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## **FOR IMMEDIATE RELEASE**

**Edwardsville, IL, November 22, 2013** – As of January 1, 2014, legislation legalizing both concealed carry and medical marijuana are in effect. These two laws are open to broad interpretation and will have significant ramifications on Illinois businesses. Todd Sivia, attorney and founder of Sivia Business & Legal Services, P.C. (SBL), in conjunction with the IL Small Business Development Center, is presenting a “Firearms, Marijuana & the Workplace workshop designed to provide employers (and employees) with a critical understanding of the implications associated with the new legislation.

“There are a lot of gray areas surrounding these acts of legislation,” explains Sivia. “The Americans with Disabilities Act, Family and Medical Leave Act, short-term disability, employer drug policies—all come into play. Employers need to understand the laws so they can minimize their own liability while protecting their employees’ personal rights.”

Sivia stresses that business owners need learn how these laws interact and be prepared to deal with conflicts effectively. For example, can employees carry a concealed weapon and fall under the Medical Marijuana Act? How should employers integrate medical marijuana into existing drug policies? What steps are required to legally prohibit firearms from your business? This workshop will provide business owners with answers to these real world scenarios and the tools they need to handle any potential issues.

The Firearms, Marijuana & the Workplace seminar is scheduled for January 16, 2014 at the Small Business Development Center on the SIUE campus . This is a free event and open to the public. To register or for more information, please visit the Small Business Development at [www.xxxxx](http://www.xxxxx)

The IL Small Business Development Center in Edwardsville/East St. Louis provides a vast array of no cost, extensive, one-on-one counseling services to small businesses and aspiring entrepreneurs in Southwestern Illinois. The Center’s mission is to encourage business startups, new jobs and capital investment, and economic stability in the region. The IL SBDC is funded in part through a cooperative agreement with the U.S. Small Business Administration, the IL Department of Commerce and Economic Opportunity, and Southern Illinois University Edwardsville as a service to the Illinois small business community.

Sivia Business & Legal Services, P.C. is an asset protection law firm and mainly focusing on general business law, real estate, estate planning, probate, and elder law. Sivia Business & Legal Services, P.C. is committed to quality legal representation at affordable prices. The law firm is located at 217 South

Main St., Edwardsville, IL 62025, and 912 North Main St., Brighton, IL 62012. For more information, visit [www.sivialaw.com](http://www.sivialaw.com).

For more information regarding family law or estate planning, please contact Sivia Business & Legal Services, P.C. at (618) 659-4499, (618) 372-4111, or [info@sivialaw.com](mailto:info@sivialaw.com).

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