

Transit Management of Racine Inc.

Drug and Alcohol Policy

Effective as of 01/02/2019

Adopted by: _____

Date Adopted: [dd/mm/yyyy]

Last Revised: [dd/mm/yyyy]

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Purpose of Policy

This policy complies with 49 CFR Part 655, as amended and 49 CFR Part 40, as amended. Copies of Parts 655 and 40 are available in the drug and alcohol program manager's office and can be found on the internet at the Federal Transit Administration (FTA) Drug and Alcohol Program website <http://transit-safety.fta.dot.gov/DrugAndAlcohol/>.

All covered employees are required to submit to drug and alcohol tests as a condition of employment in accordance with 49 CFR Part 655.

Portions of this policy are not FTA-mandated, but reflect Transit Management of Racine Inc.'s policy. These additional provisions are identified by **bold text**.

In addition, DOT has published 49 CFR Part 32, implementing the Drug-Free Workplace Act of 1988, which requires the establishment of drug-free workplace policies and the reporting of certain drug-related offenses to the FTA.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the covered workplace. An employee who is convicted of any criminal drug statute for a violation occurring in the workplace shall notify Human Resource Director no later than five days after such conviction.

Covered Employees

This policy applies to every person, including an applicant or transferee, who performs or will perform a "safety-sensitive function" as defined in Part 655, section 655.4.

You are a covered employee if you perform any of the following:

- Operating a revenue service vehicle, in or out of revenue service
- Operating a non-revenue vehicle requiring a commercial driver's license
- Controlling movement or dispatch of a revenue service vehicle
- Maintaining (including repairs, overhaul and rebuilding) of a revenue service vehicle or equipment used in revenue service
- Carrying a firearm for security purposes

See Attachment A for a list of covered positions by job title.

Prohibited Behavior

Use of illegal drugs is prohibited at all times. All covered employees are prohibited from reporting for duty or remaining on duty any time there is a quantifiable presence of a prohibited drug in the body at or above the minimum thresholds defined in Part 40. Prohibited drugs include:

- marijuana
- cocaine
- phencyclidine (PCP)
- opioids
- amphetamines

All covered employees are prohibited from performing or continuing to perform safety-sensitive functions while having an alcohol concentration of 0.04 or greater.

All covered employees are prohibited from consuming alcohol while performing safety-sensitive job functions or while on-call to perform safety-sensitive job functions. If an on-call employee has consumed alcohol, they must acknowledge the use of alcohol at the time that they are called to report for duty. If the on-call employee claims the ability to perform his or her safety-sensitive function, he or she must take an alcohol test with a result of less than 0.02 prior to performance.

All covered employees are prohibited from consuming alcohol within four (4) hours prior to the performance of safety-sensitive job functions.

All covered employees are prohibited from consuming alcohol for eight (8) hours following involvement in an accident or until he or she submits to the post-accident drug and alcohol test, whichever occurs first.

Consequences for Violations

Following a positive drug or alcohol (BAC at or above 0.04) test result or test refusal, the employee will be immediately removed from safety-sensitive duty and referred to a Substance Abuse Professional.

Following a BAC of 0.02 or greater, but less than 0.04, the employee will be immediately removed from safety-sensitive duties for at least eight hours unless a retest results in the employee's alcohol concentration being less than 0.02.

Treatment/Discipline

Per Transit Management of Racine Inc. policy, any employee who tests positive for drugs or alcohol (BAC at or above 0.04) or refuses to test will be referred to a Substance Abuse Professional (SAP). If an employee is allowed to return-to-duty, he/she must properly follow the rehabilitation program prescribed by the SAP, the employee must pass return-to-duty drug and alcohol tests, and be subject to unannounced follow-up tests for a period of one to five years. The cost of any treatment or rehabilitation services will be paid directly by the employee or their insurance provider. Employees will be allowed to take accumulated sick leave and vacation leave to participate in the prescribed rehabilitation program.

Disciplinary action for infractions of the Drug and Alcohol Abuse Policy are as follows:

A: DRUG

FIRST OFFENSE: When an employee tests positive for controlled substances TMR, Inc. will:

- Remove the employee from the safety-sensitive position.
- Refer the employee to a Substance Abuse Professional (SAP) for assessment and treatment. An employee referred to a treatment program must successfully complete the program prior to returning to returning to duty. Failure to complete the program or refusal to participate in the program will result in termination of employment.
- Ensure that the employee has successfully complied with all return-to duty requirements. Prior to returning to duty, the employee must have a negative test result on a return-to-duty test. Follow-up testing will occur at least six (6) times during the first year, and up to 60 months, to monitor the employee's continued abstinence from drug use.

SECOND OFFENSE within Sixty (60) Months: Termination of Employment.

TEST REFUSAL:

Any covered employee failing to provide a urine sample as required by 49 CFR part 40, as amended, without a valid medical explanation, after he or she has received notice of the requirement to be tested in accordance with the provisions of this subpart, or engages in conduct that clearly obstructs the testing process, including verified adulterated or substituted test results, will constitute a test refusal. .

FIRST OFFENSE: Termination.

LATE TEST:

An employee's unexplained arrival at a specimen collection site more than 30 minutes after the scheduled collection time will be considered the same as a test refusal.

FIRST OFFENSE: Termination.

DILUTE TEST:

Any covered employee's verified test result being reported as negative dilute where the creatinine concentration of the dilute specimen is greater than 5 mg/dl, shall require no further testing (49 CFR Part 40.197)

Any covered employee's verified test result being reported as negative dilute where the MRO reports that the creatinine concentration of the specimen was equal to or greater than 2 mg/dl, but less than or equal to 5 mg/dl will be required to submit to a recollection under direct observation (49 CFR Part 40.145 (a)(1)).

Verified Negative Dilute [40.197] shall be accepted as a negative result.

Verified Positive Dilute [40.197] shall be accepted as a positive result.

FIRST OFFENSE – VERIFIED POSITIVE DILUTE: Termination.

B: ALCOHOL:

TEST RESULT OF 0.02 TO .039

Any employee that has an alcohol test result between the level of 0.02 and 0.039 in any category:

FIRST OFFENSE:

- Remove the employee from the safety-sensitive position.
- Refer the employee to a Substance Abuse Professional (SAP) for assessment and treatment.
- Employee receives a one (1) day unpaid suspension.

SECOND OFFENSE WITHIN ONE (1) Year:

- Remove the employee from the safety-sensitive position.
- Refer the employee to a Substance Abuse Professional (SAP) for assessment and treatment.
- Employee receives a one (3) day unpaid suspension.

THIRD OFFENSE WITHIN ONE (1) Year: Termination of Employment and refer the employee to a Substance Abuse Professional.

TEST RESULT OF 0.04 OR GREATER

Any employee that has a positive alcohol test result of 0.04 or greater in any category:

TMR, Inc. is required to:

FIRST OFFENSE:

- Remove the employee from the safety-sensitive position.
- Refer the employee to a Substance Abuse Professional (SAP) for assessment and treatment. An employee referred to a treatment program must successfully complete the program prior to returning to duty. Failure to complete the program or refusal to participate in the program will result in the termination of employment.
- Insure that the employee has successfully complied with all re-entry and return-to-duty requirements. Prior to returning to duty, the employee must successfully pass return-to-duty testing (less than 0.02 breath alcohol concentration (BAC), agree to a re-entry contract, and subject to follow-up testing during the next sixty (60) months, with six (6) tests being administered during the first twelve (12) months.

SECOND OFFENSE WITHIN SIXTY (60) MONTHS OF FIRST OFFENSE: Termination of Employment.

TEST REFUSAL:

Any covered employee failing to provide adequate breath for testing as required by 49 CFR part 40, as amended, without a valid medical explanation, after he or she has received notice of the requirement to be tested in accordance with the provisions of this subpart, or engages in conduct that clearly obstructs the testing process will constitute a test refusal.

FIRST OFFENSE: Termination.

LATE TEST:

An employee's unexplained arrival at a specimen collection site more than 30 minutes after the scheduled collection time will be considered the same as a test refusal.

FIRST OFFENSE: Termination.

MANUFACTURE, POSSESSION, OR SALE OF PROHIBITED SUBSTANCES:

Any employee engaged in manufacturing, distributing, dispensing, possessing, or using a prohibited substance, including alcohol, while on transit property, while in transit vehicles, while conducting transit business, or while in uniform.

FIRST OFFENSE: Termination and notification of law enforcement.

NOTIFYING TRANSIT SYSTEM OF CRIMINAL DRUG CONVICTION:

Employee must notify the transit system of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.

FIRST OFFENSE: Termination.

EMPLOYEE RIGHTS:

This policy supersedes all previously enacted Substance Abuse Policies. Any disciplinary action as a result of application of this policy would be subject to the provisions of the grievance procedure and arbitration agreement within the terms of the Collective Bargaining Agreement with Teamsters Local 200.

Circumstances for Testing

Pre-Employment Testing

A negative pre-employment drug test result is required before an employee can first perform safety-sensitive functions. If a pre-employment test is cancelled, the individual will be required to undergo another test and successfully pass with a verified negative result before performing safety-sensitive functions.

If a covered employee has not performed a safety-sensitive function for 90 or more consecutive calendar days, and has not been in the random testing pool during that time, the employee must take and pass a pre-employment test before he or she can return to a safety-sensitive function.

A covered employee or applicant who has previously failed or refused a DOT pre-employment drug and/or alcohol test must provide proof of having successfully completed a referral, evaluation, and treatment plan meeting DOT requirements.

Reasonable Suspicion Testing

All covered employees shall be subject to a drug and/or alcohol test when Transit Management of Racine Inc. has reasonable suspicion to believe that the covered employee has used a prohibited drug and/or engaged in alcohol misuse. A reasonable suspicion referral for testing will be made by a trained supervisor or other trained company official on the basis of specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the covered employee.

Covered employees may be subject to reasonable suspicion drug testing any time while on duty. Covered employees may be subject to reasonable suspicion alcohol testing while the employee is performing safety-sensitive functions, just before the employee is to perform safety-sensitive functions, or just after the employee has ceased performing such functions.

Post-Accident Testing

Covered employees shall be subject to post-accident drug and alcohol testing under the following circumstances:

Fatal Accidents

As soon as practicable following an accident involving the loss of a human life, drug and alcohol tests will be conducted on each surviving covered employee operating the public transportation vehicle at the time of the accident. In addition, any other covered employee whose performance could have contributed to the accident, as determined by Transit Management of Racine Inc. using the best information available at the time of the decision, will be tested.

Non-fatal Accidents

As soon as practicable following an accident not involving the loss of a human life, drug and alcohol tests will be conducted on each covered employee operating the public transportation vehicle at the time of the accident if at least one of the following conditions is met:

- (1) The accident results in injuries requiring immediate medical treatment away from the scene, unless the covered employee can be completely discounted as a contributing factor to the accident
- (2) One or more vehicles incurs disabling damage and must be towed away from the scene, unless the covered employee can be completely discounted as a contributing factor to the accident

In addition, any other covered employee whose performance could have contributed to the accident, as determined by Transit Management of Racine Inc. using the best information available at the time of the decision, will be tested.

A covered employee subject to post-accident testing must remain readily available, or it is considered a refusal to test. Nothing in this section shall be construed to require the delay of necessary medical attention for the injured following an accident or to prohibit a covered employee from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary emergency medical care.

Random Testing

Random drug and alcohol tests are unannounced and unpredictable, and the dates for administering random tests are spread reasonably throughout the calendar year. Random testing will be conducted at all times of the day when safety-sensitive functions are performed.

Testing rates will meet or exceed the minimum annual percentage rate set each year by the FTA administrator. The current year testing rates can be viewed online at www.transportation.gov/odapc/random-testing-rates.

The selection of employees for random drug and alcohol testing will be made by a scientifically valid method, such as a random number table or a computer-based random number generator. Under the selection process used, each covered employee will have an equal chance of being tested each time selections are made.

A covered employee may only be randomly tested for alcohol misuse while the employee is performing safety-sensitive functions, just before the employee is to perform safety-sensitive functions, or just after the employee has ceased performing such functions. A covered employee may be randomly tested for prohibited drug use anytime while on duty.

Each covered employee who is notified of selection for random drug or random alcohol testing must immediately proceed to the designated testing site.

Random Testing – End of Shift

Random testing may occur anytime an employee is on duty so long as the employee is notified prior to the end of the shift. Employees who provide advance, verifiable notice of scheduled medical or child care commitments will be random drug tested no later than three hours before the end of their shift and random alcohol tested no later than 30 minutes before the end of their shift. Verifiable documentation of a previously scheduled medical or child care commitment, for the period immediately following an employee's shift, must be provided at least three (3) hours before the end of the shift.

Return to Duty Testing

Any employee who is allowed to return to safety-sensitive duty after failing or refusing to submit to a DOT drug and/or alcohol test must first be evaluated by a substance abuse professional (SAP), complete a SAP-required program of education and/or treatment, and provide a negative return-to-duty drug and/or alcohol test result. All tests will be conducted in accordance with 49 CFR Part 40, Subpart O.

Follow-up Testing

Employees returning to safety-sensitive duty following leave for substance abuse rehabilitation will be required to undergo unannounced follow-up alcohol and/or drug testing for a period of one (1) to five (5) years, as directed by the SAP. The duration of testing will be extended to account for any subsequent leaves of absence, as necessary. The type (drug and/or alcohol), number, and frequency of such follow-up testing shall be directed by the SAP. All testing will be conducted in accordance with 49 CFR Part 40, Subpart O.

Testing Procedures

All FTA drug and alcohol testing will be conducted in accordance with 49 CFR Part 40, as amended.

Dilute Urine Specimen

If there is a negative dilute test result, Transit Management of Racine Inc. will accept the test result and there will be no retest, unless the creatinine concentration of a negative dilute specimen was greater than or equal to 2 mg/dL, but less than or equal to 5 mg/dL.

Dilute negative results with a creatinine level greater than or equal to 2 mg/dL but less than or equal to 5 mg/dL require an immediate recollection under direct observation (see 49 CFR Part 40, section 40.67).

Split Specimen Test

In the event of a verified positive test result, or a verified adulterated or substituted result, the employee can request that the split specimen be tested at a second laboratory. Transit Management of Racine Inc. guarantees that the split specimen test will be conducted in a timely fashion. All costs for such testing are paid by the employer unless the employee requests that a testing DHHS-certified laboratory other than the company contracted testing DHHS-certified laboratory be used. Test Refusals

As a covered employee, you have refused to test if you:

- (1) Fail to appear for any test (except a pre-employment test) within a reasonable time, as determined by Transit Management of Racine Inc..
- (2) Fail to remain at the testing site until the testing process is complete. An employee who leaves the testing site before the testing process commences for a pre-employment test has not refused to test.
- (3) Fail to attempt to provide a breath or urine specimen. An employee who does not provide a urine or breath specimen because he or she has left the testing site before the testing process commenced for a pre-employment test has not refused to test.
- (4) In the case of a directly-observed or monitored urine drug collection, fail to permit monitoring or observation of your provision of a specimen.
- (5) Fail to provide a sufficient quantity of urine or breath without a valid medical explanation.
- (6) Fail or decline to take a second test as directed by the collector or Transit Management of Racine Inc. for drug testing.
- (7) Fail to undergo a medical evaluation as required by the MRO or Transit Management of Racine Inc.'s Designated Employer Representative (DER).
- (8) Fail to cooperate with any part of the testing process.
- (9) Fail to follow an observer's instructions to raise and lower clothing and turn around during a directly-observed test.
- (10) Possess or wear a prosthetic or other device used to tamper with the collection process.
- (11) Admit to the adulteration or substitution of a specimen to the collector or MRO.
- (12) Refuse to sign the certification at Step 2 of the Alcohol Testing Form (ATF).
- (13) Fail to remain readily available following an accident.

As a covered employee, if the MRO reports that you have a verified adulterated or substituted test result, you have refused to take a drug test.

As a covered employee, if you refuse to take a drug and/or alcohol test, you incur the same consequences as testing positive and will be immediately removed from performing safety-sensitive functions, and referred to a SAP.

Voluntary Self-Referral

Any employee who has a drug and/or alcohol abuse problem and has not been selected for reasonable suspicion, random or post-accident testing or has not refused a drug or alcohol test may voluntarily refer her or himself to the Human Resource Director, who will refer the individual to a substance abuse counselor for evaluation and treatment.

The substance abuse counselor will evaluate the employee and make a specific recommendation regarding the appropriate treatment. Employees are encouraged to voluntarily seek professional substance abuse assistance before any substance use or dependence affects job performance.

Any safety-sensitive employee who admits to a drug and/or alcohol problem will immediately be removed from his/her safety-sensitive function and will not be allowed to perform such function until successful completion of a prescribed rehabilitation program.

Prescription Drug Use

The appropriate use of legally prescribed drugs and non-prescription medications is not prohibited. However, the use of any substance which carries a warning label that indicates that mental functioning, motor skills, or judgment may be adversely affected must be reported to Human Resource Director. Medical advice should be sought, as appropriate, while taking such medication and before performing safety-sensitive duties.

Contact Person

For questions about Transit Management of Racine Inc.'s anti-drug and alcohol misuse program, contact

Willie E. McDonald	or	Gabriel Vargas
General Manager		Operations Manager
Transit Management of Racine, Inc.		Transit Management of Racine, Inc.
1900 Kentucky Street		1900 Kentucky Street
Racine, WI 53405		Racine, WI 53405
262/619-2443		262/619-2444

It shall be the policy of Transit Management of Racine, Inc. that each employee shall be made aware of this policy. Further, periodic training sessions for employees on substance abuse shall be held. The goal of Transit Management of Racine, Inc. is a 100 percent drug and alcohol free workplace. You are urged to review the procedures of this policy carefully. This policy protects the transit system's most valuable resource -- its employees -- while at the same time protecting the health and safety of the general public.

Date

by:

Willie E. McDonald, General Manager

Transit Management of Racine, Inc.

Attachment A: Covered Positions

Operations Manager

Operations Supervisor

Dispatcher

Fixed and Para-Transit Bus Operator

Mechanic

Mechanic Helper

Maintenance Clerk

Information Clerk

Building and Grounds Maintenance Personnel