

# NEWS RELEASE

For Statewide Distribution



## Iowa Workforce Development

**For Immediate Release**  
**Date:** September 12, 2006

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### Iowa's Drug & Alcohol Testing Laws; Writing Policy & Procedures

SPENCER - No business, regardless of size or location, is immune to the countless problems that alcohol and drug abuse can cause. Most individuals who abuse alcohol and other drugs are employed, and when they arrive for work, they don't leave their problems outside the door. Everyone involved in running a business—both employers and employees—suffer when there is workplace alcohol and drug abuse. Some costs are obvious, such as increased absences, accidents and errors. Others, such as low morale and high illness rates, are less so, but the effects are equally harmful.

The Lakes Area Employers' Council (ECI) will be hosting a training session on "Iowa's Drug & Alcohol Testing Laws; Writing Policy & Procedures" on Tuesday, October 10, 2006 from 1:00 pm to 4:30 pm at the Spencer Hospital Maple/Oak Conference Rooms. Featured speaker will be Helen C. Adams, Attorney with Dickinson, Mackaman, Tyler & Hagen PC Law Firm, Des Moines. Following Ms. Adams' presentation, NW IA ADTU will be providing information about their services. All business owners, human resource personnel, managers and line supervisors are invited to attend.

When it comes to workplace substance abuse, small businesses have big disadvantages. They are less likely to have programs in place to combat the problem, yet they are more likely to be the "employer-of-choice" for illicit drug users. Individuals who can't adhere to a drug-free workplace policy seek employment at firms that don't have one, and the cost of just one error caused by an impaired employee can devastate a small company. Program topics include statutory definitions, required steps for employers, employee resources, training, testing requirements, handling positive results, employer liability issues and more.

Helen C. Adams is a shareholder in the Iowa firm of Dickinson, Mackaman, Tyler & Hagen, PC. Ms. Adams practices primarily in the areas of employment and trial law. She represents employers in a variety of employment matters that arise during the application process all the way through employment termination. Ms. Adams is listed in the employment law category of Chambers USA America's Leading Lawyers for Business. She is a frequent author and speaker on employment related topics and provides employment law related training to employers in a variety of industries.

Pre-registration is requested by Friday October 6<sup>th</sup> to Carol Morgan at (712) 262-1971 extension 126 or [Carol.Morgan@iwd.iowa.gov](mailto:Carol.Morgan@iwd.iowa.gov). There is a \$25 registration fee and checks can be made out to the "Employers' Council"; if you register but do not attend, you will be billed. A certificate of attendance will be provided to attendees for recertification purposes. Due to the complexity of this topic, employers are encouraged to send multiple staff.

The Lakes Area Employers' Council is a local employer group supported by Iowa Workforce Development Region 3, and is part of the statewide Employers' Council of Iowa system. This employer's group addresses workforce issues, and provides both educational and networking opportunities for employers and human resource professionals. Contact Carol Morgan at (712) 262-1971 extension 126 or [Carol.Morgan@iwd.iowa.gov](mailto:Carol.Morgan@iwd.iowa.gov) if you have questions about this training session or about the Lakes Area Employers' Council.

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