



EverythingHR

EverythingHR Financial Services

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EverythingHR has a team of HR and financial experts who can help media professionals cover the complex human resource issues facing Michigan businesses of all sizes. We have employment attorneys, HR professionals, certified coaches and training/development professionals ready to assist the media as subject matter experts. Our founder, Felicia G. Harris, is a respected, award-winning expert with more than 30 years industry experience. She is articulate, savvy and comfortable conversing on air.

FOR IMMEDIATE RELEASE

New Marijuana law doesn't mean your business's drug-free policies have to go up in smoke

(Rochester Hills, Mich. – Dec. 19, 2018) – Let's clear the air. There's been a great deal of buzz about legalization of recreational marijuana. Yes, it's legal now, but it still may not be allowed.

Michigan's new law legalizing recreational marijuana use, which took effect in early December, does not mean it is OK to smoke or consume marijuana products and head into the office or shop. Federal law still allows employers to dismiss employees for using marijuana or for arriving at work while under its influence.

Felicia G. Harris, CEO of EverythingHR and EverythingHR Financial Services in Rochester Hills, explains that while voters approved legalization of recreational marijuana, the new law does not prevent employers from managing their employees, particularly with regard to safety.

"The law may have changed, but employers still do not have to allow or accommodate marijuana use in the workplace," **Harris said**. "What you do at home on your own time may be up to you, but employers are allowed to conduct drug screenings if they have reasonable suspicion that an employee may be under the influence of a controlled substance. If the test comes back positive, you may still be subject to consequences."

Pre-employment drug screening is still legal. If you're hunting for work, you may want avoid using marijuana.

Harris, a human resources and financial expert, tells her business clients the law allows enforcement of a drug-free work place.

"If you have an anti-drug policy in place, the policy still applies, employees are not allowed to use, possess or be under the influence while on company property or while conducting company business with clients," she said.

Harris offers a few tips for employers:

- ✓ Post signage about the recent law and your anti-drug workplace policy.
- ✓ Update your employee handbook (if needed).
- ✓ In group meetings, inform your employees of your company's policies

Harris says it is important to make your policy clear to employees.

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About EverythingHR



Headquartered in Rochester Hills, Michigan, **EverythingHR** is an Administrative Service Organization (ASO). EverythingHR provides cost-effective human resource services and products to businesses and organizations of varied sizes in industries such as accounting, automotive, banking and finance, construction, education, food and beverage, government, health care, industrial engineering, manufacturing, nonprofit, property maintenance, retail, and transportation. Using strategic human resource initiatives, EverythingHR's mission is to help companies run smoothly as they grow and add employees. From tailored products and services that fit the unique needs of client businesses and employees to intricate HR tasks, the services of EverythingHR allow businesses to instead focus on

daily operations.

About Felicia G. Harris



Human resources and financial expert **Felicia G. Harris** is Principal and CEO of **EverythingHR** and **EverythingHR Financial Services** in Rochester Hills, Michigan. Ms. Harris has 30-plus years of executive leadership experience in the financial industry. She has overseen over \$1 billion in assets, and served in the financial industry as a Vice President for more than 25 years. Ms. Harris has 29 years of HR experience and more than 20 years of employee organizational and professional development training experience. She has worked with and counseled C-Level management her entire professional career. Among her many awards are the 2018 **Corp! Magazine** Salute to Diversity, **Detroit Hour Magazine** Wealth Manager Award 2013 – 2017, **dbusiness** Wealth Manager

Award 2013 – 2017, Great Lakes Women's Business Council Volunteer of the Year 2016, and NAAHR Leadership Award 2015. Ms. Harris is the author of "**Hire to Drive Business**," a guide for small business multi-generational talent management.

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