

Personnel – General

F. Micellaneous

4060 Alcohol and Controlled Substances Testing *

This policy shall be applicable only to those employees of the District who hold a commercial drivers license which is necessary to perform job related duties such as operating a commercial motor vehicle. Any additional policies that cover other than the Department of Transportation mandate or cover non-safety-sensitive employees will be specifically identified as such.

The department of Transportation mandates that the use of beverages containing alcohol or substances including any medication such that alcohol is present in the body while performing FHWA covered business is prohibited. The concentration of alcohol is expressed in terms of grams of alcohol per 210 liters of breath as measured by an Evidential Breath testing device (EBT).

The Federal regulation mandated that no covered employee shall perform safety-sensitive function within four hours after using alcohol.

No covered employee shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater.

No covered employee shall remain on duty or operate a commercial motor vehicle while that employee possesses alcohol unless the alcohol is manifested and transported as part of a shipment. This includes the possession of medicines containing alcohol (prescription or over-the-counter).

No covered employee shall use alcohol during on-duty time while performing safety-sensitive functions.

No covered employee required to take a post-accident alcohol test shall use alcohol for eight hours following the accident or until he or she undergoes a post-accident alcohol test, whichever occurs first.

No covered employee shall refuse to submit to any test required by law or this policy.

No covered employee shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the covered employee uses or possesses any controlled substances, except when the use or possession is pursuant to the instruction of a physician who has advised the driver that the

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substances does not adversely affect the driver's ability to safely operate a commercial vehicle.

The District, in compliance with federal law (Vol. 59 Federal Register No. 31), shall implement and enforce the procedures for testing of alcohol and controlled substances.

Procedures to implement this policy are included in the Administrative Rules and Procedures.