



James A. Johnson
Founder & CEO

Greetings,

Effective January 1, 2024, the new legislative measure California AB-2188 will change what most California employers are permitted to test for during employment drug testing. Specifically, employers will be prohibited from testing for non-psychoactive cannabis (Marijuana).

What this really means is that California employers have a decision to make. Do you continue to test for psychoactive elements of Marijuana (Delta 9-THC), or eliminate the testing for Marijuana altogether? Unfortunately there is not much time available to make this decision, so we need to know as soon as possible how your agency will test its applicants moving forward. Since this is a decision that each employer must make and adhere to in alignment with its policies, as of January 1, 2024, we will only be able to continue to coordinate drug testing on your behalf once you've determined how you will proceed.

Please indicate, through writing your agency's name on the appropriate line, which option your agency selects for its drug testing protocols beginning January 1, 2024. Your name, title, signature and date of signing must also be included on the corresponding lines.

Option 1

Beginning January 1, 2024, _____ will remove testing for cannabis
[Employer Name]
(Marijuana) from all pre-employment drug testing.

Option 2

Beginning January 1, 2024, _____ will test for psychoactive elements
[Employer Name]
of cannabis (Marijuana) using oral fluid for all pre-employment drug testing.

Option 3

Beginning January 1, 2024, _____ will test for psychoactive elements
[Employer Name]
of cannabis (Marijuana) using oral fluid for only specific pre-employment drug testing. List each
job class that will include testing for psychoactive elements of cannabis (Marijuana): _____

_____.

Signature

Date

Name

Title

If you have any questions about this decision that you would like to talk through with us as your agency decides what to do, please do not hesitate to contact me.

It is important to note that medical providers everywhere are attempting to procure supplies and train their staff to perform these new saliva based collections as soon as possible, but availability to perform this testing will be limited at onset. I will coordinate with the providers that most commonly support your evaluations to ensure they are capable of performing these collections and document any collection fees associated with these new requirements as we gather those details.

It is my pleasure to assist you through this transition and understand that there may be questions that you may have before a final decision can be made. I am happy to aid you in gathering any information possible that could be assistive to you for making an informed decision.

Sincerely,

Cristal Granse

Cristal Granse
Director of Team Bailey