



Powerful, Proactive Workers' Comp Cost Control



JOIN US!
Comp Control
Roundtable

Wednesday,
 December 7th

8:00 - 9:30 am

Hampton Suites
 Conference Room,
 1st Floor
 445 Pittsfield Road
 Lenox MA 01240

Seating is Limited
 Please [RSVP today!](#)

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Nationwide employers and insurers are struggling to come to grips with the potential effects of medical marijuana and prescribed opioids in the workplace.

While on the federal level it is illegal to be in possession of marijuana, 17 states - including Massachusetts - and the District of Columbia have made it legal to use marijuana for medical purposes and similar legislation is currently pending in another six states. The conflict between state and federal law raises a number of issues that directly affect workers' compensation and the workplace as a whole. Despite legalization, it remains to be seen what accommodations employers must make in those states in which medical use of marijuana is allowed.



In addition to the challenges presented by medical marijuana, our society is facing the impact of a dramatic increase in the use of prescription painkillers. Misuse, overuse and addiction are real risks that extend into the workplace and the workers' compensation industry. The use of prescription painkillers not only threatens the employees' health and safety but also the employer's bottom line.

Join us as our guest speakers, Michael Shor, MPH and Attorney Erica Flores, provide insight into the challenges employers are currently facing:

- When does federal law override the laws of states which have legalized medical marijuana?
- Is medical marijuana included in any workers' compensation treatment guidelines?
- Can workers' compensation carriers deny coverage for medical marijuana treatment in the states which it is legalized?
- How does legalized medical marijuana impact an employer's drug free policy?
- What accommodations, if any, is an employer required to make for prescribed marijuana or opioid use?
- How does an employer address the potential safety hazards associated with prescribed opioids and marijuana (i.e. impaired cognition, balance, coordination, and decreased awareness)?
- Is medical marijuana a potential alternative for pain management and long term opioid use?
- Are there alternative therapies for injured employees who suffer from opioid addiction?
- What impact has medical marijuana and opioid use had on workers compensation costs, the length of worker disability and time out of work?
- What steps can an employer take if they suspect opioid use by an employee?
- Is drug rehab considered a workers' compensation benefit if an injured employee becomes addicted to opioids prescribed for a work related injury? If so, is the employee eligible to receive indemnity benefits while out of work?



Guest Speakers



Michael J. Shor, MPH is the Managing Director of Best Doctors Occupational Health Institute, an organization within Best Doctors dedicated to improving the quality of care for injured workers and reducing the costs associated with prolonged disability and medical inefficiency.



Erica E. Flores, Esquire is an attorney at Skoler, Abbott & Presser, P.C. She specializes in employment litigation, class action suits, discrimination, harassment and retaliation actions. She regularly advises clients with respect to legal compliance issues, policy decisions, litigation avoidance strategies and day-to-day employment issues.

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