

## **Drug and Alcohol Testing - Transportation Personnel**

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

Accordingly, all employees subject to commercial drivers license (CDL) requirements shall be prohibited from:

1. The use of drugs unless a written prescription from a licensed doctor or osteopath is provided;
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.

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

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

Responsibility for all drug and alcohol testing costs will be determined in the collective bargaining process with employees.

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

Applicants who refuse drug testing will be terminated from employment consideration immediately.

Current employees who test positive will be subject to immediate disciplinary action up to and including dismissal in accordance with Board policy. Employees who test positive will be notified of referral services. Additionally, employees may be subject to CDL prohibitions and penalties under the Omnibus Act and applicable Federal Motor Carrier Safety Regulations.

Current employees who refuse to comply with testing requirements will be regarded as testing positive.

END OF POLICY

**Legal Reference(s):**

[ORS 657.176](#)

[OAR 581-053-0015\(7\)\(u\)](#)

Omnibus Transportation Employee Testing Act of 1991, 49 U.S.C. §§ 31301-31317; 49 C.F.R. Parts 40, 382, 391-395 (2006).