



**Every
Experience
Matters**

Navigating the Changing Drug Screen Policy Landscape

In 1996 when unemployment was high, 81% of companies required a pre-employment drug screen before extending a formal offer. That number dropped to 66% by 2018. Experts see a correlation with the increasingly tight labor market. When companies fear that they will not have enough candidates, they order fewer drug screens.

One day marijuana may be decriminalized throughout the nation, so companies must take a proactive approach to flex with changing laws in the states in which they do business. Below are thought starters, and potential solutions, to begin to address this challenge:

- **Think through what type of drug screen panel you want to use.** There are highly detailed 10-12 panel drug screens, but a 3-5 panel drug screen that addresses the "big hitters" costs 30-40% less. If you still want to screen candidates, you can leave marijuana out.
- **Consider the concentration levels of the drug before ruling it out completely.** Were they on vacation in a state where they smoked marijuana legally and it was still in their system when they took the drug test? That is hard to verify. It is important to consider concentration levels and how impairment could impact the work to be done.
- **Begin a second chance program.** If you administer random drug screens, implement a system that offers flexibility. If an employee fits certain criteria (good worker, no issues in the past, shows up on time) find a way to work with them to prevent a repeat.
- **Develop a drug rehabilitation program or offer an Employee Assistance Program (EAP)?** While showing up to work under the influence/doing drugs on the job is grounds for immediate disciplinary action, if a valuable worker has come forward with an addiction, consider paying for them to enter a rehab program where they can get the help they need.

Call your Hire Dynamics representative today, so we can help you write your drug policy!

