

What You Should Know About CBD Oil, THC and DOT Drug Testing

Cannabidiol (better known as CBD), is a popular natural remedy used for many common ailments. Tetrahydrocannabinol (THC) is the main psychoactive cannabinoid found in cannabis, and causes the sensation of getting “high” that’s often associated with marijuana. However, unlike THC, CBD is not psychoactive.

CBD is gaining popularity in the holistic and mainstream health and wellness world, with some scientific studies confirming it may help treat a variety of ailments like chronic pain and anxiety. However, employees should be aware that the use of CBD oil, even if derived from hemp, may result in a positive drug screen for THC.

What Do DOT Regulations Require?

The use of THC is prohibited for a DOT (FRA) regulated employees, no matter what the source. As a result, medical, recreational marijuana and CBD oils containing THC, even if legal under state law, are federally banned.

Since THC is banned under DOT drug testing, a medical review officer (MRO) must not take the medicinal use of a CBD oil into consideration when determines a drug test result.

A positive drug test result for THC requires the carrier to remove the employee from safety-sensitive functions until specific steps in the DOT return-to-duty protocol are successfully completed.

Company Drug and Alcohol Policy

Additionally should an IHB employee test positive for THC under either DOT or Company authority testing the IHB’s Drug and Alcohol Policy will apply, in concert with the applicable labor organizations agreements.

So, Will I Pass a Drug Test If I Take CBD Oil?

CBD oil itself would not report positive for marijuana or marijuana metabolite. But, if the CBD oil contains THC at a high enough concentration, it is possible to test positive for marijuana metabolites.

Remember, labels don’t tell the whole story. Packaging for CBD oil may claim to be THC-free or below traceable limits, when in fact, they contain enough to be detected during a drug screen.

One last important reminder: CBD oils sold in states with legalized marijuana may have been processed from the marijuana plant, resulting in a higher concentration of THC.