



OLD vs. NEW THC RULES

FEDERAL HEMP LAW UPDATE

| | Old Rule (2018 Farm Bill) | New Rule (2025 Federal Hemp Law) |
|-------------------------------|---|--|
| THC Measurement | Delta-9 THC only | Total THC (all intoxicating cannabinoids combined) |
| Delta-8 THC | Legal gray area (hemp-derived) | Explicitly banned |
| THCA | Not regulated (non-intoxicating until heated) | Banned due to conversion to THC |
| Hemp Definition | ≤ 0.3% Delta-9 THC | ≤ 0.4 mg total THC per container |
| CBD Products | Widely legal if Delta-9 compliant | Many full-spectrum products non-compliant |
| Manufacturer Loopholes | Allowed (alternative THC synthesis) | Closed via total THC standard |
| Workplace Testing | Confusion over legal vs. positive results | Clearer enforcement; still triggers positives |
| Employer Policies | Often unclear or outdated | Must explicitly address hemp-derived intoxicants |
| State vs. Federal Laws | Limited | Increased complexity across states |
| Effective Date | Active since 2018 | Takes effect ~Nov 2026 |