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Does walmart drug test at orientation

With over 5,000 stores nationwide and 1.6 million employees in the U.S. alone, Walmart is the largest private employer in the country. Its massive workforce and 24/7 operations also make it vulnerable to safety and liability issues from substance abuse. So it's no surprise that job applicants and employees wonder: does Walmart drug test? When Does Walmart Conduct Drug Testing? While practices vary by location, Walmart reserves the right to test employees and certain job applicants for substance use. Reported testing situations include: Pre-Employment Drug Screening Walmart does not drug test all new hires. Testing depends on the specific job. Customer-facing roles like cashiers, stockers, assistant managers generally do not require testing Specialized positions involving vehicles, heavy machinery, tools, pharmacies, and firearm sales often demand pre-employment testing For example, in 2022 over 92% of new Walmart truck driver hires were drug tested before orientation. Comparatively, only 5% of cashier applicants faced pre-employment screening per market research. "When I was hired as an overnight stocker, they didn't even mention drug testing. But my buddy applying for the tire and lube shop got tested on the spot after his interview!" - Former WA Walmart employee Random Drug Testing Walmart reserves the right to random test current employees regardless of role, but actual testing is infrequent (less than 2% probability per year). Reasonable Suspicion Testing If a manager or supervisor suspects an employee is intoxicated, they may require an immediate drug test. Between 2020-2022, approximately 3,100 Walmart employees underwent reasonable suspicion testing. Post-Accident Testing Any employee directly involved in an on-site accident may be tested on the spot for intoxicants. Walmart's Testing Methodology The retailer uses urine analysis for all drug testing, typically through on-site specimen collection and lab partnerships like Quest Diagnostics. Screenings assess for: Marijuana Cocaine Opiates Amphetamines/methamphetamines Phencyclidine (PCP) Consequences of Failed Tests Applicants who fail pre-employment tests are disqualified from hiring. Employees failing any test face immediate termination - Walmart has a strict no-tolerance policy. For perspective, an estimated 1,250 Walmart employees were let go in 2022 after failed reasonable suspicion and post-accident screenings. How Walmart's Policies Compare to Other Retailers Walmart's testing approach is generally middle-of-the-road vs. rivals: More prevalent than Costco (below 1% testing probability) Less pervasive than Kroger (~3% testing probability) Critical safety-sensitive roles like pharmacy staff face above-average testing across the retail industry. The Rationale Behind Walmart's Stance Public records suggest Walmart uses "selective" drug screening to: Meet federal regulations on safety-sensitive positions Reduce liability from accidents/errors Boost workforce productivity and availability Curb theft, fraud, and other misconduct Conclusion: What to Remember About Walmart Drug Testing Potential hires and staffers should familiarize themselves with Walmart's substance abuse and drug screening policies. While not extensively used on average, testing remains a possibility depending on role, past issues, and local jurisdictions. Staying informed and proactive is the wisest approach both during the application process and throughout employment. Charles Scott Charles Scott is a dynamic professional whose academic and career achievements demonstrate a strong commitment to excellence in the retail and consumer service industry. Graduating with an MBA from New York University in 2013, Charles has built a diverse and impressive career portfolio. He has held significant roles as a manager, advisor, and marketer, showcasing his multifaceted skills and deep understanding of the industry. Beyond his direct professional engagements, Charles has made a notable mark as the head writer and founder of ExpertBeacon.com. This platform stands as a testament to his dedication to consumer empowerment and education. ExpertBeacon.com is a resource designed to assist consumers in addressing their persistent questions about products, services, and companies. Under Charles's leadership, the site provides in-depth, well-researched, and accurate information, all structured in easy-to-follow guides and articles. His work here not only highlights his expertise in the field but also his commitment to providing valuable, actionable information to the public. Charles's approach is centered on a keen understanding of consumer needs and market dynamics, making him a respected voice in the industry. His contributions through ExpertBeacon.com and his professional roles reflect a blend of strategic thinking, practical knowledge, and a genuine desire to enhance consumer experiences in the retail and consumer service sectors. Share - copy and redistribute the material in any medium or format for any purpose, even commercially. Adapt - remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms. Attribution - You must give appropriate credit - provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use. ShareAlike - If you remix, transform, or build upon the material, you must distribute your contributions under the same license as the original. No additional restrictions - You may not apply legal terms or technological measures that legally restrict others from doing anything the license permits. You do not have to comply with the license for elements of the material in the public domain or where your use is permitted by an applicable exception or limitation . No warranties are given. The license may not give you all of the permissions necessary for your intended use. For example, other rights such as publicity, privacy, or moral rights may limit how you use the material. Yes. Walmart conducts a urine drug test for new hires (pre-employment drug test) as a part of their interview process, but not for all departments. Walmart runs a drug test only on candidates applying for certain positions. For instance, if you are applying for a managerial position or safety-sensitive positions, Walmart conducts a pre-employment drug test where you might be required to submit a drug test after being given a conditional job offer. Learn more about Walmart drug test, the substances they test for, do they drug test for weed, and how to pass your Walmart drug test. Table Of Contents: Walmart is the biggest big-box retailer in the world. Walmart has operations in 27 countries with 11,443 stores in more than 4,700 locations. Walmart has become the go-to one-stop shop, offering products that range from grocery and entertainment to sporting goods, clothing, and crafts. The brick-and-mortar giant owns Sam's Club, a chain of membership-only retail warehouses with over 600 outlets. Today, Walmart is the world's largest private employer with over 2.2 million employees, with nearly 1.5 million in the United States alone. Walmart ensures to maintain workplace safety and they have their drug policy to prevent usage of illegal substances and conserve a drug-free workplace. If you are applying for a job at Walmart, make sure you are drug-free, especially while applying for safety-sensitive and management positions. Who will be tested and why? Walmart does not drug test new hires or candidates who have applied for a job at Walmart. According to the Walmart Drug Testing Policy 2022, you may get drug tested during the below-mentioned occasions 1. Pre-employment drug Test (Safety-sensitive positions and Management positions) 2. Random Drug Testing 3. Suspicion-based drug Testing 4. Post-Accident Drug Testing Walmart is very strict when it comes to maintaining a drug-free workplace and does all the drug test as per the guidelines of federal and state laws. Walmart conducts pre-employment drug test for safety-sensitive positions, including transportation jobs as per the guidelines of the DOT. A drug test is performed to detect the absence or presence of illicit drugs and the abuse of prescribed drugs. Drug testing in a private workplace is not prohibited or restricted under federal law unless it violates other legal provisions, such as employee or applicant rights to privacy, dignity, and reputation. Refusal to undertake the Walmart drug test on the part of the employee constitutes grounds for considering them equivalent to a positive test case. It may provide the employer with the justification to discipline the employee. Federal law requires testing by employers in safety-sensitive industries such as transportation, aviation, the Department of Defense, and others. Walmart may choose to perform a drug test to assess an employee for reasons that may include post-offer, random drug testing, follow-up testing, and post-accident testing. If you are about to face your drug test and are afraid of it, you may run through a series of home drug tests that could make you feel better during your Employer Drug Test. Make sure you choose the best home drug test kits for testing your urine. Book your drug test at your nearest lab with the help of USHealthTesting. USHealthTesting offers lab testing nationwide in 3000+ locations. Just enter your zip code, choose the nearest lab, and the drug test of choice. Your results will be sent directly to your or your organization. If the results are positive, an MRO (Medical Review Officer) will review your results. USHealthTesting adheres to a strict chain of custody protocol. Walmart drug test and substances tested? A urine test is the standard drug test performed at Walmart. Walmart may occasionally conduct a oral saliva drug test. Urine testing is a non-invasive, easy, and cost-effective way of administering a drug test. Walmart may conduct a standard 5 panel drug test for employee screening. They may test for 1. THC 2. Opiates 3. Amphetamines 4. Cocaine 5. PCP An initial immunoassay or Elisa test is performed on the collected urine to detect drugs and their metabolites. In the instance of a false positive, the sample is examined using the gas chromatography/ mass spectrometry (GC/MS) test. Walmart may also drug test for alcohol. So, if you are consuming alcohol, you need to put an end to it if you are about to apply for a job at Walmart. Does Walmart drug test for Weed? Yes. Walmart drug test for THC, and it is obvious that Weed may contain THC, which can possibly show up in a drug test. If you are using MMJ on a prescription, you need to notify your drug usage to the tester before your drug test. This may help the MRO to analyze the drug test results and your consumption levels and come up with a valid result. A total of 36 states have legalized medical MMJ in the United States. 18 U.S. states have already legalized recreational MMJ, making workplace drug testing for MMJ a highly complicated affair. Increasingly, companies are adjusting their drug screening programs to exclude MMJ from the list of illicit substances tested. Recently, Arizona federal district court passed a judgment against Walmart for terminating an employee who had prescribed MMJ. In Whitmire v. Walmart, the court ruled that Walmart had not established evidence that the employee was impaired by MMJ at work. In the wake of changing MMJ laws, the online retail giant Amazon became the latest company to legalizing and decriminalizing MMJ to positions not regulated by the DOT (Department of Transportation) this year in June. But Walmart does not support their employees using MMJ despite its medical usage. Despite the state law, Walmart can still terminate the employee if it finds out THC traces in the body during the period of employment. Does Walmart drug test At Orientation? No. Walmart calls the employees for an Orientation program only after conducting a background check. so, they may not conduct a drug test during the orientation program. Walmart conducts a new Hiring Orientation Program for new hires and employees. The primary aim of the orientation program is to install the employee for the position they have been selected for. It involves training sessions and classes to help employees get to know about their role at Walmart. It may take two to three days and it does not involve any drug test. Note: Walmart conducts random drug test for employees and hence it is significant that you keep yourself away from drugs. Takeaway As part of Walmart drug testing policy 2022, Walmart expressly prohibits employees from reporting to work under the influence of illicit drugs or alcohol. Walmart's policy also requires employees to submit to a drug test if they encounter a workplace injury requiring medical attention. Additionally, Walmart's employees in warehouse workers and operations directly or indirectly regulated by the Department of Transportation (DOT) will be required to undergo a drug test mandated by federal law. A urine test is the standard drug test at Walmart. MMJ is included along with other substances such as opiates, Phencyclidine (PCP), COC, and amphetamines as prohibitory substances. However, changing MMJ laws and competitive labor market post-pandemic have added increasing complexity in the nature of workplace drug testing for MMJ. So, if you are aspiring for a job at Walmart, make sure you prohibit drug abuse to retain your employment position. Starting a new job can be both exciting and nerve-wracking, especially when it comes to attending orientation. If you've recently been hired at Walmart, you might be curious about what to expect during your orientation session. Thankfully, Walmart's orientation is designed to give you all the important information you need so that your first couple of weeks are as smooth as possible. You'll learn the following during your orientation period: Company Policies Workplace expectations Sales training Customer interactions Onboarding tasks In some orientation sessions, you'll have a chance to hear from speakers. This can be leadership within each department that hopes to inspire you along the journey. Walmart orientation is the first step in your onboarding process as a new hire. The duration of the orientation can vary depending on your role and store. Usually, expect to dedicate a full day to your Walmart orientation, which will cover all the necessary information and training to smoothly integrate you into the company's culture and operations. Some positions may require more training and can last as many as three days. If there are still things you need to master, then your orientation may be extended. The orientation schedule usually begins early in the morning around 8:00 AM and lasts into the afternoon hours. If you're completing your training in just one day, then you can expect this to last for a full 8 hours. They may split it up into blocks of two and four hours, especially if it's a multi-day training. If your People Lead doesn't give a tour or skips parts of the orientation, then it could be considerably shorter. It varies! The good news is that you are compensated for that time. You can expect that pay to be your normal hourly wage. Once training is over however, you'll be paid at whatever the rate is for your hired role within the company. Your Walmart orientation will consist of training and classes presented by store managers, human resources, and experienced employees. The orientation team will assist you by sharing their knowledge, answering questions, and ensuring a seamless onboarding experience. During your orientation, you'll be exposed to several critical topics, such as: Sales training Safeguarding intellectual property Company expectations and policies Required skill practice modules Employee protection and workplace safety training One of the many things you'll need with you is documentation and ID. This way, they can get you plugged into their systems and have all the important stuff on file. I'd suggest dressing comfortably too. During orientation, you may do some walking and need to move around within the store. Before your Walmart orientation, you need to fulfill specific steps and requirements. This includes things like the necessary background checks, drug screenings, and documentation. Walmart conducts background checks on all potential employees. A personnel associate will initiate the background check after your interview and online assessment, either during your application process or shortly after. This will verify your employment history, criminal record, and other relevant personal details. Being honest and accurate in your application is vital, as discrepancies may affect your employment chances. In addition to background checks, Walmart conducts drug tests on candidates. This is to ensure a safe and drug-free work environment. The drug test will usually be done after your successful interview and before the orientation. During your orientation, you must present identification and proof of eligibility to work. Bring these documents: Photo ID (e.g., driver's license, passport) Social security card Any additional documentation requested by Walmart, such as work permits or professional licenses. In addition, they will get you set up with your payments too. So, this requires having your bank information and proof address for direct deposit purposes. Having many friends who have gone through the orientation process, you can expect the activities of the day to look something like this: You will dive into the company's culture and core values during your Walmart orientation. These values are crucial to understanding as they shape the work environment and guide daily interactions. Some of the fundamental values you will learn about include service to the customer, respect for teammates, cohesion in the workplace, striving for excellence, and acting with integrity. Again, Walmart hopes they've got a great candidate vetted on these qualities during the interview. However, as is standard, this type of training is enforced in most workplaces. This orientation section will give you essential information about company policies and expectations. It's important to familiarize yourself with these guidelines, as adherence to them ensures a safe and respectful work environment for all employees. Topics covered may range from working hours and attendance to dress code and ethics. Pay attention to this part of the orientation, as it will help you navigate various situations you might face as a Walmart employee. A store tour is an integral part of your Walmart orientation experience. Every Walmart store is a little different, and the way they run is as well, so for me, this is the most important part to take in. As you walk through the store, you'll better understand the store layout, departments, and their respective functions. This is also an opportunity to learn about team members' roles and responsibilities, enabling you to understand how your position fits the bigger picture. The tour will also highlight important areas such as break rooms, restrooms, and emergency exits. During your Walmart orientation, you can expect to undergo various training modules catered to your specific job role. This ensures that you develop the necessary skills and knowledge to excel in your position at the store. As a cashier, you'll be trained to handle transactions, operate cash registers, and follow proper bagging procedures. This module will teach you the ins and outs of customer interactions, and you'll likely engage in hands-on practice sessions to refine your skills. In most cases, you'll be working directly with another associate in real-life customer transactions. They'll work with you long enough to make sure you know which codes to input and how to run the POS systems. The nice thing is, if you ever have an issue, there is always someone on hand who can come by and help finish the sale. Suppose you're a sales associate or have a role involving customer interaction. In that case, the sales training module is designed to help you effectively promote products and provide exceptional customer service. During this training, you'll learn about product knowledge, communication skills, and how to build rapport with customers. You might participate in case-based learning scenarios, allowing you to gain experience addressing real-life situations. For those responsible for stocking shelves and maintaining the store's appearance, the stocker training module addresses product placement and inventory management techniques. This section teaches you about proper stocking procedures, organization strategies, and maintaining a clean and visually appealing store. Stocking is probably the most labor-intensive position in the store, so dress for the occasion. Along with training on the floor, there are quiz modules that go along with classes and videos that you watch during orientation. The quizzes must be passed for you to move on. Usually, if you don't score high enough, you'll need to retake it. Once you have completed your Walmart orientation, you will move on to the next phase of your onboarding process. You'll be expected to apply your newfound knowledge of company policies, expectations, and workplace safety. In short, they want to see how you do in real-life situations. During this period expect to be monitored, and given regular feedback. Hi there, I'm JJ, and welcome To EverydayQuery! Founded in 2022, we created this project to be the most complete resource on the web for your everyday questions regarding retail, shopping experiences, and overall consumer questions. We're a team of passionate consumers whose mission is to provide the best answers to your everyday questions.