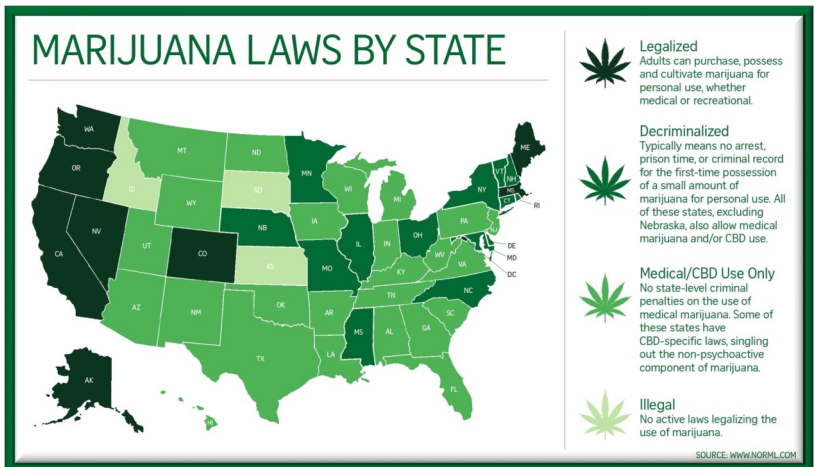


Recreational Usage of Marijuana is Prohibited

We are now living in changing times pertaining to marijuana. Many states and Washington, DC, have now legalized marijuana for recreational use for adults over 21, and 33 states have legalized medical marijuana.

Other states have decriminalized it. However marijuana remains illegal under federal law. Since the Controlled Substances Act of 1970, it has been classified by the federal government as a Schedule 1 drug, meaning that in the view of the federal government, it has a strong potential for abuse and is considered a harmful substance with no medical benefits. The Controlled Substances Act (CSA) Schedules can be found at:

<https://www.drugs.com/csa-schedule.html> All this has created a patchwork of conflicting laws that have resulted in a regulatory and law-enforcement nightmare. The state of Iowa, has as yet to legalize recreational marijuana, or decriminalize simple marijuana possession.



School bus drivers are required to have a Commercial Driver's License, any marijuana use is forbidden. In 1991, the federal government passed the Omnibus Transportation Employee Testing Act, requiring Department of Transportation agencies to implement drug and alcohol testing of safety-sensitive transportation employees. "Safety-sensitive positions can include driving a truck, school bus, working on pipelines, operating a ferry or train, or repairing an airplane," notes the law. The US DOT mandates drug tests use urine samples only. Employers of CDL drivers test for marijuana, cocaine, amphetamines, opiates, and PCP. As a safety-sensitive employee, school bus drivers are tested for numerous reasons: **pre-employment, reasonable suspicion/cause, random testing, return-to-duty, follow-up, and post-accident.**

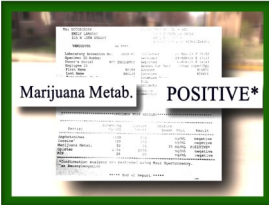
Let's use this real life example: A school bus driver takes a vacation in Colorado, a state that has legalized marijuana for recreational use for adults and this individual legally partakes (smoking or digesting) in its use. If it was you, could you be fired from your school bus driving position when you return to Iowa? The answer is, Yes! Your first question may be, how would that be possible?

If you were to be called for what is classified a random drug test, it is important to note that marijuana remains detectable for weeks, if not months, in a urine test, meaning that a positive result does not necessarily indicate recent use. Cannabis is one of the most widely abused substances throughout the world. The primary psychoactive constituent of cannabis, delta 9-tetrahydrocannabinol (∆9-THC), produces a myriad of pharmacological effects in animals and humans. Although it is used as a recreational drug, it can potentially lead to dependence and behavioral disturbances and its heavy use may increase the risk for psychotic disorders.

The active ingredient in marijuana, THC, is fat-soluble, and is stored in fat cells. Numerous factors, including a person's weight, metabolism, and the potency of the marijuana used, can affect how long the drug remains in one's system, but typically a urine drug test will indicate use within the **last 30 to 45 days**. In contrast, cocaine, amphetamines and methamphetamines, and heroin are usually only detectable within three to six days of use. However the metabolites or waste products of those other drugs can be detected during urine testing.

What happens when a driver tests positive? The first notice that they will receive that something has gone wrong is about a week after they have taken a random drug test. It will come by way of a phone call from the MRO with the concerns the lab identified pertaining to the drivers urine specimen.

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The MRO, or Medical Review Officer, will ask them several questions informing the individual that they have tested positive for marijuana and failed the test. They will directly ask, "Have you used marijuana." They will also ask if the individual is using any prescription medicine knowing that no doctor can write a prescription for cannabis. If the individual can not give any reason for the positive result, the MRO will then terminate the call.

The next phone call will be from the individual's employer. It may be worth mentioning at this point it does not matter that you have been a model employee, never missed a day or been late for your bus route or you have never had a driving incident or accident. You may have worked hard to develop a reputation as a safe, friendly, and reliable driver, but at this point all of that has gone out the window. What happens next can vary depending on individual school districts board policies. You will definitely be suspended and then terminated from your position with the school transportation department.



Then it is your job to start researching the DOT's return-to-duty process. Following a failed drug test, if an employee wishes to return to a safety-sensitive position, the process is as follows: The employee must be evaluated by a DOT qualified Substance Abuse Professional (SAP), then complete treatment and/or education as recommended by the SAP, and then return to the SAP for a follow-up evaluation (employers are required by federal law to give the employee a list of qualified SAPs), however in most cases it is at your own expense.

To answer the larger question, "If I fail a DOT drug test will I ever drive again?" is a complicated one. This incident will be placed on the [drug and alcohol clearinghouse website](#) making it difficult to be hired by other companies in the future. If a driver completes the DOT's return-to-duty process and has an otherwise clean driving record they may be able to find some type of driving employment. However the failed drug test remains on a driver's record for three years. If the driver wants employment with a school district or a trucking company, it appears more than likely that immediately following a failed test a driver is basically unemployable. It will likely be at least a year, and probably more than three years, before a trucking company will consider that driver for employment.



CBD Oils - Anyone on vacation can voluntarily avoid partaking in marijuana but avoiding CBD Oils may be a little more complicated due to the multitude of ways that you can be exposed. Cannabidiol (CBD) is gaining more and more popularity due to its anti-inflammatory, anti-anxiety, anti-spasmodic effects, along with many other potentially health promoting properties. There are many ways to consume CBD, which can be a little overwhelming and somewhat confusing.

Lets begin with "What does CBD stand for?" the three letters "C", "B", "D" do not represent an abbreviated form of any three terms, so CBD is technically not an acronym. "CBD" is the abbreviation for the cannabis-derived compound, Cannabidiol. Cannabidiol (CBD) is one of the many active compounds that are naturally produced in cannabis known as cannabinoids. While there is still much to learn about these unique compounds, researchers have confirmed that cannabinoids are the source of the cannabis plant's various medicinal and recreational properties. For more information Check the FDA U.S. Food & Drug website: <https://www.fda.gov/news-events/public-health-focus/fda-regulation-cannabis-and-cannabis-derived-products-including-cannabidiol-cbd>

On February 18, 2020, the US DOT's Office of Drug and Alcohol Policy and Compliance (ODAPC) released the following notice regarding the use of CBD products by safety sensitive employees, including school bus drivers: <https://www.transportation.gov/odapc/cbd-notice> It states that THC is the primary psychoactive component of marijuana. Any product, including "Cannabidiol" (CBD) products, with a concentration of more than 0.3% THC remains classified as marijuana, a Schedule I drug under the Controlled Substances Act. Safety-sensitive employees who are subject to drug testing specified under 49 CFR part 40 (Part 40) need a clear understanding of Cannabidiol. Review DOT Office of Drug and Alcohol Policy and Compliance Notice can be found at : https://www.transportation.gov/sites/dot.gov/files/2020-02/ODAPC_CBD_Notice.pdf

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It is important for all employers and safety-sensitive employees to know:

1. The Department of Transportation requires testing for marijuana and not CBD.
2. The labeling of many CBD products may be misleading because the products could contain higher levels of THC than what the product label states. The Food and Drug Administration (FDA) does not currently certify the levels of THC in CBD products, so there is no Federal oversight to ensure that the labels are accurate. The FDA has cautioned the public that: "Consumers should beware purchasing and using any [CBD] products." The FDA has stated: "It is currently illegal to market CBD by adding it to a food or labeling it as a dietary supplement." Also, the FDA has issued several warning letters to companies because their products contained more CBD than indicated on the product label.
3. The Department of Transportation's Drug and Alcohol Testing Regulation, Part 40, does not authorize the use of Schedule I drugs, including marijuana, for any reason. Furthermore, CBD use is not a legitimate medical explanation for a laboratory-confirmed marijuana positive result. Therefore, Medical Review Officers will verify a drug test confirmed at the appropriate cutoffs as positive, even if an employee claims they only used a CBD product.



The FDA is aware that there may be some products on the market that add CBD to a food or label CBD as a dietary supplement and include CBD in some marketed vape oils. Under federal law, it is illegal to market CBD this way. The FDA is evaluating the regulatory frameworks that apply to certain cannabis-derived products that are intended for non-drug uses, including whether and/or how the FDA might consider updating its regulations, as well as whether potential legislation might be appropriate. The information they have underscores the need for further study and the need for high quality, scientific information about the safety and potential uses of CBD.

The FDA is committed to setting sound, science-based policy. The FDA is raising these safety, marketing, and labeling concerns because they want you to know what they know. They encourage consumers to think carefully before exposing themselves, their family, or their pets, to any product, especially products like CBD, which may have potential risks, be of unknown quality, and have unproven benefits. As the FDA learns more, it has a goal to update the public with the information needed to make informed choices about CBD products.

It remains unacceptable for **any safety-sensitive employee** subject to the Department of Transportation's drug testing regulations to use marijuana. Since the use of CBD products could lead to a positive drug test result, Department of Transportation regulated safety-sensitive employees should exercise caution when considering whether to use CBD products.

As it was stated earlier in this article, immediately following a failed test a driver is **basically unemployable**. It's not hard to find hundreds of CBD products on internet websites, that can be digested or applied in one fashion or another. They all contain various levels of THC, so buyer beware if you are employed as a safety-sensitive employee.

HOLISTIC HEALTH CBD

GUMMY BEARS
10mg (30 COUNT)
ISOLATE

SOFT GELS
10mg (30 COUNT)
FULL SPECTRUM

INSTANT COFFEE LEMONADE
-OR-
LEMONADE
25mg (5 COUNT)

HEMP OIL
250mg (1 OZ)
FULL SPECTRUM

HEALING BALM
100mg (1 OZ)
FULL SPECTRUM

HEMP OIL
250mg (1 OZ)
ISOLATE

HEALING BALM
100mg (1 OZ)
ISOLATE

VAPE OIL
.5gm (250mg)
ISOLATE
AVAILABLE IN MINT -OR- TROPICAL

CBD for Arthritis
Fast Pain Relief
No High
Non Addictive
Legal

amazon

HEMP PURE
CBD OIL 600

PURE KANA
PREMIUM CBD OIL
NATURAL

CBD PURE
100 MG
ORANGE FLAVOR

CBD PURE
HEMP OIL 600
DIETARY SUPPLEMENT

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