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DEPARTMENT OF HEALTH AND HUMAN SERVICES

42 CFR Chapter 1

Mandatory Guidelines for Federal Workplace Drug Testing Programs –Authorized Testing Panels

AGENCY: Substance Abuse and Mental Health Services Administration (SAMHSA), Department of Health and Human Services (HHS)

ACTION: Issuance of authorized drug testing panels.

SUMMARY: HHS herein publishes the panels of Schedule I and II drugs and biomarkers authorized for testing in federal workplace drug testing programs. The Department has made no revisions to the current drug testing panels for both urine and oral fluid and current required nomenclature for laboratory and Medical Review Officer Reports, effective July 7, 2025.

DATES: The current authorized drug testing panels and required report nomenclature remain in effect.

FOR FURTHER INFORMATION CONTACT: Eugene D. Hayes, Ph.D., MBA, SAMHSA, Center for Substance Abuse Prevention, Division of Workplace Programs; 5600 Fishers Lane, Room 16N02, Rockville, MD 20857, by telephone (240) 276-1459 or by email at Eugene.Hayes@samhsa.hhs.gov

SUPPLEMENTARY INFORMATION: The drug testing panels in this notification specify the analytes and cutoffs for federal agency workplace drug testing specimens and the nomenclature (i.e., analyte names and abbreviations) that must be used to report federal workplace drug test results. There are no changes to the drug testing analytes, test cutoffs, and report nomenclature published in the January 16, 2025, Notification (90 FR 4662). The Department has edited footnotes 1 and 2 in the drug testing panels for clarity and correctness.

This notification is in accordance with Subpart C of the Mandatory Guidelines for Federal Workplace Drug Testing Programs using Urine (UrMG, 88 FR 70768) and the Mandatory Guidelines for Federal Workplace Drug Testing Programs using Oral Fluid (OFMG, 88 FR 70814). Section 3.4 of Subpart C calls upon the Secretary of HHS to "publish the drug and biomarker test analytes and cutoffs (i.e., the 'drug testing panel' and 'biomarker testing panel') for initial and confirmatory drug and biomarker tests in the **Federal Register** each year," and make them available on the Internet at http://www.samhsa.gov/workplace. Section 3.4 of the UrMG and the OFMG also requires HHS-certified laboratories, instrumented initial test facilities (IITF, urine only), and Medical Review Officers to use the nomenclature (i.e., analyte names and abbreviations) published with the drug and biomarker testing panels to report federal workplace drug test results.

Costs and Benefits

No analysis is needed because the current drug testing panels and nomenclature tables remain in effect. Currently, the Department does not require HHS-certified test facilities to implement authorized biomarker tests. Each laboratory and IITF should conduct their own cost analysis when deciding whether to offer biomarker testing to federally regulated clients. The Department will consider costs when deciding whether to require all certified test facilities to test for a specific biomarker.

REPORT NOMENCLATURE – URINE

URINE	
ABBREVIATION	**ANALYTE**
Δ9THCC	Δ-9-tetrahydrocannabinol-9-carboxylic acid
BZE	Benzoylecgonine
COD	Codeine
MOR	Morphine
HYC	Hydrocodone
HYM	Hydromorphone
OXYC	Oxycodone
OXYM	Oxymorphone
6-AM	6-Acetylmorphine
PCP	Phencyclidine
FENT	Fentanyl
NFENT	Norfentanyl
AMP	Amphetamine
MAMP	Methamphetamine
MDMA	Methylenedioxymethamphetamine
MDA	Methylenedioxyamphetamine

HHS DRUG TESTING PANEL - URINE

HHS DRUG TESTING PANEL - URINE			
Initial Test Analyte	**Initial Test Cutoff [1]**	**Confirmatory Test Analyte**	**Confirmatory Test Cutoff**
Marijuana metabolite (Δ9THCC)	50 ng/mL[2]	Δ9THCC	15 ng/mL
Cocaine metabolite (Benzoylecgonine)	150 ng/mL[2]	Benzoylecgonine	100 ng/mL
Codeine/ Morphine	2000 ng/mL	Codeine Morphine	2000 ng/mL 4000 ng/mL
Hydrocodone/ Hydromorphone	300 ng/mL	Hydrocodone Hydromorphone	100 ng/mL 100 ng/mL
Oxycodone/ Oxymorphone	100 ng/mL	Oxycodone Oxymorphone	100 ng/mL 100 ng/mL
6-Acetylmorphine	10 ng/mL	6-Acetylmorphine	10 ng/mL
Phencyclidine	25 ng/mL	Phencyclidine	25 ng/mL
Fentanyl[3]	1 ng/mL	Fentanyl Norfentanyl	1 ng/mL 1 ng/mL
Amphetamine/ Methamphetamine	500 ng/mL	Amphetamine Methamphetamine	250 ng/mL 250 ng/mL
MDMA/MDA	500 ng/mL	Methylenedioxymethamphetamine Methylenedioxyamphetamine	250 ng/mL 250 ng/mL

[1]For grouped analytes (i.e., two or more analytes that are in the same drug class and have the same initial test cutoff):

Immunoassay: The test must be calibrated with one analyte from the group identified as the target analyte. The cross-reactivity of the immunoassay to the other analyte(s) within the group must be 80 percent or greater; if not, separate immunoassays must be used for the analytes within the group.

Alternate technology: Either one analyte or all analytes from the group must be used for calibration, depending on the technology. For a technology that measures a response from the entire group without differentiating between analytes (e.g., an activity-based assay), the laboratory must

compare the result to the initial test cutoff. In the case of an alternate technology that differentiates and quantifies each analyte in the group, the laboratory must compare each analyte's result to the confirmatory test cutoff and reflex specimens with a positive initial test result to confirmatory testing.
[2]**Alternate technology:** When an alternate technology initial test is specific for the target analyte, the confirmatory test cutoff must be used for the initial test (i.e., Δ9THCC, 15 ng/mL; BZE, 100 ng/mL).
[3]A fentanyl immunoassay must have at least 5% cross-reactivity to norfentanyl.

HHS BIOMARKER TESTING PANEL – URINE

SAMHSA has not yet authorized routine testing for any biomarker in urine. HHS-certified laboratories and IITFs may request authorization to test federal agency specimens for a biomarker upon Medical Review Officer request by submitting supporting documentation and assay validation records to the National Laboratory Certification Program for SAMHSA review and approval.

REPORT NOMENCLATURE – ORAL FLUID

ORAL FLUID	
ABBREVIATION	**ANALYTE**
Δ9THC	Δ-9-tetrahydrocannabinol
COC	Cocaine
BZE	Benzoylecgonine
COD	Codeine
MOR	Morphine
HYC	Hydrocodone
HYM	Hydromorphone
OXYC	Oxycodone
OXYM	Oxymorphone
6-AM	6-Acetylmorphine
PCP	Phencyclidine
FENT	Fentanyl
AMP	Amphetamine
MAMP	Methamphetamine
MDMA	Methylenedioxymethamphetamine
MDA	Methylenedioxyamphetamine

HHS DRUG TESTING PANEL – ORAL FLUID

HHS DRUG TESTING PANEL – UNDILUTED (NEAT) ORAL FLUID			
Initial Test Analyte	**Initial Test Cutoff [1]**	**Confirmatory Test Analyte**	**Confirmatory Test Cutoff**
Marijuana (Δ9THC)	4 ng/mL[2]	Δ9THC	2 ng/mL
Cocaine/ Benzoylecgonine	15 ng/mL	Cocaine Benzoylecgonine	8 ng/mL 8 ng/mL
Codeine/ Morphine	30 ng/mL	Codeine Morphine	15 ng/mL 15 ng/mL
Hydrocodone/ Hydromorphone	30 ng/mL	Hydrocodone Hydromorphone	15 ng/mL 15 ng/mL
Oxycodone/ Oxymorphone	30 ng/mL	Oxycodone Oxymorphone	15 ng/mL 15 ng/mL
6-Acetylmorphine	4 ng/mL[2]	6-Acetylmorphine	2 ng/mL
Phencyclidine	10 ng/mL	Phencyclidine	10 ng/mL
Fentanyl	4 ng/mL[2]	Fentanyl	1 ng/mL
Amphetamine/ Methamphetamine	50 ng/mL	Amphetamine Methamphetamine	25 ng/mL 25 ng/mL
MDMA/MDA	50 ng/mL	Methylenedioxymethamphetamine Methylenedioxyamphetamine	25 ng/mL 25 ng/mL

[1]For grouped analytes (i.e., two or more analytes that are in the same drug class and have the same initial test cutoff):

Immunoassay: The test must be calibrated with one analyte from the group identified as the target analyte. The cross reactivity of the immunoassay to the other analyte(s) within the group must be 80 percent or greater; if not, separate immunoassays must be used for the analytes within the group.

Alternate technology: Either one analyte or all analytes from the group must be used for calibration, depending on the technology. For a technology that measures a response from

the entire group without differentiating between analytes (e.g., an activity-based assay), the laboratory must compare the result to the initial test cutoff. In the case of an alternate technology that differentiates and quantifies each analyte in the group, the laboratory must compare each analyte's result to the confirmatory test cutoff and reflex specimens with a positive initial test result to confirmatory testing.
[2]**Alternate technology:** When an alternate technology initial test is specific for the target analyte, the confirmatory test cutoff must be used for the initial test (i.e., Δ9THC, 2 ng/mL; 6-AM, 2 ng/mL; FENT, 1 ng/mL).

HHS BIOMARKER TESTING PANEL – ORAL FLUID

SAMHSA has not yet authorized routine testing for any biomarker in oral fluid. HHS-certified laboratories may request authorization to test Federal agency specimens for a biomarker by submitting supporting documentation and assay validation records to the National Laboratory Certification Program for SAMHSA review and approval. Authorized biomarker test cutoffs for oral fluid will be based on undiluted (neat) oral fluid.

Robert F. Kennedy, Jr.,

Secretary,

Department of Health and Human Services

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