

CBD Oil, THC, and Your Job

CBD products have flooded the marketplace since 2018, when the federal government legalized cannabis based products containing less than 0.3% THC (tetrahydrocannabinol.) This small amount of THC won't produce a high. The problem: CBD products are unregulated, so there is no way to know if the THC level is above the legal limit. This means THC might be detected by a drug test if you CBD heavily and it builds up in your body, or the product used contains large amount of THC

So, It's Complicated

The legalization of medical marijuana in many states and recreational weed in others complicates the issue for employees and employers. The federal government still considers marijuana or any product containing more than 0.3% THC illegal. (As a side note, the American Medical Association (AMA) still does not support the legalization of cannabis containing THC for the purpose of treating any disease or medical condition, although it does encourage ongoing research.)

Here is what you need to consider before using any CBD and THC-containing cannabis products so that you do not jeopardize your employment situation.

What Is CBD, and Is It Legal?

CBD oil can be purchased in many forms, including oil, capsules, spray, creams, tablets, food and drink. CBD oil is derived from a hemp variety of cannabis, which is low in THC, the marijuana compound that makes people high. CBD products containing less than 0.3% THC are legal under federal law. CBD is short for cannabidiol.

What Are the Benefits of Using CBD?

Patients use CBD to treat pain, anxiety, sleep issues, and other conditions. However, research on the drug's effectiveness for those and other conditions is limited. Studies are continuing into its benefits and possible uses for CBD. However, some users claim little or no benefit from using CBD oil.

Why Should You Be Concerned If You Use CBD?

The Food and Drug Administration has approved only one CBD product, a prescription drug that treats seizures. Other CBD products readily available to consumers may make unsubstantiated claims, and because they are often unregulated, they may be of questionable quality. For instance, the amount of THC in those products may be higher than 0.3% despite what the label says. If you use one of those products, you don't know if you are consuming higher and illegal amounts of THC, which could lead to a failed drug test at work.

CBD also has side effects, including potential liver damage, male reproductive issues, changes in alertness or mood, and gastrointestinal problems.

How Do Employers View CBD Use by Workers?

Many employers understand that some workers may use CBD to relieve pain, anxiety, and other conditions. However, a drug test cannot discern whether you failed because of a CBD product that misstated its THC level or if you were using marijuana. Before using CBD, you should consult your physician as it may interact with your prescription drugs.

With medical and recreational marijuana legalized in some states, employers are working to develop policies to address the use of CBD and marijuana. If you use CBD or medical marijuana approved by the state, you should alert your employer. You need to know how this may affect your employment.

What Is the Difference Between CBD and Marijuana?

Cannabis oil can come from plants with higher levels of THC classified as marijuana. Marijuana often comes in other forms, such as dried plant material, sprays, edibles, and tinctures. To legally use marijuana, you must obtain a medical marijuana card issued by a doctor if your state has legalized it. Or, if you are in a state that has approved recreational use, you need to be aware of your employer's policies concerning marijuana use. Again, marijuana remains illegal under federal law.

