

## Speaker

**William M. Betley**, Partner  
Atkinson, Andelson, Loya, Ruud & Romo  
(AALRR)

Bill Betley practices in all areas of employment law, including unlawful harassment, discrimination, wrongful termination, employee classification, and wage and hour. He also counsels and represents architects, engineers, and subcontractors in all phases of construction planning, development, negotiation, and litigation.

Mr. Betley is a frequent speaker on numerous employment issues, such as unlawful harassment, disability discrimination, leaves of absence, workplace violence, employment handbooks, and hiring and firing issues. He is also the Chairman of the Inland Valleys Employer Advisory Council and the editor of that organization's Employment Newsletter.

Mr. Betley was admitted to practice law in California in 1984. He is a member of the American Bar Association, Defense Research Institute, Inland Valleys Employer Advisory Council, Orange County Employer Advisory Council, California Chamber of Commerce, Society for Human Resources Management, Professionals in Human Resources Association, Orange County Bar Association, Building Industry Association, and Home Builders Council.

Mr. Betley is listed in the National Registry of Who's Who for Attorneys in the United States.

## About the EAC

The Hemet/Temecula Employer Advisory Council (EAC) is composed of employer volunteers representing a cross section of business and industry. The EAC was developed to promote a stronger partnership between the California Employment Development Department (EDD) and the business community. Its commitment is to assist employers in conducting their business more effectively and efficiently, to provide information on employment-related issues, and to enhance the communication between the EDD and the private sector.

This EAC is a member of the California Employer Advisory Council.

For more information about EAC membership, meetings, or this seminar, call Nancy Marie Keaton at 951-304-5723 or email [Nancy.keaton@edd.ca.gov](mailto:Nancy.keaton@edd.ca.gov).

## Information

Upcoming Events:

09/19/19: "State Labor Law & Payroll Tax Seminar"

The EDD, an equal opportunity employer/program, is a partner in this event. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made prior to the event by calling 951-304-5723 (voice). TTY users, please call the California Relay Service at 711.

The Hemet/Temecula  
Employer Advisory Council  
in partnership with the  
Employment Development Department  
present

## "Trippin' Out: The Age of Drugs and Legal Marijuana"



Thursday, July 18, 2019  
11:30 a.m. to 1:30 p.m.

8 bit Brewing Company  
26755 Jefferson Ave  
Murrieta, CA 92562



## Topic

The statistics are disturbing. Drug use in the workplace is a real concern and costs employers billions of dollars every year in lost productivity, increased health problems, and workplace accidents. The scene is quickly changing with the growing use of marijuana in the workplace.

Learn what employers can do in the age of medical and recreational marijuana, as well as how to implement a compliant drug testing policy. Learn what can and can't be done while understanding what Prop 64 means for employers.

This seminar will help end confusion about what is legally allowable with regards to your rights as employers in contrast to the employees' individual right to use marijuana.

## Who Should Attend

- Business owners
- Employee benefits managers/staff
- Human resource managers/staff
- Industrial relations managers
- Managers/supervisors

## Agenda

- 11:30 a.m. Registration, Lunch and Networking.
- 11:45 a.m. Welcome, Announcements, and Introductions
- 12:00 p.m. Bill Betley
- 1:15 p.m. Questions and Answers, Door Prizes and Evaluations
- 1:30 p.m. Adjourn Meeting

Note:  
This program has been submitted for HRCI and SHRM credits.

This employer seminar is provided for educational and informational purposes only; it does not constitute an endorsement of the curriculum or speakers by the State of California Employment Development Department (EDD) or by the Hemet/Temecula Employer Advisory Council (EAC). Aside from staff designated to represent the EDD, we assume no responsibility for the accuracy, legality, or content of the materials provided during this event.

## Registration

 **Please type, print clearly, or attach your business card. One person per registration form. Use photocopies for additional attendees.** Fees for this seminar may be tax deductible. Check with your tax consultant for details. Nonprofit tax ID #33-0349287.

Name of attendee: \_\_\_\_\_

Title: \_\_\_\_\_

Company/organization: \_\_\_\_\_

Mailing address: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email address: \_\_\_\_\_

Number of employees: \_\_\_\_\_ Industry: \_\_\_\_\_

Please indicate any special accommodations required: \_\_\_\_\_

Space is limited. **Must register by Tuesday, July 16, 2019.** Advanced registration is required. No refunds after Tuesday, July 16, 2019. Substitutions welcome.

Cost: \$35 Nonmembers; \$30 Members. Day of event fee: \$40. Registration fee includes lunch, seminar materials, and parking.

Payment and/or registration for this event is available through: Eventbrite at [drugsintheworkplace.eventbrite.com](https://www.eventbrite.com)

Make checks payable to: HTEAC

Mail with registration form to: **Patti Conlin**  
C/O Oak Grove Center  
24275 Jefferson Avenue  
Murrieta, CA. 92562

**Note:** Funds collected exceeding the seminar cost will support future seminars or community employment and training opportunities.