

## **Attorneys Frank, Carannante and Hinton to Present "Addiction in the Workplace: A Legal Perspective"**

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### Critical Information for Every Employer

February 3, 2020 | 6 p.m. - 8 p.m.

American School for the Deaf, 139 N. Main Street, West Hartford

Event Sponsor: Rotary and Lions Club

Monte E. Frank, vice chair of Pullman & Comley's Litigation practice, will be joined by Megan Carannante and Robert Hinton, both of whom are members of Pullman & Comley's Labor, Employment Law and Employee Benefits practice, and Daniel G. Tobin, MD, FACP, Associate Professor of Medicine at Yale University School of Medicine.

As an employer, imagine the following scenarios:

- A prospective employee tests positive for buprenorphine at their pre-onboarding physical.
- A long-time employee tests positive for an illegal substance during a routine urine toxicology screen.
- An employee is missing deadlines, has several questionable absences and you suspect you smell alcohol on their breath one morning.
- An employee in recovery files a lawsuit for wrongful termination.
- An employee asks to be allowed to miss work to visit the methadone clinic.

The program will address questions that arise in these circumstances, including:

- What are your rights and obligations as an employer?
- How can you balance those with being a compassionate citizen?
- What rights do employees in recovery have?
- How does the Family and Medical Leave Act pertain to addiction?
- What reasonable accommodations must be given under the ADA?
- When is drug testing permissible?

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Building Q, Rockville Visual Communications Center

The program is open to all Rotary and Lions club members. Registration required – seating is limited to the first 300.

Please contact [Rotarylionsaddictiontaskforce@gmail.com](mailto:Rotarylionsaddictiontaskforce@gmail.com) to assure your place.

### **Professionals**

Megan Youngling Carannante

Monte E. Frank

### **Practice Areas**

Labor and Employment Counseling and Training

Labor and Employment Litigation

Labor, Employment Law & Employee Benefits

Litigation

### **Industries**

Automotive Dealerships

Cannabis, CBD and Hemp

Educational Institutions

Energy

Financial Services

Health Care

Manufacturing

Professional Services