the Era of Legal Marijuana**

Justine Farris

This presentation will analyze the impact of marijuana legalization on the workplace and offer best practices to employers concerned about maintaining drug-free workplaces while protecting the rights of their employees. Specifically, the presentation will provide an overview of recent legislation and case law, explain the impact of state-based legal marijuana on workplace drug testing, and examine the interplay of state-based legal marijuana with federal laws, such as the Americans with Disabilities Act.

## **Misclassification of Workers in the Gig Economy: What You Need to Know About Independent Contractors**

Thomas Payne

The speaker will examine the widespread legal risks associated with misclassifying employees as independent contractors and discuss the increased use of independent contractors in today's economy. Recent changes in the area of law, including the Department of Labor's guidance on the issue of misclassification, also will be highlighted.

## **Characteristics of a Well-Run Investigation**

Tony Prather

In this session, the presenter will walk through the characteristics of a well-run investigation of employee misconduct in light of the "EEOC Select Task Force Study of Harassment in the Workplace" and the #MeToo movement.

2.0 Hours of CLE and HRCI Credits Pending

This program is offered compliments of Barnes & Thornburg's Labor and Employment Law Department

Questions? Contact Courtney Brown at [cbrown@btlaw.com](mailto:cbrown@btlaw.com) or (317) 231-7312.