
Subject: DRUG FREE WORK PROGRAM

No. 25.1

Date: December 19, 1989

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OBJECTIVE:

To set forth anti-drug regulations for employees who perform safety sensitive functions.

SCOPE:

Covers all Public Transportation employees who perform safety sensitive functions.

POLICY:

1. An employee may not perform a safety sensitive function while that employee has a prohibited drug or drug metabolite in his/her system; and
2. If an employee performing a safety sensitive function refuses an authorized drug test or is tested for drugs and does not pass a drug test, that employee shall be relieved of his/her safety sensitive duties immediately and may not return to a safety sensitive function until said employee has passed a return to duty drug test; and
3. Employees are encouraged to voluntarily use the services of self-assistance programs to deal with drug use or dependence before it affects on-the-job performance. However, voluntary self-referral to the employee assistance program shall not relieve the employee from responsibility for adequate job performance.

Safety sensitive functions – are defined as any duty related to the safe operation of our mass transportation services, including:

- A. Operation of a revenue service vehicle, whether or not the vehicle is in revenue service; and
- B. Dispatching or controlling the movement of a revenue service; and
- C. Maintaining revenue service vehicles or equipment used in revenue service; and
- D. Supervising employees who perform functions A through C above.

EFFECTIVE DATE: December 18, 1989

Subject: DRUG FREE WORK PROGRAM

No. 25.1

Date: December 19, 1989

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SEE ALSO:

The Urban Mass Transportation Administration 49 CFR Part 653. Control of Drug Use in Mass Transportation Operators: Final Rule

HISTORY: