



**NEW-EMPLOYMENT DRUG
TESTING**
Substance Abuse Procedure (Policy-P732)

PLEASE READ CAREFULLY

Pre-employment Drug Testing

What to expect:

- Newly hired Laboratory employees will be required to pass a drug test during their first two weeks of employment. In most cases, the drug test will occur after new-hire orientation and after the worker receives their LANL badge.
- Once received, the specimen will be analyzed at an independent drug testing laboratory. The results will be forwarded to LANL's Occupational Medicine Group.
- If the results are *not* negative (i.e., positive detection of substances), you will be contacted by the LANL Medical Review Officer (MRO) to discuss the test results. Based on any follow-up information, the MRO will determine if the test results are confirmed positive or negative. If the MRO determines the results are positive, your employment will be terminated.

Refusal

Those who refuse to be tested will be ineligible for employment at LANL. If a worker who refuses to be tested, they will be treated in same manner as if there is a confirmed positive result.

Medical Marijuana Use by Workers Prohibited

New Mexico's medical marijuana use law provides that, in very limited circumstances, individuals suffering from certain medical conditions may obtain permission from the State for medical use of marijuana. **However, marijuana use and possession remains illegal under federal law.** The Laboratory treats marijuana use as a termination-level offense even if an employee is permitted to use marijuana for medical purposes under New Mexico law.

What to be aware of:

- Legalization in other states: ingesting marijuana in a state where it is legalized is not a valid excuse for a failed drug test.
- Medical marijuana: the Laboratory does not recognize medical marijuana. A medical marijuana card is not an excuse for a failed drug test.
- Cannabidiol (CBD) products: there are many products containing CBD on the market today, including oils, lotions, gummies, bath bombs, food, and drinks. The concentrations in these products are not regulated. Employees are cautioned against using these products as they may result in a positive drug test. Use of a product containing CBD is not a valid excuse for a failed drug test.
- Edible products: there are now many edible products containing marijuana. Employees are responsible for products they use/ingest and should exercise caution.
- Accidental ingestion will not be considered an excuse for a positive drug test.
- Vigilance is necessary to ensure ingesting illegal drugs even by accident is avoided.

Please note:

If your drug test results are confirmed positive, your employment will be terminated and travel and/or relocation expenses incurred by you will not be reimbursed. In addition, any reimbursements already received must be repaid to LANL.