



## EEAEAA-R - DRUG AND ALCOHOL TESTING FOR DISTRICT CDL DRIVERS

In accordance with federal law and regulations, all district drivers who operate a motor vehicle requiring a commercial driver's license (CDL), including bus operators, are subject to a controlled substance and alcohol testing program. The purpose of the testing program shall be to help prevent accidents and injuries resulting from the misuse of alcohol and controlled substances by drivers.

These district regulations reflect several requirements of the federal drug testing regulations, but are not intended in any way to modify or limit the procedures for drug and alcohol testing specifically addressed in federal regulation. District personnel will adhere to the detailed provisions of federal regulations in administering the district's drug and alcohol program.

Tests will be administered before a driver performs any safety-sensitive functions for the district.

If an alcohol test is not administered within two hours, or if a drug test is not administered within 32 hours after the accident, the district will prepare and maintain records explaining why the test was not conducted.

Tests conducted by authori

A supervisor or district official who makes a finding of reasonable suspicion also must make a written record of his or her observations leading to a reasonable suspicion drug test within 24 hours of the observed behavior or before the results of the drug test are released, whichever is earlier.

## RETURN-TO-DUTY TESTS

## NOTIFICATIONS

Each driver will receive educational materials that explain the requirements of the Code of Federal Regulations, Title 49, Part 382, together with a copy of the district's policy and regulations for meeting these requirements. Representatives of employee organizations will be notified of the availability of this information. The information will identify:

1. The persons designated by the district to answer driver questions about the materials
- 2.



A driver who in any other way violates district prohibitions related to drugs and alcohol will receive from the district the names, addresses, and telephone numbers of substance abuse professionals and counseling and treatment programs available to evaluate and resolve drug and alcohol-related problems. The violating driver shall also be subject to other disciplinary action up to and including discharge.

Any substance abuse professional who determines that a driver needs assistance will not refer the driver to a private practice, person, or organization in which he or she has a financial interest except under circumstances allowed by law.

Before the driver is returned to safety-sensitive duties, if at all, the district must ensure that the employee:

1. Has been evaluated by a substance abuse professional;
2. Has complied with any recommended treatment;
3. Has taken a return-to-duty drug and alcohol test with a result indicating an alcohol concentration level of less than 0.02; and
4. Is subject to unannounced follow-up drug and alcohol tests. The number and frequency of such follow-up testing will be as directed by the substance abuse professional and will consist of at least six tests in the first 12 months following the driver's return to duty.

Approved: May 13, 1996  
Reviewed: December 1997