

# HUMAN RESOURCE ASSOCIATION OF THE TWIN TIERS (HRATT)

## Legal Summit 2011

### Save the date...

**Date:** April 14th, 2011

**Time:** 7:30AM to 12:00PM

#### **Location:**

Tags Restaurant  
2679 State Route 352  
Big Flats, NY 14814

#### **Sponsored By**



7:30 - 8:00 **Registration and Breakfast Buffet**

8:00 - 9:30 **“What Employers Should Know About Drug and Alcohol Testing”**  
(Presented by Dr. Them Occupational Medicine )

9:30 –9:45 **Break and Networking**

11:00 - 12:00 **Employment Law Update**  
(Presented by Michelle Pedrich from HR Works)

#### Seminar Highlights

##### What Employers Should Know About Drug and Alcohol Testing

Participants will learn the valid reasons for workplace drug and alcohol testing, the pros and cons of different testing methods, the need for air tight drug and alcohol testing policies, and how in combination with an objective and efficient OM practice, such testing can improve workplace productivity.

##### Employment Law Update

This program will act as an “HR primer” to ensure participants are up to speed on the fast changing world of HR compliance. Participants will walk away with an action list to use at their own companies to help ensure compliance with both Federal and state employment regulations.

**Program Fee: \$40 for members and \$50 for non members /  
Participant fee (includes breakfast buffet)**

Please RSVP to Teresa Haight at [teresa.haight@oclaro.com](mailto:teresa.haight@oclaro.com) by Tuesday April 12th, 2011 at 3pm. Also visit us at our website [www.hratt.org](http://www.hratt.org) or our Facebook group at group name Human Resource Association of the Twin Tiers.

**Program has been submitted and approved of 3.75 General  
Credit Hours.**

