

Overview of URINE and ORAL FLUID Drug Testing

- The U.S. Department of Health and Human Services (HHS), Division of Workplace Programs (DWP) establishes the technical and scientific standards for federal agency drug-free workplace programs and certifies laboratories to test federally regulated specimens.
- Currently, two specimen types (Urine and Oral Fluid) are authorized for testing in federal and federally regulated workplace drug testing programs.

Drug Classes Tested		Semi-Synthetic and Synthetic Opioids	
<i>The Mandatory Guidelines for Federal Workplace Drug Testing Programs (Mandatory Guidelines)</i> authorize testing for 5 classes of Schedule I and II drugs:	<ul style="list-style-type: none"> • Amphetamines • Cocaine • Marijuana • Opiates/Opioids • Phencyclidine 	<i>The Mandatory Guidelines</i> authorize testing for semi-synthetic and synthetic opioids:	Semi-synthetic Opioids: <ul style="list-style-type: none"> • Hydrocodone • Hydromorphone • Oxycodone • Oxymorphone Synthetic Opioids: <ul style="list-style-type: none"> • Fentanyl effective July 2025

	Urine Drug Testing	Oral Fluid Drug Testing
Window of Detection	<ul style="list-style-type: none"> • Window of detection depends on the drug. Can range from several hours to up to 2 weeks after drug use. 	<ul style="list-style-type: none"> • Window of detection depends on the drug. Can range from just minutes to up to 2 days after drug use.
Specimen Collection	<ul style="list-style-type: none"> • Routine collections are not observed. • Observed collections require collector and donor to be the same sex. 	<ul style="list-style-type: none"> • All Oral Fluid collections are monitored or observed. Collections do not require collector and donor to be the same sex.
Collection Facilities and Process Time	<ul style="list-style-type: none"> • Specialized restroom/toilet facilities are required for collection. • Collection process takes an estimated 4 hours, including employee notice, travel to the collection site, and provision of the specimen. It can be longer if re-collection is necessary (for insufficient Urine volume) or if the collection must be monitored or observed. 	<ul style="list-style-type: none"> • Restroom/toilet facilities are not required for collection. • Collection process takes an estimated 2-4 hours, including employee notice, travel to the collection site (if not done onsite), provision of the specimen, and possible re-collection if insufficient Oral Fluid volume is provided.
Collection Supplies	<ul style="list-style-type: none"> • Collection cups are widely available and have no expiration date. 	<ul style="list-style-type: none"> • Supply and inventory management is required because devices have expiration dates.
Reason to Include Both Urine and Oral Fluid Drug Testing	<ul style="list-style-type: none"> • Urine can be used as a backup to Oral Fluid drug testing for instances of dry mouth. 	<ul style="list-style-type: none"> • Oral Fluid can be used as a backup to Urine drug testing for instances of insufficient Urine volume.
Post-Accident and Reasonable Suspicion Testing Considerations	<ul style="list-style-type: none"> • May be suitable for collection performed after 6 hours. 	<ul style="list-style-type: none"> • May be suitable for collection performed within 6 hours.

Drug testing is an essential component of each federal agency's drug-free workplace program. To assure the accuracy, reliability, and forensic defensibility of test results, the certified laboratories used by federal agencies for drug testing must demonstrate and document their ability to meet and maintain compliance with all HHS *Mandatory Guidelines* provisions and supplemental program guidance.



Questions? Contact the Drug-Free Workplace Helpline at dwp@samhsa.hhs.gov or 1-800-WORKPLACE (967-5752)