



**EMPLOYMENT LAW ALLIANCE\***  
*Helping Employers Worldwide\**



**You are Invited to a Free 90-minute Webinar**

## **Privacy v. the Employer's Right to Know: Hot Issues that Straddle the Can-Am Border**

**Thursday, December 4, 2014**

### **Local Starting Times:**

**4:00 - 5:30 p.m. Atlantic Standard Time**

**3:00 - 4:30 p.m. U.S. EST**

**2:00 - 3:30 p.m. U.S. CST**

**1:00 - 2:30 p.m. U.S. MST**

**12:00 - 1:30 p.m. U.S. PST**

**10:00 – 11:30 a.m. HAST**

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Workplace privacy continues to be an important focus for employers, particularly those who operate in both Canada and the U.S. While most businesses try hard to protect their employees' privacy and avoid getting involved in their off-duty activities, there are times when an employer is faced with the prospect of legitimately needing to look into or take into account an employee's personal life. This webinar brings together a panel of legal experts from both Canada and the U.S., who will provide practical guidance on how to successfully navigate and resolve these issues in their respective countries. They will address:

- Medical or legal marijuana – Does it change the analysis? Can employers restrict its use or presence in the workplace?
- The latest rules and development on drug and alcohol testing of employees – and whether medical drug use changes the equation.
- Criminal records searches and privacy issues – Just how deeply can employers (or prospective employers) “dig” into an employee’s background and what information is permissible to access?

## Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Corporate Executives and Business Owners

## Speakers

- **Gregory J. Heywood**, Moderator, Roper Greyell, Vancouver, British Columbia
- **Nancy F. Barteaux**, Ritch Durnford, Halifax, Nova Scotia
- **Shana French**, Sherrard Kuzz, Toronto, Ontario
- **Carl Crosby Lehmann**, Gray Plant Mooty, Minneapolis, Minnesota
- **Shereese R. Qually**, Taylor McCaffrey, Winnipeg, Manitoba
- **Sarah P. Reiner**, GrayRobinson, Orlando, Florida
- **Susan K. Stahlfeld**, Miller Nash, Seattle, Washington

## Register

Click [here](#) to register, and then click the “register” link to the right of the title. Please be sure to confirm the corresponding start time in your local time zone.

## About the Employment Law Alliance

The [Employment Law Alliance](#) is the most comprehensive network of labor and employment attorneys in the world. Our members provide employment, labor, and immigration expertise in more than 135 countries around the globe and all 50 U.S. states. They work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. We provide a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit:

[www.employmentlawalliance.com](http://www.employmentlawalliance.com).

## Questions?

For additional information or questions about this webinar, please contact Linda Henderson at the Employment Law Alliance ([leh@employmentlawalliance.com](mailto:leh@employmentlawalliance.com)).