

# Josephine County Employer Council DRUG-FREE WORKPLACE TRAININGS

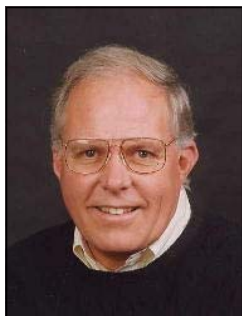
Businesses tend to hire employees hoping everything will go well and seek advice only after something goes wrong. While it is impossible to eliminate risks of substance abusing employees, this series will help businesses contain those risks and avoid litigation.

## Supervisor Training Workplace Behavior Problems: The Challenge of Substance Abusers

**Date:** Monday, Sept. 17, 2007  
**Time:** 1:00—5:00 pm  
**At:** Rogue CC Back Room Cafe  
3345 Redwood Hwy. Grants Pass  
**Cost:** \$30 or \$55 for both in series  
**Register:** Use form on back of flyer

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.



Jerry's bio appears on back of flyer.

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.

## How to Write Your Company Substance Abuse Policy Or Strengthen The One You've Got

**Date:** Tuesday, Sept. 18, 2007  
**Time:** 9:00 am—Noon  
**At:** Rogue CC Back Room Cafe  
3345 Redwood Hwy. Grants Pass  
**Cost:** \$30 or \$55 for both in series  
**Register:** Use form on back of flyer

Karen O'Connor of Barran Liebman Attorneys leads this workshop on how to develop or strengthen your company drug and alcohol policy. You'll learn why it's critical to have a policy, the essential components of a policy, and how drug testing works.



You'll also gain an understanding of the risks of negligent hiring and negligent retention, and how to address prescription drugs and medical marijuana. All participants will receive a policy template.

Karen's bio appears on back of flyer.

*"If you don't have a sufficient deterrent, drug users will own your company. If more employers enforce a strong drug policy, it will change the community."*  
Sid Smith, President, Forest Grove Lumber Co.

**A program of the Jackson County Oregon Employer Council & Supported by:**



**WORKDRUGFREE OREGON**  
An Oregon Business Plan Initiative



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## Trainer Bios

**Jerry Gjesvold:** 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.

**Karen O'Connor:** Karen is a partner at Barran Liebman LLP labor and employment firm, Portland, Oregon. She practices in the areas of employment litigation, employment discrimination, and labor relations. She received her J.D. degree from University of Oreogn, where she acted as the Editor in Chief of the Oregon Law Review and was recipient of the Wayne Morse scholarship. She served as a judicial clerk to The Honorable Malcolm F. Marsh, of the United States District Court for the District of Oregon from 1995 to 1997. Also, Karen participates in the Multnomah Bar Association Mentor Program for third year law students, the University of Oregon's law student mentoring program, and recently completed a term serving on the board of Make A Wish Foundation. She is admitted to practice in Oregon and Washington.

### Registration Form

Name \_\_\_\_\_

Organization \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Amount enclosed \$ \_\_\_\_\_

Cost: \$30 for one or \$55 for both trainings. Includes training materials and refreshments. Checks should be made payable to Josephine County Oregon Employer Council (JCEC)

**Registration/cancellation deadline: Sept. 13, 2007**

**REGISTER EARLY: SEATING IS LIMITED!**

MAIL TO: Josephine County OEC, 201 NE 8th St., Grants Pass, OR 97526

CONTACT: Gail Gasso, Josephine County OEC, 541.474.3163 or  
gail.f.gasso@state.or.us