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Create a Safe Place to Work and Shop Making Walmart a safe place to work and shop builds trust with our associates and customers—and it's the right thing to do. This includes stopping a task if conditions are unsafe, not working under the influence of alcohol, using proper protective equipment, following safe driving requirements, and only operating machinery or equipment for which you have been trained. Walmart also has zero tolerance for violence and threats. Immediately report concerning behavior to a salaried manager or your Security Manager/Asset Protection Manager. Print Posted By Boris Dzhangarov on 10/28/2024 Walmart, as the nation's largest private employer with over 1.6 million U.S. employees, is often the subject of these inquiries.Among the most popular questions for those in the active hiring process is the following: Does Walmart drug test? For potential new employees, does Walmart conducts pre-employment drug testing can become a major fixation.Walmart's drug testing policies are particularly relevant for new hires, so this guide provides job seekers with detailed information about Walmart's approach to drug testing.Overview of Walmart's Drug Testing PolicyCurrent Testing PracticesWalmart maintains a comprehensive drug testing program as part of its pre-employment checks to ensure workplace safety and productivity.A drug screen is a common part of these checks. While specific procedures may vary by location and position, there are some general practices to be aware of:Pre-employment screening for many positionsRandom drug testing for certain job categoriesReasonable suspicion testing when necessaryPost-accident drug screeningIt's important to note that Walmart's policies can vary by:State laws and regulationsJob position and departmentWhether the role is safety-sensitiveWhen Does Walmart Typically Conduct Drug Tests?Pre-Employment TestingWalmart's approach to pre-employment drug screening varies depending on the position, with a pre-employment drug test being a part of the process for certain roles:For entry-level positions, testing practices typically include:Tests for positions involving machinery or equipmentScreening for pharmacy and automotive service rolesVariable testing for general retail positionsA background check is also a common step in the hiring process, ensuring the suitability of candidates before extending an official job offer.Management positions often require pre-employment drug screening regardless of department, reflecting the increased responsibilities these roles entail.Random Drug TestingOnce employed, similar to all branches of the US Armed Forces, Walmart maintains the right to conduct random drug tests. The frequency and implementation of random testing often depend on:State regulations and requirementsJob position and safety considerationsDepartment-specific policiesEmployees in safety-sensitive positions, such as:Forklift operatorsPharmacy staffAuto center techniciansmay be subject to more frequent random testing compared to other positions.What Types of Drug Tests Are Used by Walmart?Common Testing MethodsWalmart typically employs several different drug testing methods in both its retail workplace environments as well as its corporate offices:Urine tests are the most common, offering:Cost-effective screeningQuick resultsDetection of recent drug useA temperature strip is often used to ensure the urine sample is at the correct temperature, which is crucial for accurate results.Other methods might include:Saliva testing for some positionsBlood tests in post-accident scenariosHair follicle testing for certain management rolesWhat Substances Are Tested For?Walmart's standard drug panel typically screens for drugs, including:Marijuana (THC)CocaineAmphetaminesOpiatesPCPAdditional substances may be included based on:Position requirementsState regulationsSpecific safety concernsSpecial Considerations and ExceptionsMedical MarijuanaThe rise of legal medical marijuana has complicated drug testing policies for many employers, including Walmart:Walmart's approach typically involves:Compliance with state laws regarding medical marijuanaConsideration of safety-sensitive positionsEvaluation of reasonable accommodations when appropriateHowever, federal law still classifies marijuana as illegal, which can impact employment opportunities. Due to marijuana's federal classification, a positive test may still impact employment opportunities, particularly for:Safety-sensitive positionsRoles involving equipment operationPharmacy and health-related positionsPrescription MedicationsFor prescription medications, Walmart generally:Allows employees to confidentially disclose prescriptionsUses Medical Review Officers to verify legitimate prescriptionsMakes accommodations when possible for verified medicationsThe Testing Process at Wal-MartWhat to ExpectFor those selected for testing, the process typically involves:Notification of the testing requirement, including being informed that they will be drug testedDirection to an approved testing facilitySupervised sample collectionLaboratory analysis of the sampleResults are usually available within 24-48 hours for negative results3-5 days for positive results requiring verificationWhat are the Consequences of Positive Drug Test Results?Positive Test ResultsIf an applicant or employee tests positive, the following typically occurs:A verification process begins, including:Review by a Medical Review OfficerOpportunity to explain positive resultsVerification of any prescription medicationsUnderstanding if the individual was taking drugs legally or illegallyConsequences may include:Denial of employment for job applicantsPotential termination for current employeesReferral to employee assistance programs in some casesFalse PositivesWalmart's testing procedures include safeguards against false positives:To minimize false positives, the company:Uses certified testing laboratoriesEmploys confirmation testing for positive resultsAllows for explanation and prescription verificationWalMart Drug Test Policies Are Clear and TransparentAs this resource has outlined, Walmart maintains a comprehensive drug testing program that balances workplace safety with evolving legal requirements and employee considerations.Whether you're an active employee or a job seeker preparing for an application, knowing what to expect regarding drug testing at Walmart can be crucial to attaining (or keeping) your role with the company.We hope our latest resource has been valuable in helping your career take off. Be sure to bookmark us for the latest news and resources that matter to you! Walmart is one of the largest employers in the world, with 1.5 million employees working across 11,500 stores all over the U.S.. If you are looking for a job at Walmart or currently work there, it's important to know if they drug test their new hires! Here is what I found out about whether Walmart drug tests current and potential staff members. Does Walmart Drug Test? Walmart Drug Test Explained Walmart's strict policy states that they will not hire someone who has used illegal drugs. Employees are required to submit a negative result on their pre-employment drug screen, otherwise known as the 5 panel drug test, which tests for marijuana, cocaine, amphetamines, methamphetamines, and opiates. When Does Walmart Drug Test Employees? Walmart can drug test at the following times: Pre-Employment Test When you are applying for a job with Walmart, you will be expected to undergo mandatory drug testing. During the application process, this is usually done at their pre-hire panel. There are certain restrictions that may apply depending on what type of position you are seeking employment for. If your role involves interacting with customers on a regular basis or handling money, you will need to have passed all previous screens including the drug screen before being offered an official position at Walmart. For other roles, the drug testing process may be done during or after you have accepted an official job offer. Random Test Walmart conducts random tests on employees throughout the year for various reasons including safety and compliance issues. Suspicion Based Test If there is any reason to believe that you are under the influence of drugs or alcohol while at work, Walmart may require you to take a drug test before continuing with your day-to-day responsibilities. This includes if you appear lethargic or disoriented when arriving to work early in the morning. Post Incident Test When an accident occurs in store, it is mandatory to have all relevant parties involved take a drug test immediately. Any employee who refuses to do so will be suspended without pay until the test results come back. What Type Of Drugs Does Walmart Test For? Walmart tests for all types of drugs, including alcohol and medical-use marijuana. As long as you inform Walmart about your condition, you will be allowed to work there. If one fails the drug test due to medical reasons (and proves it with evidence) they may not be counted against them. You are responsible for backing this up. The presence of recreational drugs, even if legal in the state where testing is being conducted, may still require the supervisor conducting the test to fail their potential new hire. When it comes down to it, employers aren't legally obligated to give people jobs just because recreational use of certain kinds of drugs are legal. Walmart Drug Test: How Long Does It Take? If Walmart requests a drug test from you, you will have 24 hours to schedule it. You can set up an appointment for your drug test through the website or over the phone. Can I Refuse a Drug Test At Walmart? Refusing a mandatory drug test at Walmart is punishable by the termination of employment. A new job offer might be retracted if you refuse a drug test without good reason. Current employees of Walmart who cancel their appointments or arrive late for a scheduled drug screening may be terminated immediately depending on the circumstances surrounding the occurrence. After an incident has occurred at work, such as an accident during which you were determined to be at fault, do not expect Walmart to continue employing you without a drug test. What Happens if You Fail the Walmart Drug Test? Are you wondering what happens if you fail your drug test at Walmart? The answer varies depending on if you are an applicant or a current employee. Zero-tolerance for drugs for its employees As part of Walmart's zero tolerance policy regarding drugs, the company will not hire anyone with a drug conviction in past decade. If they find out that an applicant used drugs before applying to Walmart, the application will be rejected. For applicants, the offer is contingent on passing the drug test Walmart has made it clear through their hiring process that offers are contingent on passing a drug test. Applicants who do not pass are automatically disqualified from being hired. Employees who fail a random drug test will be terminated Employees caught taking illegal substances during company testing have strict consequences including termination. Employees have ten days to notify human resources of a failed test. Employees who fail a drug test after an accident can be sued personally Employees are not covered under Walmart's worker compensation plan if they are injured in the work place because of drugs or alcohol. If there is evidence that the employee was intoxicated when he got hurt, Walmart can deny worker comp claims and sue the individual for reimbursement. If I Fail A Drug Test At Walmart Can I Reapply? If you fail a drug test at Walmart, you must wait one year before reapplying to work there once more. To receive a new job offer from Walmart, it is in your best interest to pass the drug screening. Conclusion: Does Walmart Drug Test? Yes, Walmart DOES conduct drug tests on both potential and existing employees. The company conducts screening with a 5 panel urine test that checks for multiple drugs including cannabis metabolites (THC), cocaine metabolite (benzoylecgonine), amphetamine/methamphetamine (AMP/MDMA), methamphetamine (MAMP), and opiate metabolites. Failing this test could disqualify you from getting the job if you are applying, or lead to your termination if you are already employed by Walmart. If you're considering applying for a job at Walmart but are concerned about the prospect of being drug tested, keep reading to find out exactly what to expect. While Walmart has always maintained a strict no-drugs policy in all of their stores, their policy on employee drug testing has loosened a bit over the years. Up until about 2017, Walmart required drug testing for all incoming employees regardless of position. However, as of 2022, Walmart no longer drug tests the majority of incoming employees. There are only two situations in which you can expect to be drug tested by Walmart, including: if you are applying for a specialized, upper-level, salaried, or management position if you are currently employed by Walmart and were involved in a workplace incident that sparked suspicion that drugs or alcohol were consumed on Walmart's premises Despite no longer issuing drug testing to most prospective or current employees, Walmart does still require background checks from all applicants. That said, "passing" your background check at Walmart might not be as hard as it is at other places. Walmart is known for hiring employees with criminal records, including felony convictions, as long as enough time has passed since your last conviction. What Is The Policy If You Fail A Walmart Drug Test? Walmart has a strict no-drug policy and will not offer employment to prospective employees who refuse or fail a drug test. Further, if a current employee is drug tested and fails, it is highly likely that their employment will be terminated. If you failed a drug test during your hiring process but you'd like to reapply, there's a chance you might be able to redeem yourself if you wait long enough. However, there is no hard-and-fast rule when it comes to how long a prospective employee has to wait before reapplying to Walmart after a failed drug test. Some stores require you to wait at least 6 months while other stores have been known to enforce a 3-year waiting period before applicants can re-attempt. Other Walmart stores are known for banning any prospective employee who failed a drug test from ever reapplying. However, it's important to remember that for most entry level positions at Walmart, drug testing is no longer a part of the standard hiring process. What Type Of Drug Tests Does Walmart Do? Walmart conducts all of their drug testing using standard urine drug tests as of 2022. These tests are designed to detect marijuana (including medical marijuana), opiates, PCP, cocaine, and amphetamines. It's important to note that despite testing for opiates, Walmart cannot legally fire or demote an employee or refuse employment to a prospective employee for taking prescription medication. So, if you have a valid prescription for an opioid medication such as a prescription painkiller, bring documentation of this at the time of your drug test. This exception does not extend, however, to the use of medical marijuana (MMJ). Because MMJ is still illegal under federal law, Walmart does not have any obligation to allow employees to engage in medical marijuana use during the period of their employment. Even if you have a "green card," Walmart can still fire you or deny you employment if your drug test shows that you have consumed a THC-containing drug. It's also important to note that while truly pure CBD products should not trigger a positive drug test result, many marijuana products marketed as CBD actually contain trace amounts of THC. So, unless you are positive your CBD products are THC free, it's best to stay away from these in the days or weeks leading up to a drug test. How Often Does Walmart Do Drug Tests? The short answer to this question is pretty simple: not very often. In the past, Walmart was infamous for drug testing all new hires. However, in the past few years, they've relaxed their policy and gotten rid of drug testing in most cases. The only times Walmart administers drug tests to their employees and prospective employees are: when a prospective employee is applying for a specialized, upper-level, salaried, or management position when a current employee is involved in a workplace incident that sparked suspicion that drugs or alcohol were consumed on Walmart's premises If you are applying to a position that requires drug testing (specific positions listed below), you will be tested prior to being offered employment. Walmart does not conduct random drug tests without cause on their employees. Who Does Walmart Drug Test? Now, let's talk about what exactly we mean when we say "specialized, upper-level, salaried, or management positions." Basically, any job that involves managing other employees or handling specialized equipment or products will likely require drug testing. Some of the positions Walmart is more likely to drug test for include: Pharmacy technician Lawn and garden associate Consolidation center (ACC) Gun sales Sporting goods Management Asset protection (AP) Maintenance Freight handling Employees working in entry level positions, such as cashier, associate, or stocker, are unlikely to be drug tested as a prerequisite for employment at Walmart. Drug testing practices also vary store to store, so while some Walmart locations might not drug test at all, some might opt to administer drug tests to all incoming employees. How Long Do Walmart Drug Test Results Take? Urine drug test results typically take between 24 and 48 hours. FAQs Does Walmart sell drug test kits in stores? Yes. Shop for home drug testing kits at Walmart.com here. Does Walmart do a mouth swab drug test? No. Walmart only administers urine testing. Does Walmart drug test 16-year-olds? No. Underage employees are only allowed to work entry level positions such as stocker or cashier, and neither of these positions require drug testing. Can you refuse to take a drug test at Walmart? Yes. However, if you refuse a drug test, there is a high likelihood that you will be terminated or refused employment. Conclusion All in all, the news is pretty relieving. If you're applying to any of the most common positions at Walmart, chances are you'll never have to worry about being drug tested. Just keep in mind that Walmart does have a strict policy against the consumption of drugs or alcohol at work (which includes arriving at work under the influence of substances), so you will still be subject to drug testing if you go against this policy or arouse suspicion.

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