

****For Immediate Release****

Advanced Training Products Featured as Speaker at Employment Law Implications of the CREAMM Act Webinar

Avon, NJ, April 24, 2025

Advanced Training Products was honored to serve as a featured speaker at the "Employment Law Implications of the CREAMM Act: Navigating Cannabis Legalization in the Workplace" webinar, held virtually on April 24, 2025. This one-hour CLE event brought together attorneys, HR professionals, and business leaders to address the evolving legal landscape surrounding cannabis legalization and its impact on workplace policies in New Jersey.

The webinar provided a comprehensive overview of the Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act (CREAMM Act) of 2021. While the Act legalized cannabis use for adults 21 and older, it did not significantly change existing employment law requirements for employers. The session focused on the intersection of the CREAMM Act with employment law, highlighting the challenges employers face in maintaining drug-free workplaces while respecting employee rights.

Key topics discussed included:

- The passage and key provisions of the CREAMM Act related to cannabis use and possession
- The role of the New Jersey Cannabis Regulatory Commission (CRC) and municipal authority in cannabis regulation
- The validity of existing workplace drug policies post-CREAMM Act and what has changed for employers
- Drug testing procedures, accommodating medical cannabis users, and managing off-duty cannabis use
- Workplace safety concerns, employer liability, and balancing employee rights with safety requirements
- Best practices for updating employee handbooks, training supervisors, and implementing clear communication strategies
- Recent court decisions and enforcement actions, such as ZANETICH v. WAL-MART STORES EAST, INC. and Prince Telecom, as well as potential future legal challenges

For more information about Advanced Training Products and its offerings, visit www.advancedtrainingproducts.com

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