

**Greater Albany SD 8J**  
**Board Policy**

Code: **GBEDA**  
Adopted: 1/23/95  
Revised/Readopted: 3/12/01  
Orig. Code(s): BP 4205

**Drug and Alcohol Testing - Transportation Personnel**

The district is committed to a drug and alcohol misuse prevention program that meets all applicable requirements of the Omnibus Transportation Employee Testing Act of 1991.

All district employees subject to commercial driver's license (CDL) requirements shall be prohibited from:

1. The use of drugs, unless a written prescription from a licensed doctor or osteopath is provided including a statement advising that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle;
2. The use of alcohol including:
  - a. While on duty;
  - b. Eight hours before driving in accordance with Oregon Administrative Rules;
  - c. Eight hours following an accident;
  - d. Consumption resulting in prohibited levels of alcohol in the system during the testing window.

“Drugs” as used in this policy refers to controlled substances as covered by the Omnibus Act, including marijuana, cocaine, opiates, amphetamines and phencyclidine (PCP).

All covered applicants and employees shall be subjected to pre-employment drug testing, including reasonable suspicion, random and post-accident testing. Return to duty and follow-up testing may also be required.

Pre-employment drug testing costs will be paid for by the employee. All current employee drug and alcohol testing, including reasonable suspicion, random and post-accident testing costs will be paid for by the district. The cost of any tests beyond the minimum requirement which are requested by the employee as part of an appeal process will be the responsibility of the employee. The district will comply with collective bargaining agreement provisions.

All offers of employment with the district will be made contingent upon testing results. Applicants who refuse drug testing will not be hired. An applicant who tests positive will not be hired.

Current employees who test positive will be subject to immediate disciplinary action up to and including dismissal in accordance with collective bargaining agreement provisions and Board policy. Current employees who refuse to comply with testing requirements will be regarded as testing positive. Employees who test positive will be notified of available resources for evaluation and treatment. In addition, employees may be subject to CDL prohibitions and penalties under the Omnibus Act and applicable Federal Motor Carrier Safety Regulations.

Administrative regulations will be developed as needed to implement the district’s program, including provisions for pre-employment/pre-duty, reasonable suspicion, random and post-accident testing as may be necessary. The regulations will include training, education and other assistance to employees to promote a drug and alcohol-free environment.

END OF POLICY

---

Legal Reference(s):

ORS 657.176

OAR 581-053-0015 (7)(u)

Omnibus Employee Testing Act of 1991, P.L. 102-143, Title V., 49 CFR Parts 40, 382 and 391-395.