



**MVSHRM**  
Mohawk Valley Society for  
Human Resource Management  
[mvshrm.org](http://mvshrm.org)



MVSHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP



**Tuesday, November 19, 2019**

**Twin Ponds Golf & Country Club – 169 Main Street – New York Mills, NY 13417**  
**11:30 am – Noon – Registration**  
**Noon – 12:30 pm – Lunch / Member Mtg / Legislative Update**  
**12:30 – 1:30 pm – Speaker**

Partner Sponsor:



### **Recreational and Medical Marijuana – CBD Oil and Positive Drug Tests**

This program will discuss the latest updates on recreational and medical marijuana, as well as CBD oils, THC vs. Hemp and positive drug tests caused by CBD oils. In addition, other important learnings regarding drug testing that the speaker has learned over the past 25 years will be discussed. This program is for all Human Resource professionals as well as other business personnel to inform you of how to minimize your risks with employment screening practices.

**Presented by Philip Dubois – CEO and Founder of Workplace Screening Intelligence**

Philip J. Dubois is the Founder and CEO of Workplace Screening Intelligence. He has provided 25 years of excellence in service and support to thousands of employers, hospitals, clinics and other stakeholders in the industry. Previously, Mr. Dubois was Executive VP and an owner of DSI MEDICAL SERVICES where he served customers such as FedEx Ground, FedEx Freight, XPO Logistics and many other private and public employers. He was also Executive VP and an owner of DrugScan, A SAMHSA Certified and CAP Accredited Laboratory, where he served customers such as City of Philadelphia, TPAs and many hospital and clinics. He joined DSI Medical Services and DrugScan in Nov. of 2008. Prior to his employment with DSI Medical Services and DrugScan, Mr. Dubois held various management positions at Quest Diagnostics including Regional Sales Mgr. and Director of Channel Partnerships. He was also VP of American Medical Laboratories from 1994-2002. Prior to this he was a sales representative for both Allied Clinical Laboratory and Doctor's and Physician Laboratory. Mr. Dubois is a graduate of the University of Central Florida. He has worked in the drug and alcohol testing industry since 1992. He is an expert in the field of drug testing, the various means of testing, federal and state testing laws, company policy development, risk remediation as well as all aspects of alcohol testing. Mr. Dubois is a Former Chairman and Exec. Board Member of Drug and Alcohol Testing Industry Association, Inc. (DATIA). As Chairman of DATIA, a 1,600 member Washington D.C. based group, he championed the effort for the employer's rights to a safe and drug free workplace and the families right to safe and drug free roads.

***Program is being submitted for approval of (1) SHRM credit; HRCI is self-submittal***

**Tickets: \$25 - MVSHRM Member; \$25 – (Chamber Members / Genesis / Other SHRM Chapters); \$35 – (Non-Member/Guest); \$10 – Student (Member/Guest)**  
**Group: \$200 - Table of 8; \$100 – Table of 4, (both prices for members of the same organization, MVSHRM member/non-member)**

**Register / pay on-line at [www.mvshrm.org](http://www.mvshrm.org)**

If paying by check please make payable to "MVSHRM" and bring with you to the meeting or mail to: MVSHRM, PO Box 428, New Hartford, NY 13413

If you have problems registering, please contact [info@mvshrm.org](mailto:info@mvshrm.org)

**(Registrants who fail to provide 24-hour advance notice of cancellation will be responsible for the applicable registration fee)**

**Deadline to register is Friday, November 15, 2019**

If you currently are not an MVSHRM member you may complete a membership application at: [http://www.mvshrm.org/form.php?form\\_id=8](http://www.mvshrm.org/form.php?form_id=8) , or contact [info@mvshrm.org](mailto:info@mvshrm.org)



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