

PART II
DRUG AND ALCOHOL TESTING INFORMATION

49 CFR Parts 382, 391 Subpart H

1991 - Omnibus Transportation Employee Testing Act

January 1, 1995 - Fleet with 50 or more CDL drivers

January 1, 1996 - Fleet with less than 50 CDL drivers

Published in Federal Register, February 15, 1994

DRUG TESTING

Drugs -

- Marijuana
- Cocaine
- Opiates
- PCP
- Amphetamines

Tests - split specimen analysis at DHHS approved lab, results to MRO

- Pre-employment
- Post-accident (tow-away)
- Reasonable suspicion by trained supervisor
- Random (50%) (may decrease)
- Return to duty/follow-up

ALCOHOL TESTING

Tests - 0.02-0.04% - hold for 24 hours

Test - 0.04% or more

- Pre-employment
- Post-accident (tow-away)
- Reasonable suspicion by trained supervisor
- Random (25%) (may decrease)
- Return to duty/follow-up

Tested by a Evidential Breath Testing (EBT) device by a Breath Alcohol Technician (BAT)

GENERAL

Any employee testing positive must be evaluated by a Substance Abuse Professional (SAP)

Rehabilitation through an Employee Assistance Program (EAP) optional

Adoption date: November 13, 2006