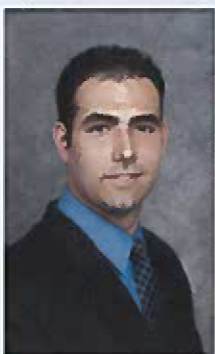


Can New Jersey employers require pre-employment drug testing of job applicants?

Unlike many states, New Jersey has few regulations regarding the drug testing of job applicants. A private employer may require pre-employment drug testing. The applicant should sign a HIPAA compliant consent before undergoing the test. Job offers may be conditioned on the applicant's passing of the drug test, regardless of whether the position is safety-sensitive. Unless the position is in the security field, the employer cannot deduct the cost of the test from the employee's pay. Employers should use the least intrusive testing measures and maintain confidentiality of results. For more information about drug testing applicants and what other steps employers must take, please contact Ari G. Burd, Esq.



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