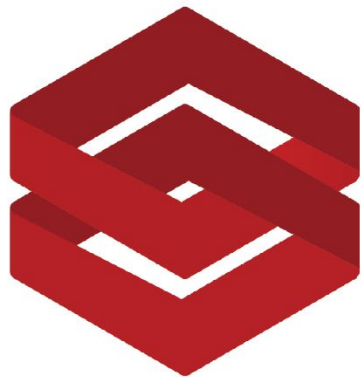


Wrestling with Weed in the Workplace



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Wrestling with Weed in the Workplace



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■ ■ HALL
■ ■ RENDER
KILLIAN HEATH & LYMAN



Detection Times for Marijuana Use: Hair, Urine & Saliva.

- Hair: Starting at 9 days, goes back 90 days
- Urine: 4 hours to up to 30 days
- Saliva: Immediate up to 48 hours.

What drug test specimen should be ordered to detect Marijuana use?

- It depends on the reason you are conducting the testing.
- Hair testing is not useful for post accident or reasonable suspicion testing.
- Candidates become aware if you conduct saliva testing on set days such as the first day of orientation and they often avoid use for a day or two, so marijuana clears the body.

Is there a drug test that currently exists to tell “How High” or impaired an employee is at the time?

- No
- Current tests tell whether the marijuana metabolite is in your system, but not how impaired you are.



Is there a drug test that currently exists to tell “How High” or impaired an employee is at the time?

- Science has not caught up to a quantitative measure of how intoxicated a person currently is – like a BAC measurement for alcohol.
- Hound Labs has developed a device that can detect whether a person has smoked pot in the last two hours using a breathalyzer. It gives a positive or negative but not a quantifiable figure.

Will CBD's test positive for Marijuana?

Maybe.

- CBD itself would not report positive for marijuana or marijuana metabolite. If the CBD product contains THC at a sufficiently high concentration, it is possible, depending on usage patterns, that the use of these products could cause a positive urine drug test result for marijuana metabolites. For example, in some states, CBD may contain up to 5% THC.
- Hemp – a variety of the cannabis plant regulated by the U.S. Department of Agriculture – is legal, so long as its THC content is negligibly low. But because the agriculture department doesn't test for CBD - only THC - more companies are getting away with selling products they say contain CBD. Consumer Reports: <https://www.consumerreports.org/cbd/can-you-take-cbd-and-pass-a-drug-test/>
- When sampling the hemp plant, "the closer you get to the flower, the higher the THC content. So some states collect the top 6 inches of the plant, while others do it differently," DeLucia says. Quest Diagnostics: <https://blog.employersolutions.com/cannabidiol-and-drug-tests/>
- While some CBD oils claim to be isolates, they may be full spectrum oils and actually contain more cannabinoids (such as THC) than they claim. <https://www.verywellhealth.com/cbd-oil-and-failing-drug-tests-4580277>

