

# 3 Questions to Ask About CBD Oil In The Workplace

Cannabidiol, otherwise known as CBD oil, has been called everything from a 'miracle drug' to a drug testing nightmare. Is CBD a health aid, or the newest threat to employee safety?

This white paper will address both the benefits and risks of allowing it in your workplace, including 3 ways you can start navigating through this controversial issue.



# WHAT IS CBD OIL?

Cannabidiol (CBD) oil is one of the 104 chemical compounds found in the marijuana (cannabis) plant. Unlike Tetrahydrocannabinol (THC) which is used in medical marijuana, CBD is not psychoactive and cannot get you “high”. Made by extracting CBD oil from the cannabis plant, it’s diluted with hemp seed or coconut oil and has been a popular option for those who seek relief from pain and want a safer alternative to prescription drugs.



## IS CBD THE NEW ‘*MIRACLE DRUG*’?

Scientific studies show CBD offers many benefits, such as those who suffer from both common and chronic disease.

Here’s its **top 6 health advantages**, backed by scientific evidence:

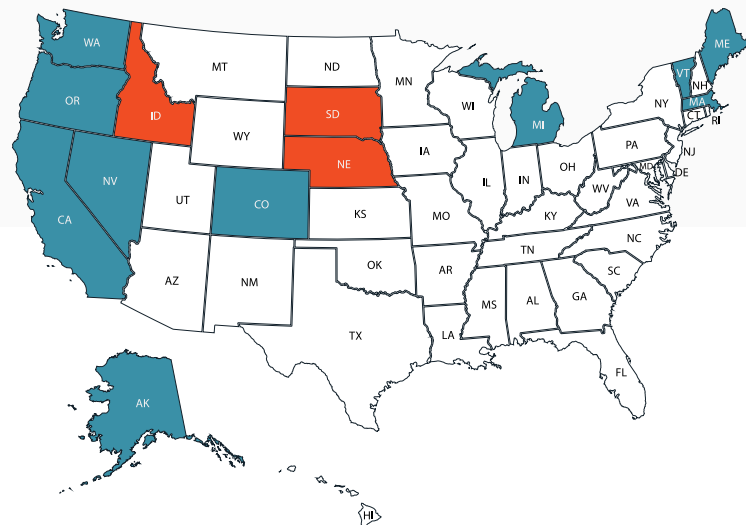
1. It may relieve pain.
2. It’s been shown to reduce depression.
3. It contains neuroprotective properties.
4. It could benefit heart health.
5. It may help with diabetes prevention.
6. It could assist with substance abuse treatment.



The **2018 Farm Bill** was signed in December 2018,

“ Effectively legalizing hemp at the federal level by removing it from the federal list of controlled substances and classifying it as an agricultural commodity. ”

CBD derived from hemp, is now legal in all 50 states.

## WHERE IS CBD LEGAL?



-  entirely legal for medicinal and recreational use
-  restriction on all cannabis and cannabis-derived products

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While it has been shown to help manage everything from chronic pain to mental health disorders, it also runs the risk of jeopardizing an employee's ability to work. Although rare, **employees who take CBD oil may lose their job from a failed drug test** if it's traced (even in small amounts) with THC. Employers face an equally heavy burden: the liability should someone get hurt or injured on the job, workers' comp claims and productivity loss.

## IS CBD OIL DRUG TESTING CHAOS?

Drug tests are typically designed to screen for THC, not CBD oil; however, **there's no guarantee workers who take CBD are in the free and clear**. According to Quest Diagnostics, CBD may contain up to 5% THC, but whether it will show up for a drug test depends on many factors such as frequency of use, weight, and water intake. As an added risk, **the FDA hasn't yet approved CBD products**. Without any federal regulations of labeling or production standards, this makes the CBD oil issue a complicated one, and an uncharted safety issue for both the employer, employee and organization at large.



## What happens when an employee fails their drug test and the company enforces a zero-tolerance drug policy?

It could mean a HR nightmare, an immediate termination and a disruption in the organization's productivity.

*If you allow CBD oil in your workplace, these three steps can help.*

## 01 Have You Educated Your Employees?

Many employees using CBD can fail a drug test even when they're using small amounts of the oil. Inform and educate them on the possible reasons they could test positive (while there are many determining factors, **CBD oil can stay in your system between 1-3 days**).

*Make sure they understand that if they are taking CBD oil, they still run the risk of it being contaminated with THC, due to:*

- Cross contamination of THC
- Product mislabeling
- Going above the recommended dosage

## 02 Have You Enforced Random Drug Testing?

Employer's are faced with a whole new frontier, with challenges that can become difficult to manage without preventative measures in place. *By enforcing a random drug testing program, you can:*

- Provide a safer workplace with fewer accidents
- Improve workplace productivity
- Deter employees from engaging in marijuana use
- Reduce health insurance costs
- Help prevent absenteeism relating to substance abuse programs

## 03 Do You Have An Employee Absence Management Program In Place?

We understand the necessity employees face to relieve pain in order to make it through to their next paycheck. Axiom's Employee Absence Management program ensures employees are safely able to perform duties of their job by acting as the liaison for any disability related absences, return to work programs and medical clearances.

*No matter what you face, Axiom provides a streamlined solution for every workplace safety challenge.*

Our services offer support for every stage of the employee life cycle, including drug and alcohol testing programs, Functional Capacity Evaluations, and Return to Work. Give us a call at (877) 502-9466 to learn how we can support your employee's health before they're hired, during their life cycle and when they exit

### Sources

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About the Author  
**Heather Jackson**



Heather Jackson has been a freelance writer for the past 7 years, specializing in the health and wellness industry. She currently works as the content specialist at Axiom Medical, bringing awareness to employee health issues and industry trends with social media content, blog posts and whitepapers. To view her latest content on workplace safety and employee health visit the Axiom [blog](#)!