



For Immediate Release

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Southwest Iowa ECI: “Iowa Drug & Alcohol Testing Law: Policy & Procedures for Businesses”

COUNCIL BLUFFS, IOWA – 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. It also impacts absenteeism, tardiness and productivity rates, worker's compensation claims and the overall climate and morale of the workplace.

The Southwest Iowa Employers' Council (ECI) and Iowa Workforce Development will be hosting an informational session on “Drug and Alcohol Testing Law: Policies & Procedures for Businesses in Iowa” on Wednesday September 21, 2011 from 1:00 pm to 4:00 pm at Iowa Western Community College, Council Bluffs.

Pre-registration is requested by Friday Sept. 16th with Carol Morgan at (712) 242-2131 or carol.morgan@iwd.iowa.gov. There is a minimal registration fee to attend which covers meeting expenses and refreshments. Contact Carol for more registration details. This program has been approved for 3.0 (General) recertification credit hours towards PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). A certificate of attendance will be provided at the training session.

“Iowa Drug & Alcohol Testing Law: Updates, Policies and Procedures” with Attorney Ann Holden Kendell

Topics include:

- ✓ Statutory definitions: drugs and alcohol; Steps an employer must take before commencing any testing
- ✓ Employee resources; Supervisor training; Employer responses to positive tests; Employer liability issues
- ✓ Test scheduling, costs, and procedures; Who can be tested and circumstances
- ✓ Enforcement; Other legal considerations; Iowa Code Section 730.5; Your questions & answers

Ann Holden Kendell is a Senior Shareholder with Dickinson, Mackaman, Tyler & Hagen PC Law Firm, Des Moines. She practices primarily in employment law, including counseling employers on hiring, discipline, termination, discrimination and harassment issues, payroll and personnel policies, as well as employment litigation. Ann conducts management training concerning personnel issues and drug testing and has served as an investigator for clients regarding discrimination and harassment allegations.

All business owners, human resource personnel, safety coordinators, managers, line supervisors, attorneys, paralegals, medical professionals and human resource outsourcing companies are invited to attend. Due to the complex nature of this topic, employers are encouraged to send multiple staff.

The Southwest IA Employers' Council is a local employer group supported by Iowa Workforce Development Region 13 including Harrison, Shelby, Pottawattamie, Mills, Cass, Fremont and Page counties, and is part of the statewide Employers' Council of Iowa system. All businesses, including Iowa, Nebraska and Missouri employers are welcome to attend Southwest Iowa ECI events. This employer's group addresses workforce issues, and provides both educational and networking opportunities for employers and human resource professionals. Contact Carol Morgan for more information about the Southwest Iowa ECI group.

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