

McMinnville Drug-Free Workplace Initiative

BUSINESS TRAINING SERIES

Businesses tend to hire employees hoping everything will go well and seek advice only after something goes wrong. While it is impossible to eliminate risks of substance abusing employees, this series will help businesses reduce or contain those risks and avoid litigation.

How to Write or Strengthen Your Substance Abuse Policy

Date: Tuesday, May 15th
Time: 8:30-11:30 AM
At: Red Lion Inn & Suites
2353 NE Cumulus Ave
Cost: \$10 or both in series for \$15
Register: To the Chamber (503) 472-6196

Paula Barran of Barran Liebman Attorneys leads this workshop on how to develop or strengthen your Drug-Free Workplace Policy. Because it is interactive, Ms. Barran



asks that you bring your current policy and if available, your laptop computer, so that you can draft a policy or update your current policy during the workshop. No computer required, you'll leave with a diskette that includes a policy template.

Paula Barran, Trainer - bio on back of flyer

Prepare yourself with a sound policy.

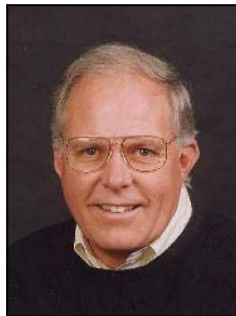
Prepare your supervisors with proper training.

Supervisor Training Workplace Behavior Problems: The Challenge of Substance Abusers

Date: Wednesday, May 23rd
Time: 8:00 AM—Noon
At: Willamette Valley Medical Center
2700 SE Stratus Ave
Cost: \$10 or both in series for \$15
Register: To the Chamber (503) 472-6196

Learn the simple, straightforward steps you can take to manage a difficult on-the-job situation and prevent a crisis. You'll learn:

- The business owner's responsibilities and legal liabilities
- The risks of ignoring employee substance abuse
- How to observe and document unusual behavior
- Active supervision and constructive intervention techniques
- How to take action to reduce risk



This training includes video examples and exercises to learn effective intervention strategies and a manual with tools for easy reference after you're back on the job.

Jerry Gjesvold, Trainer - bio on back of flyer

A program of the McMinnville Area Chamber of Commerce & Supported by

Yamhill County
Commissioners



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Trainer Bios

Jerry Gjesvold, B.S.: Jerry has been a consultant and trainer for companies on the west coast since 1983. He is currently Manager of Employer Services with Serenity Lane Health Services, where he has been employed since 1979. Jerry specializes in matters of policy and procedures related to the management of alcohol and other drug problems in business and industry. He is a popular public speaker who weaves his own personal experience of addiction and recovery into his presentations. He has a bachelors degree from the University of Oregon and has done graduate work there in health education. He served for 16 years on the Oregon Governor's Advisory Committee on DUII Legislation.

Paula Barran: Paula Barran, a founding partner at Barran Liebman, has been practicing labor and employment law since 1980. She has written extensively on management law and is a national speaker. In addition to providing regular employer advice, Paula handles employment litigation in state and federal courts, labor disputes and employment arbitrations, and was trial counsel for the plaintiff scientists in the Kennewick Man litigation. In the first Super Lawyers Oregon magazine, published in 2006, Paula was named in the Top Ten Lawyers in Oregon. For the third year in a row, she is listed as the No. 1 Employment law defense attorney in Oregon, by Chambers & Partners USA. Paula received her B.A. from the College of William and Mary, M.A. from Cornell University, Ph.D. from the University of British Columbia, LL.B. degree, with honors, from Osgoode Hall Law School at York University, and M.B.A. degree from the University of Oregon, Oregon Executive MBA program.

