

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 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.

"Drugs" as used in this policy refers to controlled substances 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 district. All current employee drug and alcohol testing including reasonable suspicion, random and post-accident testing costs will be paid for by the district. The district will comply with collective bargaining agreement provisions.

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

An offer of employment will be immediately withdrawn from any applicant who refuses drug testing.

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 available resources for evaluation and treatment. 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. Sections 31301-31317; 49 CFR Parts 40, 382 and 391-395 (2000).