



Your Business & Cannabis: It's Complicated

**Wednesday, May 4 at NJBIA
A Hybrid Event**

Agenda

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| 8:00 a.m. | Registration, Networking & Breakfast |
| 8:30 a.m. | Welcome & Opening Remarks |
| 8:45 a.m. | What Do the Regulations Mean for Workplace Drug Policies? |
| 10:00 a.m. | Networking Break |
| 10:15 a.m. | Workforce Development Needs for the Industry |
| 11:30 a.m. | Closing Remarks |

WHAT DO THE REGULATIONS MEAN FOR WORKPLACE DRUG POLICIES?

New Jersey law will allow people to legally use and carry marijuana as long as they follow the specified regulations outlined in the Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act (CREAMMA). The law also regulates employers' responsibilities and employees' rights regarding marijuana use as it relates to the workplace.

This panel of experts will discuss how the changes will affect your workplace policies including criminal histories, drug screening, federal contractors in NJ and medical cannabis.



RAY CANTOR

Vice President,
Government Affairs at
the New Jersey
Business & Industry
Association (NJBIA)



TANNER HICKMAN

Vice President Safety &
Logistics, Triple S Steel
Holdings, Inc.



BEAU W. HUCH

Of Counsel at Porzio,
Bromberg & Newman,
P.C



JAY SABIN

Of Counsel, Brach
Eichler LLC



KERRI A. WRIGHT

Of Counsel at Porzio,
Bromberg & Newman,
P.C

WORKFORCE DEVELOPMENT NEEDS FOR THE INDUSTRY

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CHRISSY BUTEAS

Chief Government Affairs Officer, New Jersey Business & Industry Association (NJBIA)



AUBREY FLANAGAN

Manager of Professional & Corporate Development, Raritan Valley Community College's Workforce Training Center



KYLE HAYS

Talent Acquisition Partner, Curaleaf Holdings, Inc.



JENNIFER MADEN

Assistant Dean & Director of Graduate Studies for the Rohrer College of Business, Rowan University



SCOTT RUDDER

Partner, Burton Trent Public Affairs, and Founder & President at the New Jersey CannaBusiness Association



MICHELE N. SIEKERKA, ESQ.

**President & Chief Executive Officer,
New Jersey Business & Industry
Association (NJBIA)**

Michele N. Siekerka, Esq., President and CEO of the New Jersey Business & Industry Association (NJBIA), leads the nation's largest, most influential employers' organization, advocating on behalf of New Jersey's large and small businesses for policies that will make New Jersey more affordable and regionally competitive.

Being known as a collaborative leader, Siekerka is leading an NJBIA established coalition (New Jersey Business Coalition) comprised of more than 100 business and nonprofit associations across the state to tackle the tough economic and business challenges our state is facing during COVID 19.

Well versed on the 'boots on the ground' issues affecting our state's business community, Michele is often the "go to" resource for media and is sought after to share her expertise in public forums across the state.



CHRISSY BUTEAS

**Chief Government Affairs Officer,
New Jersey Business & Industry
Association (NJBIA)**

Chrissy Buteas is Chief Government Affairs Officer of the New Jersey Business & Industry Association (NJBIA), the nation's largest state-level business association whose member companies collectively employ 1 million people. Buteas also serves as the Executive Director of the NEW JOBS PAC, the State's largest and most influential ideological business political action committee.

Prior to joining NJBIA, Buteas served as the president and CEO of the Home Care & Hospice Association of New Jersey, representing New Jersey home health agencies, hospices and health care service firms servicing the state's Medicare, Medicaid and private pay patients. She serves on the board of trustees of Middlesex College, Girl Scouts of Heart of NJ and is a member of the Northern Board of Junior Achievement whose mission is to inspire and prepare young people in grades K-12 to succeed in a global economy through real-world relationships with business, government, and education partners that can help them develop the employability and financial literacy skills needed to succeed in the 21st century.

Buteas serves as a member of the New Jersey Medical Assistance Advisory Council, New Jersey Small Employer Health Benefits Program and the New Jersey Mandated Health Benefits Advisory Commission, which responds to requests from the State Legislature to provide independent analysis of the medical, financial and social impacts of proposed health insurance benefit mandates.

She also serves on the board of Focus NJ, an independent research non-profit conducting timely, innovative, nonpartisan economic and workforce research, as well as the Boards of Associated Member Trust and the South Jersey Technology Park @ Rowan University.

Previously, Buteas served on the Murphy-Oliver Transition 2018 Healthcare team, as vice president of the Capital Impact Group, a public affairs and business development firm that advocates on behalf of nonprofit organizations and Fortune 500 companies. She was also a policy specialist at the New Jersey Board of Public Utilities. Buteas is also the former president and current board member of the Women's Political Caucus of New Jersey, a statewide nonprofit dedicated to advancing women in government.

In 2021, Buteas was named a Woman of Distinction by the Girl Scouts of the Jersey Shore, NJBIZ's 2021 Next Generation of Leaders, a Barrier Breaker as part of Jersey's Best magazine's Spring issue honoring trailblazing women in the state and recognized on ROI-NJ's Influencers: Power List for Government Affairs. In 2018, Buteas was named to NJBIZ's Best 50 Women in Business list. She was named to NJBIZ's "40 Under 40" and "Power 50 Health Care" lists in 2017, as well as the 2017 "Insider 100 Policymakers" list by Insider NJ.

Buteas holds an MPA from the School of Public Affairs and Administration at Rutgers University-Newark and a BA from Rowan University. She is also a graduate of Leadership NJ, a leadership development program, and served as a Raimondo Fellow at the Eagleton Institute of Politics. She is a member of the Rowan University Alumni Association and Eagleton Institute of Politics Alumni Association.



RAY CANTOR

**Vice President, Government Affairs,
New Jersey Business & Industry
Association (NJBIA)**

Ray Cantor is Vice President of Government Affairs of the New Jersey Business & Industry Association (NJBIA), the nation's largest state-level business association whose member companies collectively employ 1 million people.

Cantor, an attorney whose career has included high-level positions in the legislative and executive branches of government, a former assistant commissioner and, later, chief adviser to the commissioner of the Department of Environmental Protection (DEP), leads NJBIA's advocacy efforts on environmental and energy matters affecting the business community.

At DEP, Cantor oversaw the offices of Legal Affairs, Dispute Resolution, and Economic Analysis in addition to advising the DEP commissioner on policy, legal, management, and economic matters. Cantor was also responsible for policy formulation related to all DEP regulations, including site remediation, NRD, air quality, water regulation, and land-use management.

A graduate of New York Law School, Cantor began his career working at the state's Office of Legislative Services as senior counsel in the Environment, Energy, & Natural Resources section. He later served as the Assistant Commissioner of Land Use Management & Compliance at DEP until 2002 and also worked as a project consultant for the U.S. Environmental Protection Agency.

Cantor's experience as a business lobbyist includes five years as director of Government Affairs for the Medical Society of New Jersey and then executive director of the New Jersey Apartment Association. He returned to the state DEP in 2010, where he served as chief advisor to DEP Commissioner Bob Martin for eight years.



AUBREY FLANAGAN

**Manager of Professional and
Corporate Development,
Raritan Valley Community
College's Workforce Training
Center**

Aubrey Flanagan is a workforce development professional and dedicated community leader with an expansive comprehension of coordinated outreach, creative collaboration, and strategic partnerships, and currently serves as the Manager of Professional and Corporate Development at Raritan Valley Community College's Workforce Training Center. Flanagan's community affiliations include RideWise Transportation Management Association and the Literacy Volunteers of Somerset County.

She also Chairs the Youth Committee for the Greater Raritan Workforce Development Board. Flanagan is pursuing a Master of Public Affairs and Politics at the Edward J. Bloustein School of Public Policy at Rutgers University, focusing on Labor and Workforce Development.



KYLE HAYS

**Talent Acquisition Partner,
Curaleaf Holdings, Inc.**

Kyle has over 6 years of direct HR experience. She began her HR career working in onboarding and then progressed to multiple Recruiting positions.

The majority of her experience comes from the Healthcare industry. Kyle started working for Curaleaf in March of 2021. She has been supporting hiring for the PA market for most of her time here. Kyle has supported the growth in PA by recently assisting our retail teams with staffing 4 new stores (Erie, State College, Greensburg, Wayne)!

Kyle's favorite sports team is The University of Kansas men's basketball team. Rock Chalk Jayhawk!



TANNER HICKMAN

Vice President Safety & Logistics,
Triple S Steel Holdings, Inc.

Experienced VP of Safety & Logistics with a demonstrated history of working in the transportation and metal service center/building materials industries.

Skilled in Negotiation, Budgeting, Operations Management, Workplace/Transportation Safety and Security, and Team Building. Strong operations professional with a can do attitude.



BEAU W. HUGH

**Of Counsel,
Porzio, Bromberg & Newman, P.C.**

Beau is a member of the Litigation Practice Group, where he counsels clients on compliance and regulatory issues relating to the emerging cannabis market.

Beau also serves as Director with the firm's lobbying subsidiary, Porzio Governmental Affairs, and advises on strategies to navigate the legislative landscape in the areas of healthcare, environmental, cannabis, and law enforcement.



JENNIFER MADEN

**Assistant Dean & Director of
Graduate Studies for the
Rohrer College of Business,
Rowan University**

Jennifer Maden is the Assistant Dean and Director of Graduate Studies for the Rohrer College of Business at Rowan University. She earned her BS in Finance from Rutgers University, an MA in Teaching English as a Second Language from West Chester University, and an MBA from Drexel University.

Maden started her career in financial accounting, and has over twenty years' experience in leadership and teaching roles in higher education. She has developed curriculum for and taught intercultural communications for business purposes at multiple universities and corporations in New York and Philadelphia.

Maden has served as an Associate Dean and Director leading teams on initiatives and operations in areas such as accreditation, market research, marketing, recruiting, admissions, and academic advising at institutions such as SUNY's Fashion Institute of Technology, Columbia University, University of Pennsylvania, and Drexel University. She is the Annual Conference Chair for the Mid-Atlantic Association of Colleges of Business Administration (MAACBA), an AACSB-associated regional business dean's organization.



SCOTT RUDDER

**Partner, Burton Trent Public
Affairs, and Founder &
President at the New Jersey
CannaBusiness Association**

Scott Rudder is a veteran, former New Jersey State Legislator, former mayor, and brings with him over a decade of Fortune 100 corporate experience.

Scott currently serves as a partner at Burton Trent Public Affairs, where he works on a multitude of issues ranging from transportation to energy, to the environment, to cannabis industry development, and more.

In addition, Scott is the founder and President Emeritus of the New Jersey CannaBusiness Association, New Jersey's first and largest cannabis trade association, serving as its president for four years. Under Scott's leadership, the NJCBA led cannabis reform efforts to increase patient access to cannabis as a medicine as well as promotions to end outdated stigmas and stereotypes associated with cannabis prohibition. In addition, Scott helped lead efforts to pass New Jersey's cannabis reform efforts via referendum in 2020. His leadership helped put an end to cannabis prohibition and create a path for expungement for those who were previously arrested for simple cannabis possession.

In addition to his 16 years as an elected official, Scott worked in senior staff positions to include working for a Member of Congress, Governor of New Jersey, Speaker of the General Assembly and served as the Director of Legislative Affairs for New Jersey Transit.

Scott also spent 13 years as a Business Development executive with Lockheed Martin, the nation's largest defense contractor. At Lockheed Martin, Scott led domestic and international business development campaigns that included missile defense, Special Forces technologies, as well as energy programs.



JAY SABIN

Of Counsel,
Brach Eichler LLC

Jay Sabin is a seasoned labor and employment and transportation attorney with extensive corporate experience as general counsel to a regional motor carrier - logistics provider and as lead labor counsel to *The New York Times*.

A graduate of Columbia University School of Law and the Cornell University School of Industrial & Labor Relations, he has provided legal counsel to employers about drug testing (and other safety protocols) since the inception of U.S. Department of Transportation mandated testing three decades ago. He also counsels cannabis operators about “labor peace” agreements and union relations in connection with cannabis licensure and union organizing campaigns.

Jay is a long-standing board member of the Employers Association of New Jersey and sits as a trustee to the organization's 401(k) plan.



KERRI A. WRIGHT

Principal,
Porzio, Bromberg & Newman, P.C.

Kerri Wright is a principal of Porzio, Bromberg & Newman, P.C. and a member of the firm's Litigation Practice Group, where she co-chairs the Education and Employment Team. She focuses her practice in the areas of education law and employment law, specifically in representation of management in both employment counseling and employment litigation.

Kerri handles a variety of employment law matters for the firm's public and private sector clients in state and federal courts as well as before administrative agencies, including the EEOC and the New Jersey Department of Labor. She has litigation and counseling experience in numerous areas of employment law, including issues involving wage and hour claims, restrictive covenants, harassment, discrimination, and whistleblowing. She has successfully defended management in class-action wage and hour lawsuits and has handled numerous investigations by management into allegations of employee wrongdoing.

Kerri has significant experience representing and counseling school boards, charter schools, private schools and colleges in a variety of areas. She is one of the leading attorneys in the field of reconfiguring school districts, including the creation and dissolution of regional school districts and the creation and termination of sending-receiving relationships.

As an elected member of the Chester Board of Education in Morris County, Kerri is serving in her fifth term. She currently serves as the President of the Board, and Chair of the Board's negotiation committee. She has successfully negotiated employment contracts and collective bargaining agreements with each one of the Board's labor groups. Kerri received the New Jersey Board Member of the Year from New Jersey School Boards Association for 2021-2022.



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