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S.F. No. 3638 - Oral fluid test for preemployment drug, alcohol, and cannabis testing (A-1)

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S.F. 3638 authorizes oral fluid testing procedures as a preemployment alternative for drug, alcohol, and cannabis testing by employers.

Section 1 provides a definition of “oral fluid test.” Specifies that the testing is done on a saliva sample to detect drugs, alcohol, cannabis, or their metabolites and does not require the services of a testing laboratory.

Section 2 to 4 make cross references to the new oral fluid testing option for job applicant testing.

Section 5 permits an employer to use oral fluid testing procedures as an alternative to drug and alcohol or cannabis testing for job applicants. Requires a job applicant to take a drug, alcohol, or cannabis test using a testing lab within 48 hours of a positive, inconclusive, or invalid test result to remain eligible for the job. Provides that the rights, notice, and retest procedures of the current law apply to the job applicant and laboratory test.