

SUBSTANCE ABUSE INFORMATION for DOT/FAA DRUG AND ALCOHOL TESTING

(Insert Company's Name) complies with the drug and alcohol testing regulations of the Department of Transportation (DOT) (49 CFR part 40) and the Federal Aviation Administration (FAA) (14 CFR part 120).

Community Service Hotline. If you have any personal problems or questions concerning drug abuse or alcohol misuse and need to confide in someone, you are encouraged to contact:

Name: _____ Telephone: _____

For More Information About DOT and FAA Requirements or our Company Policy, contact (Insert Program Manager/DER Name and Title) at (Insert telephone number).

For more information relating to the federal drug and alcohol testing requirements, visit the websites below:

For FAA: <https://www.faa.gov/go/drugabatement>

For DOT: <http://www.dot.gov/odapc/>

Consequences of Using Drugs or Alcohol While Performing Safety-Sensitive Functions. A covered employee who has engaged in prohibited drug use or alcohol misuse during the performance of a safety-sensitive function will be immediately removed from performing safety-sensitive functions and permanently precluded from performing the same safety-sensitive function for any FAA-regulated employer. [14 CFR §§ 120.111(e)(2) and 120.221(b)(1)]

Consequences of a Verified Positive Drug Test or an Alcohol Test at 0.04 or Higher Breath Alcohol Content (BAC). A covered employee who receives a verified positive drug test result or alcohol violation on a federally required test will be immediately removed from safety-sensitive duties. An employee who has violated the federal drug or alcohol testing rules cannot return to the performance of safety-sensitive duties until the employee has been evaluated by a Substance Abuse Professional and successfully completed the treatment and/or education requirements in accordance with the return-to-duty process outlined in 49 CFR Part 40, Subpart O. [49 CFR § 40.23(d)]

A covered employee who receives a verified positive drug test on two federal drug tests or used a prohibited drug while performing covered functions will be immediately removed and permanently disqualified from performing the safety-sensitive functions performed prior to the second drug test. [14 CFR § 120.111(e)(1)] A covered employee who had an alcohol test result with a BAC of 0.04 or higher on a federal alcohol test and had a previous alcohol test result with a BAC of 0.04 or higher will be immediately removed from performing safety-sensitive functions and is permanently disqualified from performing the same safety-sensitive functions performed prior to the second alcohol test. [14 CFR § 120.221(b)(2)]

Consequences of an Alcohol Test with a BAC of 0.02 but less than 0.04. Immediate removal from safety-sensitive functions, until the employee's breath alcohol concentration measures less than 0.02, or the start of the employee's next regularly scheduled duty period, but not less than 8 hours following administration of the test. [14 CFR § 120.221(f)]

Consequences of Refusing to Submit to a Required Drug or Alcohol Test. Immediate removal from performing safety-sensitive functions until or unless the employee successfully completes the return-to-duty process outlined in 49 CFR Part 40, Subpart O. A verified adulterated or substituted drug test result will be considered a refusal to test. [49 CFR § 40.23(b)]

Reporting to the FAA. Any violation by an employee who holds an airman medical certificate issued under 14 CFR Part 67 must be reported to the FAA's Federal Air Surgeon. [14 CFR § 120.113(d)(1) and 120.221(c)(1)] If you are a pilot, drug and alcohol testing information may be entered into the FAA's Pilot Records Database in accordance with 14 CFR part 111. In addition, any employee who holds a certificate under 14 CFR Part 61, Part 63, 65, or 67 and who has refused to submit to a FAA required drug or alcohol test must be reported to the FAA. [14 CFR §§ 120.111(d) and 120.221(d)]

An individual hired to perform safety-sensitive functions directly or by contract is subject to drug and alcohol testing in accordance with 14 CFR part 120. This includes part-time, full-time, temporary, or intermittent employees regardless of degree of supervision. [14 CFR §§ 120.105 and 120.215] An employee is subject to alcohol testing during any period when performing a safety-sensitive function. An employee is performing a safety-sensitive function during any period in which he or she is actually performing, ready to perform, or immediately available to perform such functions. [14 CFR § 120.7]