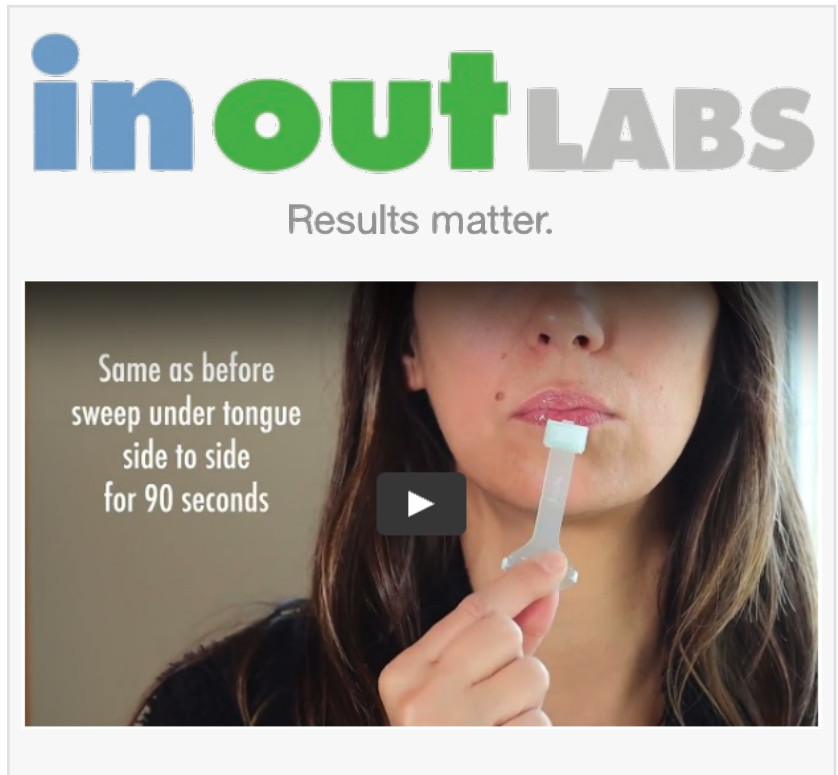


InOut Labs Launches Nationwide Oral Fluid Drug Testing

Employers Gain a Compliant, Tamper-Resistant Testing Method That Detects Recent Use — Managed Nationwide from a Single Desktop Platform

NORTHFIELD, IL, UNITED STATES, April 8, 2026 /EINPresswire.com/ -- InOut Labs, a leading provider of workplace drug and alcohol testing solutions, today announced the nationwide availability of oral fluid drug testing for employers. The new offering enables businesses of all sizes to order, schedule, and manage oral fluid tests for employees and job candidates across the United States—all from a single, [easy-to-use desktop platform](#).



The launch comes at a critical moment, as evolving state marijuana laws are forcing employers to rethink the way they screen for cannabis—and as the science of workplace drug testing continues to advance.

“

Oral fluid testing, paired with the ability to manage your entire program from one desktop, gives employers a smarter, legally defensible way to maintain a safe workplace—wherever their people are.”

Tim Thoelecke, InOut Labs

Designed to Detect Recent Use, Not History

Unlike urine testing, which detects metabolites that can linger in the body for days or weeks after cannabis consumption, oral fluid testing detects the parent drug compound—the psychoactive substance itself, as it exists in the bloodstream. This distinction is scientifically and legally significant.

The detection window for oral fluid is typically five to 48 hours from the time of use, reflecting consumption that occurred within a timeframe consistent with possible on-duty or recent impairment. Because drug concentrations in

oral fluid closely mirror blood levels, a positive oral fluid result is far more indicative of recent use than a urine test positive, which may reflect consumption days or even weeks in the past.

This narrow detection window makes oral fluid testing the preferred method for post-accident testing and reasonable suspicion testing, where the question is whether an employee was under the influence at or near the time of an incident—not whether they used a substance weeks ago.

Two Testing Options to Fit Every Workplace Need

InOut Labs offers employers two distinct oral fluid testing pathways:

- **Lab-Based Oral Fluid Testing** — Collected at thousands of clinics nationwide, this option delivers laboratory-confirmed results with full chain-of-custody documentation. Lab confirmation and MRO review provides the legal defensibility employers need for adverse employment actions.
- **[Proctored Oral Fluid](#) Testing with Immediate Results** — Administered via telemedicine by a trained collector, this rapid-result option delivers results within minutes. It is ideal for remote jobsites, construction projects, warehouses, and other locations where sending employees to a collection facility is impractical. Observed collection also eliminates the risk of adulteration or sample substitution.

One Platform, Complete Nationwide Control

Through the InOut Labs employer portal, HR professionals and safety managers can order tests, designate collection sites, monitor test status, and receive results—regardless of where in the country their employees are located. The platform is designed to eliminate administrative complexity and give employers real-time visibility across their entire testing program.

Compliant with State Laws Restricting Cannabis Metabolite Testing

A growing number of states have enacted laws prohibiting employers from taking adverse employment actions based on the presence of non-psychoactive cannabis metabolites—the inactive byproducts detected by conventional urine tests that can remain in the body long after any impairment has passed. Oral fluid testing, which detects only active THC, is specifically designed to meet the standards these laws require.

Key legislation employers should be aware of includes:

- **California AB 2188 and SB 700 (effective January 1, 2024)** — Amending the California Fair Employment and Housing Act (FEHA), AB 2188 makes it unlawful for employers to discriminate against applicants or employees based on a drug test that detects non-psychoactive cannabis metabolites in urine, hair, blood, or other bodily fluids. SB 700 further bars employers from inquiring about an applicant's prior cannabis use. Because oral fluid testing detects psychoactive THC—not the inactive metabolite THCA found in urine—oral fluid results can lawfully serve as the basis for adverse employment actions under AB 2188.
- **Washington State SB 5123 (effective January 1, 2024)** — Washington's law similarly prohibits adverse employment actions based on pre-employment drug tests that identify non-

psychoactive cannabis metabolites. Oral fluid testing, which screens for THC rather than its inactive metabolites, complies with this requirement for pre-employment screening.

As cannabis legalization continues to spread and other states consider similar legislation, employers across the country are under growing pressure to modernize their testing programs. Oral fluid testing offers a compliant, scientifically grounded path forward—one that focuses on what the law was designed to target: impairment and recent use, not off-duty behavior.

Important Note Regarding [Federal \(DOT\) Testing](#): Oral fluid testing is not yet available for federally mandated testing programs governed by the U.S. Department of Transportation (DOT) under 49 CFR Part 40. Although the DOT has authorized oral fluid as a future testing methodology and SAMHSA has published proposed guidelines, HHS laboratory certification requirements for oral fluid are not yet fully implemented. Employers subject to DOT regulations—including those in transportation, aviation, pipeline, and other safety-sensitive industries—must continue using DOT-compliant urine testing protocols. InOut Labs will provide updates as federal implementation advances.

Timothy N Thoelecke Jr, C-SAPA

InOut Labs

+1 847-657-7900

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