

- 1 Set Up
- 2 Select/Edit
- 3 Edit Inserts
- 4 View/Publish

1 1 1 2 3 4 5 6

CIRCUMSTANCES UNDER WHICH AN EMPLOYEE WILL BE TESTED FOR ALCOHOL AND OR CONTROLLED SUBSTANCES

1. PRE-EMPLOYMENT TESTING. Prior to performing safety-sensitive functions an applicant/employee shall undergo a pre-employment controlled substances test and negative results shall be received by the employer before the employee performs any safety-sensitive functions.

2. PHYSICALS. Employees required to periodically update employment physicals will be subject to drug and alcohol testing.

3. POST-ACCIDENT TESTING. Any employee involved in an accident in which there is a fatality shall submit to alcohol and controlled substances testing. Any employee who receives a citation for a moving traffic violation arising from an accident and with either event of (1) the accident resulted in bodily injury requiring immediate medical treatment away from the accident and/or (2) one or more vehicles received disabling damages in the accident requiring vehicle(s) to be transported or towed from the scene shall cause the employee to be tested for alcohol and controlled substances.

4. RANDOM TESTING. Every employee shall submit to random alcohol and controlled substances testing when selected. A sufficient number of employees shall be randomly selected by a scientifically valid method during a calendar year for alcohol and controlled substances testing to meet the minimum Federal requirements for testing. Each time the selection process is conducted each employee shall have an equal chance of being selected for testing. Upon notification of being selected for testing the selected individual shall proceed immediately to a collection site. Alcohol random tests will only be conducted while the employee is on duty, just before going on duty or just after having been on duty.

5. REASONABLE SUSPICION TESTING. An employee shall submit to alcohol and controlled

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