



## *Are There Additional Options for Drug Testing for Legal Drugs?*

### **The Difficulties of Testing for Legal Drugs has Expanded With Marijuana Legalization**

Some employers are wondering if there are any additional options to fight drug use in the workplace when the drug in question is technically legal. Urine screens test for a drug's *metabolites*—the byproducts after the drug has been metabolized and may no longer be active in the employee's body<sup>1</sup>. This means that using a urine screen may not provide useful, legally-sound results if an employee happened to use a legal drug in their off-time but still receives a positive result on a test.

Another option to help fight drug use in the workplace is the oral swab drug screen. More similar to a breathalyzer, oral swabs can provide accurate information on drugs that are *currently* in an employee's system rather than in an uncertain length of time in the past<sup>2</sup>. This information can prove vital when investigating accidents or in the case of suspicion, where an employee's history is less relevant than whether or not they are currently under the influence of a normally-legal drug during work hours when it may be prohibited by company policy. With proper supervision and administration, oral swabs can help employers during the changing landscape of drug legality and their use in the workplace.

1. <https://www.questdiagnostics.com/home/companies/employer/drug-screening/products-services/oral-fluid-testing/oral-fluid-testing-faqs>
2. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1579288/>

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