

What About CBD Products?

CBD products are now for sale everywhere you go. Signs are everywhere advertising that these stores proudly offer CBD (Cannabidiol) oils and products. And this will only be increasing as more people hear about the potential benefits of using these products, derived from the hemp plant.

Background: Hemp and cannabis or marijuana are often used interchangeably, but are grown and cultivated for different reasons. Hemp is high in CBD content and low in THC content, and is used for textiles, food, oils, biofuels, clothing, and more. Cannabis, or marijuana, is grown for its high THC content and is usually low in CBD.

It is possible to test positive for an employer drug test for use of most over-the-counter CBD products, as by law these CBD products have to have less than 0.3% THC (although there are some CBD products that are reportedly 100% THC free). Individuals using large doses of a cannabinoid-rich hemp oil product (over 1000 mg daily) could test positive because they have consumed approximately 3 mg of THC. Even with a low dose of 0.5mg of THC from 3-4 servings of most CBD-rich hemp oil can result in a positive urine test for THC. Because most servings of high-quality, high-purity CBD-based hemp oil contains below 0.1mg of THC, it has 400-600% less THC than marijuana products, but again, use of these products could still result in a positive test.

Tips for Employees:

1. Whether you agree with it in principle or not, understand that testing for illicit drug use is a reality for many U.S. workers. It is mandatory for federal employees and for employees who are designated as "safety-sensitive" by the Department of Transportation (e.g. airline pilots and mechanics, bus drivers, pipeline operators, Coast Guard regulated employees). It is not required for most jobs in the private sector, but more employers are implementing some kind(s) of drug screening.
2. **Make sure you understand your employer's policy** about cannabis use. Keep in mind that these policies in most states (including Hawaii) override your rights to personal or medical use of cannabis as long as you work there.
3. **Seek advice from your doctor or health care professional** when using any CBD products if you have any concern about testing positive for THC. Understand that cannabis can stay in your system for days, weeks, or months, depending on your use and metabolism. **Even if you are not impaired** by cannabis when you show up to work on given day, if your job is subject to random testing, pre-employment testing, post-accident testing, or for-cause testing, **you may still test positive from CBD use a week or a month previously.** Until testing is developed that measures impairment instead of presence of THC in your system, you are at risk of testing positive.
4. Be a good consumer and check out the THC content in any CBD product. Reputable CBD sellers should have a certificate of analysis (COA) for their products that show both CBD and THC levels.
5. Understand your employer's policy about cannabis use, and their expectation of you if you take any drug that may impact your performance.
6. A percentage of legal cannabis users (around 9-11%) will become addicted, although there is no data for CBD users. If you believe your use has taken over territory in your life, or is creating more challenges than it is helping, call your EAP.

Remember:

- You are responsible for using any product that may cause you to test positive.
- Many CBD products may cause you to test positive as they contain some THC.
- Be a good consumer and check with your physician!

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