Meeting Minutes
April 23, 2015

LOCATION Christiana Hilton, Newark, Delaware

AGENDA
5:00 PM Executive Committee Meeting
5:30 PM Networking
6:00 PM President’s Announcements
6:15 PM Sponsor Presentation Deb STOKO, Mr. Armand Coppotelli
6:30 PM Dinner
7:30 PM Meeting Presentation, Mr. Anthony Delcollo, Esquire Cooch & Taylor

EXECUTIVE COMMITTEE MEETING ATTENDEES
Aaron Chen, Past President
Don Wolski, President Elect
Joe Miller, President
Norm Henry, Treasurer

Absent:
Janice Connell, Secretary
Sharon Sperber Rosen, Program Director
Dick Wolf, Communications

EXECUTIVE COMMITTEE MEETING MINUTES
1. Business:
   a. Need to update the annual action plan and business plan.
   b. Outreach at Engineering Job Fair, Delaware Technical Community College (DTCC)-Norm Henry.
      Interest was expressed in the field of industrial hygiene and we were invited to attend again
   c. Need to continue to pursue joint meetings and networking with Delaware Section AIHA and ASSE.
      Consider same with Delaware Occupational Health Nurses.
   d. Attendance at this meeting was lower than expected. Need to communicate details about June Social
      at Blue Rocks. Janice and Sharon to take this on.

DINNER MEETING MINUTES
Number of Attendees: 15
Sponsor: DebSTOKO, Armand Coppotelli
Speaker: Mr. Anthony Delcollo, Esquire Cooch & Taylor
Sponsor Information: DebSTOKO has been a global innovator of skin care products and technologies for all types of
workplace and public environments including industrial, commercial, healthcare and food sectors. DebSTOKO
customers benefit from their skin care expertise through improved health and safety environmentally preferred tech-
savy products and measurable cost savings.
Presentation: Use of Medical Marijuana in the Workplace
Mr. Delcollo has practice areas in Worker’s Compensation on both the claimant’s and defense side (among other
areas). Work place safety and health is an essential component of the consulting that he does to help employers and
employees control their exposure to costly and potentially frustrating litigation. This is part of the reason that he is
passionate about addressing the issue of medical marijuana and its potential effects in the workplace The law is vague
in that there is no specific definition of impairment that can be enforced. People vary physiologically so that there is a
wide range of effects that could be experienced when the same amount is used by different people. Privacy laws
complicate the matter as employees to not have to disclose medical conditions or use of marijuana for medicinal
purposes. Anti-discrimination law protects employees from being re-assigned. ADA requiring accommodations doesn’t
specifically apply either.
Therefore if an employee works at a hazardous job and has or causes and accident or causes injury to themselves or others litigation could occur with little case law as a basis for resolution. There is a need for a panel of experts to provide guidelines and clarification regarding definitions and desired outcome of litigation. Such a panel, consisting of toxicologists, medical professionals, analytical chemists and industrial hygienists can propose the definition of impairment, if and how ADA could apply. Also the panel could determine if a cognitive baseline could be determined for each individual and use it to define an individual’s level of impairment. The legal community is watching other states as litigation evolves as well as studying litigation regarding accidents/injuries when the employee is determined to be impaired by alcohol or other drug use.

**Presidents Announcements**

1. Outreach at Delaware State-Norm Henry
2. Plant tour at Schweitzer and Voight – Meeting with Delaware ASSE. Several of our members shared information on the plant tour and offered perspective on the need to understand industrial hygiene challenges as well as safety challenges in this large scale galvanizing operation.
3. June 25, 2015 Social at the Blue Rocks. BBQ and game. Sign up with Norm Henry. We need another sponsor in addition to EMSL.