FEDERAL DRUG AND ALCOHOL TESTING POLICY

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NATIONAL TRANSPORTATION SOLUTION PROVIDERS

PURPOSE

It is the policy of **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** that federally regulated employees and employees in safety sensitive positions are free of substance abuse and alcohol abuse. Consequently, the use of illegal drugs by employees is prohibited. Further, employees shall not use alcohol or engage in "prohibited conduct" as defined herein. The overall goal of this policy is to ensure a drug and alcohol-free environment and to reduce accidents, injuries, and fatalities. A copy of this policy and information regarding the harmful effects of drugs and alcohol is available to all employees. The Designated Employer Representative (DER) is designated as the person to answer questions regarding this policy.

SAFETY SENSITIVE FUNCTION

Definition: ***Safety-sensitive function*** is all time spent either waiting to be dispatched; inspecting equipment or otherwise inspecting, servicing, and/or conditioning any commercial motor vehicle; driving; in or upon a commercial motor vehicle; loading/unloading a vehicle, supervising or assisting in the loading/unloading process, attending a vehicle being loaded/unloaded, remaining in readiness to operate a vehicle, or giving or receiving receipts for shipments loaded/unloaded; performing accident-related duties; or repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle. A supervisor, mechanic, or clerk, etc., who is on call to perform safety-sensitive functions may be tested at any time they are on call, ready to be dispatched while on-duty (§382.305).

TYPES OF TESTS

Pursuant to regulations promulgated by the Federal Motor Carrier Safety Administration (FMCSA) and the Department of Transportation (DOT), **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION.** has implemented six circumstances for drug and alcohol tests: (1) pre-employment, (2) reasonable suspicion, (3) random, (4) post-accident, (5) return-to-duty, and (6) follow-up.

REFUSAL TO TEST

Substitution, adulteration, or refusal to submit to the types of drug and alcohol tests employed by SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION. will be grounds for refusal to hire employee/applicants and to terminate employment of existing employees. A refusal to test is defined to be conduct that would obstruct the proper administration of a test. A delay in providing a urine or breath sample could be considered a refusal. If an employee cannot provide a sufficient urine specimen or adequate breath sample, a physician of **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION 's** choice will evaluate him or her.

If the physician cannot find a legitimate medical explanation for the inability to provide a specimen (either urine or breath), it will be considered a refusal to test. In that circumstance, the employee has violated one of the prohibitions of the regulations.

Refusal to submit (to an alcohol or controlled substances test) means:

1. Fail to appear for any test (except a pre-employment test) within a reasonable time, as determined by the employer, consistent with applicable DOT agency regulations, after being directed to do so by the employer. This includes the failure of an employee (including an owner-operator) to appear for a test when called by a C/TPA (see §40.61(a) of this title);
2. Fail to remain at the testing site until the testing process is complete. Provided, that an employee who leaves the testing site before the testing process commences (see §40.63(c) of this title) a pre-employment test is not deemed to have refused to test;
3. Fail to provide a urine specimen for any drug test required by this part or DOT agency regulations. Provided, that an employee who does not provide a urine specimen because he or she has left the testing site before the testing process commences (see §40.63(c) of this title) for a pre-employment test is not deemed to have refused to test;
4. In the case of a directly observed or monitored collection in a drug test, fails to permit the observation or monitoring of the employee's provision of a specimen (see §40.67(l) and §40.69(g) of this title);
5. Fail to provide a sufficient amount of urine when directed, and it has been determined, through a required medical evaluation, that there was no adequate medical explanation for the failure (see §40.193(d)(2) of this title);
6. Fail or declines to take a second test the employer or collector has directed the employee to take;
7. Fail to undergo a medical examination or evaluation, as directed by the MRO as part of the verification process, or as directed by the DER under §40.193(d) of this title. In the case of a pre-employment drug test, the employee is deemed to have refused to test on this basis only if the pre-employment test is conducted following a contingent offer of employment;
8. Fail to cooperate with any part of the testing process (e.g., refuse to empty pockets when so directed by the collector, behave in a confrontational way that disrupts the collection process);
9. Is reported by the MRO as having a verified adulterated or substituted test result.

CONSEQUENCES OF POLICY VIOLATION

Any employee who becomes unqualified or engages in prohibited conduct as set forth herein may be subject to termination of employment.

PRE-EMPLOYMENT TESTING

Before an employee performs any safety-sensitive functions for an employer, the employee must submit to testing for drugs. The employer must receive a negative result from the medical review officer (MRO) prior to allowing the employee to drive or perform other safety-sensitive functions. (Note: The pre-employment regulations are listed in §382.301. However, §382.301(e) suspends pre-employment alcohol testing as of May 1, 1995.)

RANDOM TESTING

SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION conducts random drug/alcohol testing. **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** or its agents will submit all mandated employees to a computerized random selection system. The random selection system provides an

equal chance for each employee to be selected each time random selection occurs. Random selections will be reasonably spread throughout the year. **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** will drug test at no less than the requirements of the FMCSA, however may choose to test at a higher rate, the average number of safety sensitive/mandated positions per calendar year. **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** will select at a minimum 10 percent of the average number of safety sensitive/mandated positions for random alcohol testing. Random selection by its very nature may result in employees being selected in successive selections or more than once a calendar year. Alternatively, some employees may not be selected in a calendar year.

If an employee is selected at random for either drug or alcohol testing, a **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION official** will notify the employee. Once notified, every action the employee takes must lead to a collection. If the employee engages in conduct that does not lead to a collection as soon as possible after notification, such conduct may be considered a refusal to test.

POST-ACCIDENT TESTING

Both drug and alcohol testing is performed following any accident involving a fatality; or any accident in which the employee receives a citation under state or local law for a moving traffic violation arising from the accident. (An accident is defined as an incident involving a vehicle in which there is a fatality, an injury treated away from the scene, or where a vehicle is towed from the scene.) After any accident, the employee must contact the employer as soon as possible.

The FMCSA/DOT requires that any time a post-accident drug or alcohol test is required, that it be performed as soon as possible following the accident. If no alcohol collection can be made within eight (8) hours, attempts to collect a breath sample shall cease. If no urine collection can be obtained for purposes of post-accident drug testing within thirty-two (32) hours, attempts to make such a collection shall cease. All attempts shall be documented.

In the event that federal, state, or local officials conduct breath or blood tests for the use of alcohol and/or urine tests for the use of controlled substances following an accident, these tests shall be considered to meet the requirements of this section, provided the tests conform to an applicable federal, state, or local requirements. The employee will sign a release allowing **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION to** obtain the test results from federal, state, or local officials.

In the event an employee is so seriously injured that the employee cannot provide a urine specimen or breath sample at the time of the accident, the employee must provide necessary authorization for SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION . to obtain hospital records or other documents that would indicate whether there were controlled substances or alcohol in the employee's system at the time of the accident.

REASONABLE SUSPICION TESTING

A covered employee must be tested for alcohol misuse when SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION. has reasonable suspicion to believe that the employee has violated the rules regarding use of alcohol. A determination that reasonable suspicion exists must be based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the employee. Reasonable suspicion testing is authorized only if the required

observations are made during, just preceding or just after the period of the workday that the covered employee is performing a safety-sensitive function. A supervisor trained in detecting the symptoms of alcohol misuse must make the observation and determination that a reasonable suspicion exists; however, the supervisor making the determination is not to conduct the reasonable suspicion test on that employee (§382.603). A written record of the observations leading to a controlled substance reasonable suspicion test must be made and signed by the supervisor who made the observations. This record must be made within 24 hours of the observed behavior or before the results of the controlled substance test are released, whichever is earlier.

RETURN-TO-DUTY

This testing is required for employees who want to return to work after being unqualified for a safety-sensitive function. The return-to-duty testing can be done once the referral/evaluation has been completed. All return-to-duty testing must be observed by a collector of the same sex except when performed by physicians or nurses (§40.67(b), and requires a negative result prior to the employee returning to a safety-sensitive function.

FOLLOW-UP

Follow-up testing is required after rehabilitation for a drug or alcohol misuse problem and a return-to-duty test. Six unannounced follow-up tests are required within one year of evaluation and treatment by a Substance Abuse Professional (SAP). All follow-up testing must be observed by a collector of the same sex except when performed by physicians or nurses (§40.67(b).

WHAT ARE THE CONSEQUENCES OF A POSITIVE DRUG TEST?

A driver must be removed from safety-sensitive duty if he/she has a positive drug test result. The removal CANNOT take place until the MRO has interviewed the driver and determined that the positive drug test resulted from unauthorized use of a controlled substance. A driver cannot be returned to safety-sensitive duties until he/she has been evaluated by a substance abuse professional, has complied with recommended rehabilitation, and has a negative result on a return-to-duty drug test. Follow-up testing to monitor the driver's continued abstinence from drug use is also required.

PROHIBITED CONDUCT

The following shall be considered "prohibited conduct" for purposes of this policy:

1. No employee shall report for duty or remain on duty while having an alcohol concentration of 0.02 or greater.
2. No employee shall be on duty or operate a commercial motor vehicle while in possession of alcohol unless the alcohol is transported and manifested as part of a shipment.
3. No employee shall use alcohol while performing safety-sensitive functions.
4. No employee shall perform safety-sensitive functions within eight (8) hours after using alcohol.
5. No employee required to take a post-accident alcohol test shall use alcohol for eight (8) hours following the accident or until he/she undergoes a post-accident alcohol test, whichever occurs first.
6. No employee shall refuse to submit to a post-accident, a random, a reasonable suspicion, return-to-duty, follow-up, or post-injury breath-alcohol or urine drug test.

7. No employee shall report for duty or remain on duty when the employee uses any controlled substance, except when use is pursuant to the instructions of a physician who has advised the employee that the substance does not adversely affect the employee's ability to operate a commercial motor vehicle or perform a safety sensitive function.

If SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION. has actual knowledge or has reason to believe that a employee has engaged in prohibited conduct SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION. may require the employee to submit to drug and/or alcohol testing. If an employee engages in prohibited conduct, the employee is not qualified to drive a commercial motor vehicle or to perform a safety sensitive function and shall be immediately removed from service. SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION. may in its discretion and at the request of the employee, keep the employee's position open while such employee attempts to become re-qualified. At its discretion, SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION. may also take action against the employee up to and including termination.

SUBSTANCE ABUSE EVALUATION

Any employee who engages in prohibited conduct shall be provided with names, addresses, and telephone numbers of qualified substance abuse professionals. If the employee desires to become re-qualified, the employee must be evaluated by a Substance Abuse Professional (SAP) and submit to any treatment prescribed by the SAP. Following evaluation and treatment, if any, in order to become re-qualified the employee must submit to and successfully complete a return-to-duty drug and/or alcohol test. Such an employee is also subject to follow-up testing. Follow-up testing is separate from and in addition to **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION 'S** reasonable suspicion, post-accident, and random testing procedures. Follow-up testing shall be on a random basis and be in accordance with the instructions of the Substance Abuse Professional. Follow-up testing may continue for a period of up to 60 months following the employee's return to duty. No fewer than six (6) tests shall be performed in the first twelve (12) months of follow-up testing. The costs of any SAP evaluation or prescribed treatment shall be borne by the employee. **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION.** does not guarantee or promise a position to the employee should he/she regain qualified status.

AUTHORIZATION FOR PREVIOUS TEST RECORDS

Within 30 days of performing a safety-sensitive function, federal regulations require that **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION.** obtain certain drug and alcohol testing records from employee's previous employers for the previous 3 years of employment. (Other forms: work record 3 years, DMV and Hazmat 7 years, drug and alcohol authorization form for past employers, 2 years.)

As a condition to employment, the employee shall provide **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION.** with a written authorization for all previous employers within the three years to release such drug and alcohol testing records as are required under federal regulation.

Employers must conduct both electronic queries in the Clearinghouse and manual, offline inquiries to previous employers for pre-employment driver investigations until January 6, 2023. After January 6, 2023, a query in the Clearinghouse will satisfy this requirement.

DRUG URINALYSIS

Drug testing will be performed through urinalysis. Urinalysis will test for the presence of drugs and/or metabolites that adhere to the drugs listed in 49 CFR Part 40.

The urinalysis procedure starts with the collection of a urine specimen. Urine specimens will be submitted to a SAMHSA-certified laboratory for testing. As part of the collection process, the specimen provided will be split into two vials: a primary vial and a secondary vial. The SAMHSA certified laboratory will perform initial screenings on all primary vials. In the event that the primary specimen tests positive, a confirmation test of that specimen will be performed before being reported by the laboratory to the MRO as a positive.

WHO REVIEWS AND INTERPRETS THE LABORATORY RESULTS?

All laboratory results will be reported by the laboratory to a Medical Review Officer (MRO) who is designated by **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION.** Negative test results shall be reported by the MRO to **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION. .** Before reporting a positive test result to **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** the MRO will attempt to contact the employee (in person or by phone) to conduct an interview to determine if there is an alternative medical explanation for the drugs found in the driver's urine specimen. If the driver provides appropriate documentation and the MRO determines that it is legitimate medical use of the prohibited drug, the drug test result is reported as negative to the employer. If the MRO is unable to contact the employee directly, the MRO will contact a **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** management official designated in advance by **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** who shall in turn contact the employee and direct the employee to contact the MRO. Upon being so directed, the employee shall contact the MRO immediately or, if after the MRO's business hours and the MRO is unavailable, at the start of the MRO's next business day. In the MRO's sole discretion, a determination will be made as to whether a result is positive or negative.

Pursuant to FMCSA/DOT regulations, individual test results for applicants and employees will be released to **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** and will be kept strictly confidential unless consent for the release of the test results has been obtained. Any individual who has submitted to drug testing in compliance with this policy is entitled to receive the results of such testing upon timely written request.

An individual testing positive may make a request of the MRO to have the secondary vial tested. A SAMHSA certified laboratory will test the secondary vial different from the one that tested the primary specimen. The individual making the request for a test of the second specimen must pre-pay all costs associated with the test. The request for testing of a second specimen must be made to the MRO within 72 hours of the individual being notified by the MRO of a positive test result.

ALCOHOL TESTS

SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION. will perform alcohol tests using an evidential breath-testing device. **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION.** may provide use of an evidential breath-testing device through a vendor or agent. The employee shall report to the site of an evidential breath-testing device as notified by **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION.** A breath alcohol technician will operate the evidential breath-testing device. The employee shall follow all instructions given by the breath alcohol technician.

WHAT ARE THE CONSEQUENCES OF ALCOHOL MISUSE?

In the event that an employee has a blood alcohol content of 0.02 to 0.0399 on the basis of the evidential breath, the employee shall be removed from duty for 24 hours or until his/her next scheduled on-duty time, whichever is longer. Employees are not medically qualified until after the 24-hour time frame expires. Employees with tests indicating a blood alcohol concentration of 0.04 or greater are considered to have prohibited conduct which may result in disciplinary action up to and including termination. All alcohol tests shall be performed just prior to, during, or just after duty.

WHAT ALCOHOL USE IS PROHIBITED?

Alcohol is a legal substance; therefore, the rules define specific prohibited alcohol–related conduct. Performance of safety-sensitive functions is prohibited:

- While using alcohol
- While having a breath alcohol concentration of 0.04 percent or greater as indicated by an alcohol breath test
- Within four (4) hours of using alcohol. For Bus Drivers or HAZMAT carriers within eight (8) hours of using alcohol.
- In addition, refusing to submit to an alcohol test or using alcohol within eight (8) hours after an accident or until tested (for drivers required to be tested) are prohibited.

WHAT ALCOHOL TESTS ARE REQUIRED?

The following tests are required based upon the circumstance:

- ***POST ACCIDENT*** – conducted after accidents on drivers whose performance could have contributed to the accident (as determined by a citation for a moving violation) and for all fatal accidents even if the driver is not cited for a moving violation
- ***REASONABLE SUSPICION*** – conducted when a trained supervisor or company official observes behavior or appearance that is characteristic of alcohol misuse
- ***RANDOM*** – conducted on a random unannounced basis just before, during or just after performance of safety-sensitive functions
- ***RETURN-TO-DUTY and FOLLOW-UP*** – conducted when an individual who has violated the prohibited alcohol conduct standards returns to performing safety-sensitive duties. Follow-up tests are unannounced. At least 6 tests must be conducted in the first 12 months after a driver returns to duty. Follow-up testing may be extended for up to 60 months following return to duty.

TRAINING

For Designated Employer Representative (DER) and Supervisors:

SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION shall ensure that Supervisors who are designated to determine whether reasonable suspicion exists to require an alcohol test must receive at least 60 minutes of training on the physical, behavioral, speech, and performance indicators of probable alcohol misuse. Supervisors who are designated to determine whether reasonable suspicion exists to require a controlled substance test must receive at least 60 minutes of training on the physical, behavioral, speech, and performance indicators of probable use of controlled substances under §382.307.

For Employees:

SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION shall provide educational materials that explain the requirements of §382.601, consequences of violating the regulations, materials that explain the harmful effects of alcohol and drug abuse, and the employer's policies and procedures with the respect to meeting these requirements. The materials supplied to employees may include information on additional employer policies with respect to the use or possession of alcohol or controlled substances, for example, the consequences for an employee found to have a specified alcohol or controlled substances level based on the employer's authority independent of §382.601. **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION shall ensure that each employee sign a required statement certifying that he/she has received a copy of these materials described in §382.601. (See the "Driver Education Packet" for information and signature page.)** This policy is not intended, nor should it be construed, as a contract between **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION and** the employee. This policy may be changed at any time at the sole discretion of **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION.**

FMCSA Clearinghouse Mandate, Jan 6, 2020:

The Clearinghouse is an electronic database containing records of violations of CDL drivers in regards to the regulated drug and alcohol program in Part 382. Any violation for positive drug or alcohol test results, including refusals will be entered into the Clearinghouse database and recorded based off the driver's Commercial Driver License #, name, and date of birth. SSNs will NOT be used in the Clearinghouse. The Clearinghouse regulations require employers, like <SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION>, to both query and report information regarding CDL drivers. Motor carrier employers must report these things:

Alcohol confirmation test result with an alcohol concentration of 0.04 or greater.
Alcohol refusal to test as specified in 49 CFR 40.261.
Drug refusal to test not requiring a determination by the MRO as specified in 49 CFR 40.191.
Negative return-to-work test result.
Completion of follow-up testing.
Actual knowledge as defined in 49 CFR 382.107.

Employers will be required to report Clearinghouse specified violations of the DOT drug and alcohol testing program incurred by their current or prospective CDL drivers; in addition, all employers of CDL drivers must conduct pre-employment full queries to determine whether the prospective new hire has unresolved drug and alcohol violations that prohibit them from performing safety-sensitive functions. Employers will also be required to run a limited query through the Clearinghouse **annually** to determine whether any current CDL employees have incurred drug and alcohol violations while working for another employer while also working for you. Any violations reported in the Clearinghouse on behalf of a driver will remain for 5 years from the date of violation determination or until the driver completes the return-to-duty process, whichever is later.

DRUG AND ALCOHOL TESTING POLICY
EMPLOYEE ACKNOWLEDGMENT AND CONSENT

Employee Name (please print) _____Date: _____

EMPLOYEE ACKNOWLEDGMENT

I, the undersigned employee of **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION,** acknowledge that I have received a copy of **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION'S** DOT Drug and Alcohol testing program, including its Employee Assistance Program. I certify that I understand the policy and provisions described in it and agree to follow the provisions contained therein.

I further acknowledge that I have received written information regarding FMCSA/DOT testing requirements, drug and alcohol testing procedures, the name(s) of person(s) designated to answer questions about the testing policy and procedures, the effects of drugs and alcohol on an individual's health, work and personal life, and **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION'S** Employee Assistance Program (EAP).

REFUSAL TO TEST

I am fully aware and agree that I may be discharged or disciplined for any violation by me of said DOT Alcohol and Drug Policy for any failure or refusal to provide urine and/or breath specimens when requested by my employer, for the failure or refusal to identify and certify same, for the failure to cooperate with the forms and other documents, and/or for any other failure or refusal to cooperate with my employer in its said DOT Alcohol and Drug Testing Program.

Under FMCSA/DOT regulations, substitution and/or adulteration of a specimen will be treated as a refusal to test. Such refusals shall be treated as a positive test result for the purpose of the regulations.

Any employee involved in a fatality accident who refuses to submit to a post-accident drug test in a timely manner shall be disqualified to drive a commercial motor vehicle for a period of one year.

Executed this the _____ day of _____, 20____.

Employer _____ Employee _____

ADDENDUM TO
DRUG AND ALCOHOL POLICY

All employees of **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION,** who test positive for drugs and/or alcohol, will assume responsibility for all incurred testing fees. This includes positive results on pre-employment, probable cause, random, post-injury and post-accident testing.

All employees who request that split specimens be forwarded to another laboratory will be responsible for the cost.

Any employee who is referred for SAP evaluation will be required to incur the costs for the return-to-duty testing and all follow-up testing required by FMCSA/DOT and/or **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION.**

_____ _____

EMPLOYER **EMPLOYEE SIGNATURE**

_____ _____

DATE **DATE**

PRE-EMPLOYMENT URINALYSIS NOTIFICATION

The Federal Motor Carrier Safety Regulations, Section 391.103 – Pre-employment testing requirements, apply to driver/applicants of this company.

391.103 Pre-employment testing requirements.

a) A motor carrier shall require a driver-applicant who the motor carrier intends to hire or use to be tested for the use of controlled substances as a prequalification condition.

b) A driver-applicant shall submit to controlled substance testing as a prequalification condition.

c) Prior to Collection of a urine sample under 391.107 of this subpart, a driver-applicant shall be notified that the sample will be tested for the presence of controlled substances.

As a condition of my employment, I agree to the urine sample collection and controlled substance testing.

I understand a positive test for controlled substance based on the Urinalysis Test will medically disqualify me from the operation of a commercial motor vehicle for this company.

The Medical Review Officer will maintain the results of the Urinalysis Test. Negative and positive results will be reported to the company.

My written authorization is required for the Urinalysis Test results to be given to other parties.

I have read and understand the above conditions for the Pre-employment Urinalysis Notification.

_____
Applicant's Name (Print or Type)

_____ _____
Applicant's Signature Date

_____ _____
Representative's Signature Date

General Consent for Limited Queries of the Federal Motor Carrier Safety Administration (FMCSA) Drug and Alcohol Clearinghouse

I, _____, hereby provide consent to **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** to conduct limited queries of the FMCSA Commercial Driver's License Drug and Alcohol Clearinghouse (Clearinghouse) to determine whether drug or alcohol violation information about me exists in the Clearinghouse.

I understand that **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** may run an unlimited number of limited queries on me for the duration of my employment with the company.

I also understand that if a limited query conducted by **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** indicates that drug or alcohol violation information about me exists in the Clearinghouse, FMCSA will not disclose that information to **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** without first obtaining additional specific consent from me.

I further understand that any MRO (Medical Review Officer) can/will be adding the following information to the Clearinghouse: any adjudicated positive results, adulterated specimens, substituted specimens, and refusals.

In addition, I understand that if I refuse to provide consent for **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** to conduct a limited query of the Clearinghouse, **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** must prohibit me from performing safety-sensitive functions, including driving a commercial motor vehicle, as required by FMCSA's drug and alcohol program regulations.

_____ _____

(Employee's Name) (Employee's Signature)

_____

(Date)

Drug/Alcohol Testing Notification and Consent

I understand as required by the DOT Regulations §49 CFR Part 382, and company policy, all prospective drivers must submit to a controlled substance test involving collection of a urine sample which will be tested for the following substances: marijuana, cocaine, opiates, amphetamines, and phencyclidine (PCP).

I understand if I test positive for use of controlled substances, I am not medically qualified to operate a commercial motor vehicle. I also understand I will be given a reasonable opportunity to confer with the company's medical review officer (MRO) before any positive test result is reported to the company.

The result of the drug test will be maintained by the MRO for the company who will report whether the test result was negative or positive to the motor carrier. The MRO or the company may also release the result to my examining physician in connection with my DOT-required physical. The results will not be released to any additional parties without my written authorization.

I also understand, if I test with a measurable blood alcohol content (BAC) of .04 or greater, I cannot return to duty until I see a substance abuse professional (SAP) to resolve alcohol or drug misuse, and produce a result of less than .02 for alcohol and/or a negative drug test under SAP authorization.

I hereby agree to submit to a urine drug test and breathalyzer alcohol test.

Name of Applicant: _____

Applicant's Signature:_____

Date: _____

REQUEST FOR INFORMATION FROM PREVIOUS EMPLOYER

Driver's Name: _____
Address: _____
City: _____
State: _____ Driver's CDL #: _____

Mail to Former Employer:

_____
_____

Requested by Prospective Employer:

_____
_____

Employment History

Please complete the information requested. We would appreciate your prompt response. Failure to respond within 30 days to investigative requests for safety performance history will result in a complaint notification being filed with the Federal Motor Carrier Safety Administration using the complaint process specified at §386.12.

The above-referenced individual states that he/she was employed by you as a:
_____commercial motor vehicle driver, _____truck driver, _____bus driver, _____other
from _____to_____. Will you please reply to the inquiry below respecting this applicant? Your reply will be held in strict confidence and will in no way involve you in any responsibility. For your convenience in replying by return mail, we have enclosed a stamped, self-addressed envelope.

Name of Carrier Official: _____
Signature of Carrier Official: _____
Date: _____

1. Is the employment record with your company correct as stated? _____
2. What kind(s) of work did the applicant do? _____
3. Did the applicant drive motor vehicles for you? ___Passenger Car ___Bus ___Straight Truck ___Tractor/Semi-Trailer ___Other (Specify)_____
4. Was the applicant a safe and efficient driver? _____
5. Give the dates of vehicle accidents in which he/she was involved:_____
6. Reason for leaving employment: _____discharged _____laid off _____resigned
7. Was the applicant's general conduct satisfactory?_____
8. Is the applicant competent for the position sought?_____
9. Did the applicant drink any alcoholic beverages while on duty?_____

Alcohol & Drug History

	Yes	No
1. Has the above named driver had an alcohol test with a result of 0.04 alcohol concentration or greater?	[ ]	[ ]
2. Was the above named driver verified positive for a controlled substances test result?	[ ]	[ ]
3. Has the above named driver refused a required test for alcohol or drugs during the past 12 months?	[ ]	[ ]

If the answer to any of the above is yes, please identify the Substance Abuse Professional who administered treatment as required by the Department of Transportation.

_____ **-or-** [ ] check here if it is unknown if the driver received treatment.
Name & Telephone Number

Authorization to Release

I, _____, do hereby authorize _____, to contact my previous employer(s) in accordance with current US DOT rules and regulations as set forth in 49 CFR 382.413 in order to obtain the following information for the preceding **three (3) years**:
I fully understand the above, and do hereby give my consent to obtain the information required by 49 CFR 382.413.

_____ _____ _____ _____
Driver's Signature *Date* *Witness' Signature* *Date*

ALCOHOL & CONTROLLED SUBSTANCE TEST INFORMATION
FOR PRE-EMPLOYMENT PURPOSES

I, _____, hereby verify that the following information regarding the
(Employer Printed Name)
test result information for _____during the past **three (3) years** is true and accurate.
(Employee Printed Name)

1. Positive breath alcohol test resulted in a breath alcohol concentration of .04 or greater:
   In the previous **three (3) years** _____No _____Yes, date of test_____
   Dates and results of follow up tests: _____
   Name and address of SAP: _____
   _____
   _____
2. Positive controlled substance test results within the past **three years:** _____No
   _____Yes, date of test _____
   Dates of follow-up tests: _____
   Name and address of SAP: _____
   _____
   _____
3. Refused to submit to a substance abuse or alcohol test in the previous **three years:** _____ No
   _____Yes, date of refusal _____
   Dates of follow-up tests: _____
   Name and Address of SAP: _____
   _____
   _____

Any other use or disclosure of this information is not permitted. I understand that permission to request and obtain this information is required as a condition of employment.

_____
Print Name

_____ _____
Signature Date

THIS IS IN COMPLIANCE WITH 382.405(F) AND (H), WHICH STATES:

(F) Records shall be made to a subsequent employer upon receipt of written request from a driver. Disclosure by that subsequent employer is permitted only as expressly authorized by the terms of the driver's request.

(H) An employer shall release information regarding driver's records by the specific written consent of the driver authori-zing release of the information to an identified person. Release of such information by the person receiving the information is permitted only in accordance with the terms of the employee's consent.

328.413 (A)(B)(C)(E)(F) FURTHER STATES:

(A) An employer may obtain, pursuant to a driver's written consent, any of the information concerning the driver's record maintained under this part by the driver's previous employer.

(B) An employer shall obtain, pursuant to a driver's written consent, all information about the driver's alcohol tests with a concentration result of 0.04 or greater, positive controlled substances test results, and refusals to be tested within the preceding **three** years which are maintained by the driver's previous employers under 382.401(B)(1)(I) through (III).

(C) The information in paragraph (B) of this section must be obtained and reviewed by the employer no later than 14 calendar days after the first time a driver performs safety sensitive functions for an employer.

(E) The prospective employer must provide to each of the driver's employer within **three** preceding years the driver's specific written authorization for release of the information for release of the information in paragraph (B).

(F) The release of any information under this part may take the form of personal interviews, telephone interviews, letters, or any other method of obtaining information that ensures confidentially. Each employer must maintain a written confidential record with respect to each past employer contracted.

WHO CAN ANSWER YOUR QUESTIONS?
The following individual(s) at your **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** may be contacted: **DER CONTACT OR**
INDIANA TESTING, INC.
881 SOUTH GIRLS ROAD
INDIANAPOLIS, IN 46231

WHICH DRIVERS ARE REQUIRED TO BE TESTED?
All drivers required to have a commercial driver's license (CDL) are subject to the controlled substances and alcohol testing rules. A CDL is required for drivers operating a vehicle in excess of 26,000 pounds GVWR designed to carry 16 or more passengers (including the driver), or of any size that carries a placard amount of hazardous material.

WHEN IS A DRIVER PERFORMING A SAFETY SENSITIVE FUNCTION?
A driver is performing a safety sensitive function when the driver is doing any of the following:
- Waiting to be dispatched at a facility or other property.
- Inspecting, servicing, or conditioning any commercial motor vehicle at any time.
- Operating a commercial motor vehicle.
- Is a passenger in a commercial motor vehicle.
- Loading or unloading a commercial motor vehicle, supervising or assisting in the loading and unloading, or while waiting to operate the vehicle that is being loaded or unloaded.
- Performing the driver requirements associated with an accident.
- Attending to a disabled commercial motor vehicle.

WHAT DRIVER CONDUCT IS PROHIBITED BY DOT REGULATIONS?
Prohibited conduct includes the following:
- Use of alcohol for four hours prior to duty.
- Use of alcohol while on duty.
- Use of alcohol after an accident for at least 8 hours or until the employee has been tested.
- Use of controlled substances, except as prescribed by a licensed physician with knowledge of the employee's safety-sensitive job duties.
- On a DOT alcohol test, no result of 0.04 BAC or greater.
- On a DOT drug test, no confirmed positive test result.
- Refusal to participate in a DOT alcohol or drug test.

NOTE: For alcohol test results of greater than 0.02 BAC but less than 0.04 BAC, the individual must not perform safety-sensitive duties for at least 24 hours.

NOTE: Drivers in the trucking industry are prohibited from possessing alcohol in any form while performing safety-sensitive duties (except as part of a manifested shipment). Since alcohol is present in many prescription and non-prescription products, including mouthwashes and sprays, drivers should be aware of any products they use that contain alcohol.

UNDER WHAT CIRCUMSTANCES WILL A DRIVER BE TESTED FOR ALCOHOL AND CONTROLLED SUBSTANCES?
1. **Pre-employment:** A drug test is required before an applicant performs any safety sensitive job duty. Testing must occur and a negative drug screen result obtained before the performance of any safety sensitive work duty.
2. **Post-accident:** Both drug and alcohol testing is performed following any accident involving a fatality, or any accident in which the driver receives a citation under state or local law for a moving

traffic violation arising from the accident, and one or more of the following: 1) an injury treated away from the scene, or 2) a vehicle is towed from the scene.

3. **Reasonable suspicion:** Testing can be conducted anytime a trained supervisor observes behavior or appearance based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the driver. The observations may include indication of the chronic and withdrawal effects of controlled substances. The person who makes the determination that reasonable suspicion exists to conduct an alcohol or drug test shall not conduct the tests of the driver personally. Alcohol and/or drug testing is only authorized if the observations are made during, just preceding, or just after the period of the work day that the driver is required to be in compliance with this part. If reasonable cause is determined to exist and the test is not administered within two hours following the determination, a record should be prepared and maintained on file stating the reasons the test was not promptly administered. If the test is not administered within eight hours following determination, efforts should be ceased to administer the test, and a record prepared and maintained on file stating the reasons for not administering the test. The driver should be notified that a refusal to take the test is subject to the penalties listed in FMCSR 382.605 – just the same as if a positive test result occurs. Under these regulations, even if the driver resigns his/her position, he/she is still not medically qualified to drive until they fulfill the requirements in 382.605 for referral, evaluation and treatment.
4. **Random:** Testing conducted on a random, unannounced basis. The minimum annual rate for drug testing will be 25% of the average number of drivers, and at a 10% annual rate for alcohol. Drivers selected must proceed immediately to the testing site upon notification. A driver will only be tested for alcohol before, during, or immediately after the performance of a safety-sensitive duty.
5. **Return to duty:** Testing conducted when an individual has violated the prohibited conduct regarding alcohol and drug misuse. A driver is required to undergo a return to duty test after engaging in conduct prohibited by Part 382 concerning alcohol or controlled substances. A controlled substances test must have a verified negative result prior to returning to duty. An alcohol test must have a test result lower than 0.02 in order to return to duty.
6. **Follow-up:** Follow-up tests are required for driver's subject to return to duty testing. A minimum of six (6) tests must be conducted within the first twelve (12) months after returning to duty. The Substance Abuse Professional has the discretion to extend the testing numbers and time frame up to five (5) years.

NOTE: Refusal to submit to a controlled substances test will be considered a positive test.

WHAT PROCEDURES WILL BE USED FOR ALCOHOL TESTING?

There are two approved methods for alcohol testing:

- Photo identification (e.g. driver's license, employee ID badge) must be presented at the collection site.
- A technician will use a Q.E.D. device in a private setting. The technician will instruct the driver how to complete the saliva test. If the driver tests above 0.02 on the Q.E.D. device, a confirmation test must be performed on an Evidential Breath Testing (EBT) device; OR
- A Breath Alcohol Technician will use an EBT device in a private setting. Only the driver and the BAT can see or hear the test results. The BAT will select or allow the driver to select a sealed mouthpiece. It will be unwrapped in view of the driver and inserted into the EBT device.
- The BAT will give specific instructions how to complete the alcohol breath testing form and how to complete the test.

- The driver will blow into the mouthpiece of the EBT steadily and forcefully for at least six seconds or until the device indicates that an adequate amount of breath has been obtained.
- If the test result is below 0.02, the driver will sign the certification and fill in the date. The driver is then eligible to return to performing a safety-sensitive function.
- If the result is of the test is 0.02 or greater, a confirmation test must be completed. The confirmation test must be taken at least fifteen (15) minutes after the initial screening test, but within thirty (30) minutes. To prevent an artificially high alcohol reading on the confirmation test, the driver should not eat, drink, smoke, chew gum, place anything in the mouth, or belch during the waiting period.

NOTE: Refusal to submit to an alcohol test shall be considered a positive test. This includes the confirmation test following a screening test with a result of 0.02 or greater.

WHAT PROCEDURES WILL BE USED TO TEST FOR THE PRESENCE OF CONTROLLED SUBSTANCES?

The following procedures will be followed for urine collections:

- Photo identification (e.g. driver's license, employee ID badge) must be presented at the collection site.
- You will be asked to remove any unnecessary outer garments such as a coat or jacket, and to empty the contents of your pockets prior to performing the collection. All personal belongings such as purses or briefcases will remain with the outer garments. You may request that these items be in a locked area. <u>You</u> <u>may</u> <u>retain</u> <u>your</u> <u>wallet</u>.
- If you bring any items into the collection site that appear to have been brought with the intent to tamper with your specimen, the collector must perform a direct observation collection using an observer who is the same gender as yourself. (The

  collection site person working with you will be of the same gender as yourself during an observed collection, and will be the same gender as yourself or a licensed medical professional during a monitored collection.)
- You will be instructed to wash and dry your hands prior to providing a specimen.
- You will witness the unsealing of the collection container and specimen bottles.
- Your specimen will be provided in the privacy of a stall or otherwise partitioned area that allows for individual privacy, unless otherwise indicated.
- The temperature of your specimen must be taken within four minutes after voiding, and must be within the range of 32-38 C/90-100 F. If the temperature is outside the acceptable range, a new test must be conducted immediately under direct observation. Both specimens will then be forwarded for testing, and the collector will notify the CO-OP's DER that a test had to be conducted under direct observation and why.
- The collector will inspect the specimen. If the collector has reason to believe that you may have altered or substituted the specimen (specimen temperature out of range, excessive foaming, smell of bleach, etc.), the collector must collect a second specimen under direct observation using a same-gender observer. This will be reported to a collection site supervisor and to your DER as soon as possible.
- You will be asked to initial the identification label on the specimen bottle, and sign a certification statement for the purpose of certifying that the specimen was provided by you. After handing the

specimen bottle to the collector, keep the specimen in full view at all times until it is sealed and labeled. Do not leave the collection site until the specimen has been sealed for shipment.

- The specimen will then be placed in a secured bag that will only be opened once the specimens have reached a certified laboratory for testing.
- If at any time during the collection process, you refuse to follow the collection procedures, this may result in a "Refusal to Test". When such an instance occurs, the collector will inform you of the consequences of a refusal.
- The laboratory reports the results to the MRO (Medical Review Officer). If the test is negative, a negative report is issued to the driver's employer. If the test is positive, the MRO will contact the driver and inquire about the substances that tested positive. If the driver provides a sufficient (legal) explanation of the substances used, then a negative report will be issued to the driver's employer.

Split Specimen Testing Procedures
When a driver is notified by the MRO that there has been a verified positive test or a refusal to test because of adulteration or substitution, the driver has 72 hours from the time of notification to request a test of the split specimen. The request may be verbal or in writing. Once a request is made, the MRO must immediately provide written notice to the laboratory that tested the primary specimen, directing the lab to forward the split specimen to a second HHS-certified lab.

It is the responsibility of the motor carrier to make sure that the MRO, first laboratory, and second laboratory perform the split test in a timely manner, once the driver has made a timely request for a test of the split specimen. This responsibility holds true despite the inability or unwillingness of the driver to pay for the split test. The motor carrier does, however, have the right to seek payment or reimbursement for part or all of the cost of the split specimen from the driver.

Dilute Specimens
Employer has the right to establish a policy concerning dilute negative specimens. If the MRO reports a dilute negative result, employer has the option of requiring the driver to take another test immediately. If this option is chosen, it will be included in the employer's drug and alcohol policy. All drivers will be treated the same under such a policy. If the driver is directed to take another test, the result of the second test will be the test of record. Refusal to take the second test will result in a positive test result being recorded.

Validity Testing
As of August 1, 2001, laboratories will be required to conduct validity testing on all specimens. This is done to determine whether certain adulterants or foreign substances were added to the urine, if the urine was diluted, or if the specimen was substituted. This testing is mainly meant to find substances that are used to mask the use of controlled substances. The use of such substances has become more widespread in recent years. The presence of such substances in the specimen will be treated as a refusal to be tested. Drivers still have the right to request a split test be conducted in such a case.

DO I HAVE TO SUBMIT TO TESTING?
YES - Testing is required by the DOT/FHWA.

WHAT ARE THE CONSEQUENCES OF A POSITIVE ALCOHOL TEST?
- If a driver tests 0.02 or greater, safety-sensitive functions cannot be performed.

- A driver with an alcohol level of greater than 0.02, but less than 0.04 cannot return to a safety-sensitive function until 24 hours have passed.
- If a driver has a test result of 0.04 or higher, the driver is not medically qualified to perform safety-sensitive functions, including driving a CMV unless the driver has met the referral, evaluation, and treatment requirements of Part 382.605.

WHAT ARE THE CONSEQUENCES OF A POSITIVE DRUG TEST?

- If a driver tests positive for controlled substances, that driver is not medically qualified to perform safety-sensitive functions, including driving a CMV unless the driver has met the referral, evaluation, and treatment requirements of Part 382.605.

REFERRAL, EVALUATION, AND TREATMENT REQUIREMENTS OF 382.605

- Each driver who has a positive alcohol or controlled substances test shall be advised by employer of the resources available to the driver in evaluating and resolving problems associated with the use of controlled substances and/or misuse of alcohol including the names, addresses, and telephone number of substance professionals and counseling and treatment programs.

- Any driver who engages in such prohibited conduct must be evaluated by a substance abuse professional who shall determine what assistance the driver needs in resolving the problems associated with the positive test. Changes in Federal Regulations now mandate that some level of assistance, education and/or treatment be assigned in every case. In addition, at least the minimum six follow-up tests must be prescribed. This requirement has also been amended to include positive test results on pre-employment controlled substances tests, which had been excluded in the past.

- Before a driver returns to perform safety-sensitive functions, the driver must satisfactorily complete the prescribed program and take a return-to-duty alcohol test if the violation involved alcohol, or a controlled substances test if the violation involved controlled substances. The motor carrier must receive a negative test result on the test before the driver resumes safety-sensitive duties.

- After a driver returns to duty, the driver will be subject to follow-up testing as prescribed by the SAP. Such testing will be unannounced and in addition to any other tests that may come up such as random or post-accident. If the driver leaves one motor carrier and wants to work for another, the requirements for these tests to be conducted will still be in place. It is the responsibility of the driver to inform the new motor carrier of any past violations, and the duty of the motor carrier to make sure that if they use the driver that all required tests are completed.

WHAT ARE THE POSSIBLE EFFECTS OF ALCOHOL ON THE BODY?

Alcohol abuse is responsible for about half of all auto collisions in this country. It is also the most widely used drug. It is a contributing factor to problems in the workplace including diminished productivity and increased absenteeism.

A central nervous system depressant, alcohol first acts on those parts of the brain that affect self-control and other learned behaviors. It impairs alertness, judgment, coordination, and reaction time. It lowers inhibitions and a person's inability to divide attention. If taken in large amounts, alcohol can cause damage to the liver and heart, and can cause permanent brain damage. Heavy drinkers shorten their lives in half.

WHAT ARE THE POSSIBLE EFFECTS OF CONTROLLED SUBSTANCES ON THE BODY?(See following pages)

GENERAL TESTING ISSUES

How long are drugs detected on a urine drug test?

DRUG RETENTION	TIME LINE
Alcohol/Ethanol (blood/breath) (see alcohol chart for peak values)	Metabolized at the rate of 2/3 drink per hour
Amphetamines	2 – 3 Days
Benzodiazepines (Valium, Librium, etc.)	1 – 2 Weeks
Barbiturates - Long Acting (e.g. phenobarbital)	1 – 3 Weeks
- Short Acting (e.g. secobarbital	2 – 3 Days
Cocaine (Crack)	2 – 3 Days
Marijuana (THC) (times are only approximations)	
- Infrequent smoker	4 – 5 Days
- Moderate smoker	Days – weeks
- Chronic smoker	Weeks
Opioids (Codeine, Morphine, Heroin, Dilaudid, Percocet, Demerol)	Weeks
Phencyclidine	2-3 days
PCP (Angel Dust) (chronic use may be up to 30 days)	1-7 days

Which drugs are commonly tested?

If it is a federally mandated test through DOT, then the urine will be tested for Marijuana (THC), Cocaine, PCP, Opioids, and Amphetamines (Amphetamine and Methamphetamine), as well as tests for adulteration. No other drug test is allowed. Breath alcohol is also tested under the DOT regulations.

For non-regulated testing, the most common tests include the five drug classes above and also tests for Barbiturates, Benzodiazepines (Valium), and Propoxyphene (Darvon or Darvo-cet). Alcohol may or may not be tested in urine or breath according to the company policy.

What does a negative test result mean?

A negative result does not guarantee the absence of drugs, only that the specific drugs tested were either not present or may be below our ability to detect the drugs. If an employee admits to substance abuse, we recommend an evaluation by a Substance Abuse Professional (SAP) as part of an Employee Assistance Program (EAP). A repeat urine drug test or hair drug test may also be indicated.

What if the test is positive?

If a positive test has been confirmed by the laboratory, there may be medical use of a prescription medication or other legitimate explanation. A board-certified toxicologist or MRO is available to assist you with interpreting the result and determining whether any medications or other legitimate

explanations were responsible for the positive test result.

Is there any difference in labs?

Yes, there is a BIG difference in the quality of labs. The "gold" standard is a lab that is federally certified by SAMHSA, which is the Substance Abuse and Mental Health Services Administration (formerly NIDA, National Institute on Drug Abuse). There are very few SAMHSA certified labs as these labs must pass a rigorous inspection process and perform well on proficiency tests (samples sent specifically to challenge the labs competence). They must not only get the correct result, but also the correct quantitation of each drug that was found. If a lab is not certified by SAMHSA, there is no check on the quality of the chain-of-custody process or the quality of the analytical work. We recommend using only a SAMHSA certified laboratory.

What does a medical review officer (MRO) do?

Once a test is determined to be positive by the lab, there must be a review and interpret-tation ofthe result. The MRO will look for a medically valid reason for the positive result, procedural errors such as chain-of-custody problems, and interview the donor to act as the liaison between the laboratory and the employer. It is the responsibility of the MRO to request a retest on behalf of the donor should the MRO suspect that an error in the testing process may have occurred. The MRO will then rule as positive or negative.

ADULTERANTS/INTERFERING SUBSTANCES

What's the truth about adulterants? Is there anything that will alter the outcome of the test?

Adulterants have become a very popular subject. SAMHSA-certified laboratories have been given specific guidelines and are now testing for the more common adulterants--Klear (nitrite), Whizzies (nitrite), and UrinLuck (pyridinium chromate) that are generally thought to interfere with the GC/MS confirmation test for THC.

Other adulterants will alter the outcome of the initial test. Below is a summary of com-pounds known to produce a false negative result on the initial test or GC/MS confirmation in the scientific literature. These are provided for informational use only.

Adulterant	Interferes With
Salt	All EMIT tests
Bleach	All EMIT Tests and FPIA for Amphetamines/THC/Opiates/-PCP and RIA for Amphetamines/Opiates/PCP
Lye (Drano)	All EMIT
Soap	EMIT for Barbiturates/Benzodiazepines/THC/PCP
Bicarbonatei	EMIT for Opiates/PCP
Vinegaru	EMIT for THC
Visine	EMIT for Benzodiazepines/THC
Golden Seal Tea	EMIT for THC
Detergent	EMIT for THC/Benzodiazepines
Vanish	RIA for Amps/THC/Opiates
Urine-Aid (glutaraldehyde)	All Emit Tests
Mary Jane Super Clean (soap)	EMIT for THC
Klear, Whizzies (nitrites)	GC/MS confirmation for THC
UrinLuck (pyridinium chromate)	GC/MS confirmation for THC

Many labs do tests that are non-specific for adulterants such as pH (acid or alkaline), creatinine (how dilute is the urine?), specific gravity (measures how concentrated the urine is relative to water), and Chloride (present in salt and bleach). The specific gravity test may detect salt and Visine. A test for pH may detect bleach, lye, soap, bicarbonate, vinegar, or Vanish.

Even if these tests are abnormal, the test will be performed anyway and reported. If the lab is unable to test for the specific adulterant, it will be reported as a canceled test. However, most labs are now doing an adulteration panel that includes tests for specific adulterants such as nitrites, pyridine, chromate, salt, soap, bleach, or glutaraldehyde. The test will be reported as positive for the specific adulterant, which would amount to the same thing as a positive test.

What does golden seal root do?

Golden seal root is used as either a tea or as a capsule. It is generally thought that golden seal acts as an interferent and a diuretic, although there is evidence that it acts as an adulterant in vitro (added to a sample) with the EMIT THC assay being particularly suscep-tible. The active ingredients which may cause the interference have been proposed to be hydrastine, and to a lesser extent, berberine, although the mechanism of how it works is not known. More commonly, golden seal root is thought of as a diuretic (dilutes the urine). One could achieve the same effect on the test by drinking a large volume of water.

What's in Urin-Aid and how does it work?

Urin-Aid contains glutaraldehyde, an organic solvent. It causes an interference on the initial EMIT screening test by disrupting the enzymatic reaction that is necessary to provide a valid result. The results appear as a "super negative" well below all of the other negative results. These results do stand out and may trigger a test for glutaraldehyde.

ALCOHOL- (ETHANOL)

What are the different tests for alcohol? How are results interpreted?

Alcohol is tested in blood, breath, and urine. The results for blood and breath are equal, however, blood is not approved for federally regulated DOT tests. Urine as a specimen is also not allowed under the DOT regulations. If testing is done in the private sector, then any of the tests may be used if consistent with the company policy and any applicable state regulations. The current DOT regulations provide for two decision points. If the breath alcohol is greater than 0.04, then the employee must be immediately removed from the safety sensitive duty and cannot return to duty until evaluated by a substance abuse professional (SAP). If the breath alcohol is between 0.02 and 0.039, the employee must be removed from the safety sensitive job for 8 hours.

Can mouthwash interfere with a breath alcohol test?

No, if it is done correctly. According to the DOT regulations, one must perform a confir-mation test and wait 20 minutes to allow for the residual mouth alcohol to dissipate. The breath alcohol test measures deep lung air. The residual mouth alcohol is gone in as little as 5 minutes, so 20 minutes is plenty of time to wait for the confirmation test.

Can the donor test positive for alcohol due to over-the-counter cough medications?

Yes. There are a number of brands that contain alcohol. In general, one would have to consume a very large quantity in order to test positive, but it is possible particularly on a urine alcohol.

What are the effects of drugs on the body?

Drugs of abuse affect the brain and either slow (depress) or accelerate (stimulate) actions and reactions.

Drugs such as marijuana (active ingredient THC), Opiates (such as codeine, morphine, heroin, Methadone, propoxyphene (Darvon), Benzodiazepines (for example Valium, Librium), Barbiturates (phenobarbital and fiorinal), and alcohol are depressants while amphetamines and cocaine are stimulants.

Changes in our body chemistry alter both how our bodies work (our physiology), and how we feel about ourselves and our lives (our psychology). Drugs interfere with normal brain function and other vital body organs including the heart, lungs, liver, pancreas, stomach, and reproductive systems. These changes can range from mild to severe and overdose can result in death.

AMPHETAMINE & METHAMPHETAMINE

Are there any other drugs that are metabolized by the body into amphetamines?

Yes. There is Benzphetamine(Didrex) used to treat weight loss and Selegiline (Eldeprl) used for parkinsonism. There is another drug which is prescribed in Mexico, but not in the U.S. which is Clobenzorex (Asenlix) used to treat weight loss.

Do over-the-counter cold medications interfere with a drug test and cause an error in the test?

The over-the-counter cold medications are structurally very similar to amphetamines and may cause interference in the initial screening test, but not in the confirmation test by GC/MS, which is the only approved confirmatory technique in certified laboratories. It is important that all screening tests be confirmed. These compounds are present in many prescription and over-the-counter medications. It is important to do GC/MS to eliminate the chance of false positives due to these structurally similar compounds.

What are amphetamines?

Amphetamines are central nervous system stimulants that may be taken orally or injected. Amphetamines tend to increase alertness and physical activity. Amphetamines are used to counteract drowsiness, whether caused by lack of sleep, sleeping pills, other "downers", or alcohol.

What are some of the signs of amphetamine use?

- dilated pupils
- dry mouth and nose
- bad breath
- frequent lip licking
- excessive restless activity
- difficulty sitting still
- lack of interest in food or sleep
- irritable, argumentative, nervous
- talkative (conversation often lacks continuity)
- subjects change rapidly
- alertness, wakefulness, mood elevation
- loss of appetite, exhaustion
- sense of power and a false sense of security.

BARBITURATES

What are barbiturates?

Barbiturates are prescription sedative hypnotic drugs used to treat anxiety, stomach discomfort, pain, and sleep disorders. Longer acting barbiturates such as phenobarbital are used to treat epilepsy. Some are short acting such as pentobarbital (Nembutal), secobarbital (Seconal); intermediate acting such as amobarbital (Amytal), butalbital (Fiorinal, Fioricet, Esgic and others); and long acting Phenobarbital.

What are the signs of barbiturate use?

- central nervous system depressant
- mild intoxication (similar to alcohol)
- slurred speech
- lack of coordination
- lethargy
- headaches
- sensations of numbness or tingling
- dizziness
- confusion
- drowsiness

What are some of the health risks of using barbiturates?

As with other sedative hypnotics, barbiturates can produce physical dependence and withdrawal. Barbiturates were first introduced in the early 1900's. In the 1970's, barbiturate overdose was a leading cause of death. Due to the abuse and overdose potential, barbiturates can be very dangerous if taken in greater than prescribed dosages. These drugs are very dangerous when used in combination with other central nervous system depressant drugs such as alcohol. Overdose can result in depression of the central nervous system, depression of the cardiovascular system, and respiratory depression, which can lead to death. Other dangerous effects of overdose are shock with cool and clammy skin, decreased blood pressure, decreased oxygen carrying capacity of the blood, and coma.

BENZODIAZEPINES

What are Benzodiazepines?

Benzodiazepines are one of the most commonly prescribed drugs in the United States. They are sedative hypnotic drugs that relieve anxiety with less harmful side effects than the barbiturates. The benzodiazepine class of drugs includes Diazepam (Valium), Oxazepam (Serax), Chlordiazepoxide (Librium), Chlorazepate (Tranxene), Temazepam (Restoril), Alprazolam (Xanax), Triazolam (Halcion), Lorazepam (Ativan) and Prazepam (Centrax).

What are the signs of benzodiazepine use?

- lethargy
- sedation
- motor uncoordination
- intellectual impairment
- sleepiness
- impaired speech
- decreased anxiety
- muscle relaxation
- light headedness
- confusion
- disorganization of thought

What are some of the health risks of using benzodiazepines?

They are relatively safe even at high doses, which is why they are replacing the barbitu-rates as sedative hypnotics. Sedation and respiratory depression at high doses are enhanced with alcohol and other central nervous system depressants. These drugs have an abuse potential.

Cocaine – "CRACK"

What is the difference between "Crack" and Cocaine?

Cocaine is a local or topical anesthetic that stimulates the central nervous system. It is snorted (inhaled through the nose), injected, or in its free-base form, smoked by inhaling its vapors. It is sometimes called coke, toot, and nose candy. In its free-base form, it is some-times called rock, crack, or base. The effects of the drug begin within minutes after entering the system and start with a brief intense euphoric feeling of well being, which peaks within 15 to 20 minutes and is followed by depression.

What are the signs of cocaine or "crack" use?

- dilated pupils
- dry mouth and nose
- frequent lip licking
- excessive restless activity
- difficulty sitting still
- lack of interest in food or sleep
- irritability, argumentative, nervous
- talkative (conversation often lacks continuity)
- subjects change rapidly
- runny nose
- chronic cold or sinus/nasal problems
- nosebleeds and use or possession of paraphernalia (glass vials, glass pipe, white
- crystalline powder, razor blades, syringes, needle marks)
- experience severe shifts in mood.
- extremely sensitive to loud noises. This sensitivity can create paranoia, which leads to an inability to concentrate on tasks.

What are some of the health risks of using "crack" or cocaine?

Cocaine over stimulates the circulatory, respiratory, and central nervous systems. Cocaine interferes with the natural chemical in the brain that stimulates and regulates the firing of nerve cells. Muscle spasms in various parts of the body can occur. Overstimulation of the nervous system can cause convulsions, which can lead to respiratory collapse and death. Long term crack (rock-like bits of cocaine that can be smoked) users have also suffered permanent damage to the cortex, the part of the brain that is used to think.

HAIR TESTING ISSUES

What about hair tests for drugs?

Hair analysis is being increasingly used by many employers during the pre-employment process, and some employers are using it for random testing also. Employers have found that hair offers the ability to stop nearly twice as many drug users at the door before they are employed due to the longer detection window of 90 days. In addition, hair testing for drugs of abuse has been found to be a reliable tool in child custody cases.

Why use hair analysis for pre-employment testing in the workplace?

Urine pre-employment testing is often called a "liquid IQ" test. Is the applicant smart enough to abstain from drug use for a week before the drug test? The most serious chal-lenge to an effective pre-employment drug-testing program is the limited detection time of drugs in urine. Amphetamine, Opiate, PCP and cocaine have average limits of detection of 2 to 3 days on a urine test. Marijuana is detectable for 4-5 days in an infrequent user, and up to several weeks from a heavy (chronic user) on a urine test. However, drug de-posits in hair remain as long as the hair is left uncut. Hair testing laboratories test for drugs deposited in hair over a period of approximately 90 days. Urine appears to be more sus-ceptible to adulteration, hydration and switching. The applicant has ample time while searching for employment to plan a method to avoid a positive result in urine. Adulterants are common and easily obtained (see section on adulterants for more info). Hair analysis provides a greater challenge to these applicants for a number of reasons:

- The applicant cannot replace his hair with someone else's.
- The applicant cannot adulterate hair by placing anything in or on the sample while in the specimen collection area.
- The collector takes the hair directly from the applicant and the sample is never out-of-sight.
- The applicant cannot eat or drink anything that will dilute a hair sample.

There have been reports of individuals who strip, bleach and re-dye their hair to its original color. This may be effective if the applicant is an occasional user and his/her levels were at or near the cutoff. In most cases, the cutoff level used by the more sophisticated labora-tories is low enough that stripping the hair will not remove all of the drug that has been deposited.

Is hair analysis appropriate for other workplace drug testing?

Because hair testing detects drug use over a long period of time (approximately 90 days), it is not an appropriate method for post-accident or reasonable suspicion testing. In both of these situations, the result should detect the drug use of an individual as close as pos-sible to the time of the incident. Urine combined with a breath alcohol specimen is the appropriate sample for this type of testing. There are employers who are using hair analysis for random testing. However, the vast majority of employers who use hair testing use it solely for pre-employment, and use urine for random, post-accident and reasonable suspicion testing.

Do drugs deposit in or on hair?

The current scientific research indicates that drugs deposit in hair by several methods. These include transmission from the blood supply through perspiration and skin oil. In addi-tion, drugs are

externally deposited on the hair by environmental smoke, or more reason-ably by smoke from the user's own ingestion. As with the smoke from tobacco users, an individual's hair will be more susceptible to environmental smoke from his or her own drug use activity.

Does chemical treatment of the hair affect test results?

Commonly used hair products (shampoos, conditioners, sprays, mousses and gels) have no significant effect on test results. In fact, normal hair washing helps to remove the external presence of drugs on the hair. Drug residues remain permanently entrapped in the hair.

How much hair is needed for the test?

Assuming the sample is taken from the head, the amount of hair needed is a snip about the thickness of a shoelace tip and at least 1½ inch long. This represents a relatively small amount of hair and should be cosmetically undetectable.

Can tests be conducted on individuals with little or no head hair?

Yes. Hair can be collected from several locations on the head and combined to obtain the required amount of hair. If necessary, body hair such as leg or chest hair can be used as an alternative to head hair.

Marijuana

Can a donor test positive through passive inhalation because he was in the same room with someone smoking marijuana?

This is a question that has had a long history. It has been shown that it is possible to have detectable levels of THC from passive inhalation, although at current DOT cutoffs (50ng/ml) used in certified labs, it is agreed that this is not possible. The controversy came from studies that showed it is possible to produce a positive urine test when an initial cutoff of 20ng/ml is used. There are numerous scientific articles that validate this point. However, exposure conditions were so unrealistic that they were characterized as nearly intolerable.

How long does Marijuana stay in the body?

This is not an easy question to answer because marijuana is a fat-soluble drug. If a person is a first time user it will probably all be out of the system in about 5 days. For chronic users (several times a week for a long period of time) marijuana is stored in the fat and slowly released over time. In this case, marijuana can be detected for weeks or in rare cases even months after smoking. If one is not a first time user or a chronic user, i.e., somewhere in between, the range is a couple of weeks, but this can vary from one individual to another.

How long is marijuana detectable on a urine test?

THC in marijuana is strongly absorbed by fatty tissues in various organs. Generally, traces (metabolites) of THC can be detected by standard urine testing methods several days after a smoking session. However, in heavy chronic users traces can sometimes be detected for weeks after they have stopped using marijuana

What is marijuana? Are there different kinds?

Marijuana is a green, brown, or gray mixture of dried, shredded flowers and leaves of the hemp plant (cannabis sativa). Before the 1960s, many Americans had never heard of marijuana, but today it is the most often used illegal drug in this country. Cannabis is a term that refers to marijuana and other drugs made from the same plant. Stronger forms of cannabis include sinsemilla, hashish ("hash" for short), and hash oil. All forms of cannabis are mind-altering (psychoactive) drugs; they all contain THC (delta- 9-tetrahydrocanna-binol), the main active chemical in marijuana. Hashish (the sticky resin from the female plant flowers) has an average of 3.6% with a range as high as 28%. Hash oil, a tar-like liquid distilled from hashish, has an average of 16% with a range as high as 43%.

How is marijuana used?

Most users roll loose marijuana into a cigarette (called a joint or a nail). The drug can also be smoked in a pipe. One well-known type of water pipe is the bong. Some users mix marijuana into foods or use it to brew a tea. Lately, young people have a new method. They slice open cigars and replace the tobacco with marijuana making what's called a blunt.

What are the signs of marijuana use?

- sleepiness in later stages

- forgetfulness in conversation
- reduced concentration and coordination
- inflammation in whites of eyes
- pupils likely to be dilated
- hunger
- odor similar to burnt rope on clothing or breath
- tendency to drive cars slowly, below speed limit
- distorted sense of time passage
- use or possession of paraphernalia (rolling papers, pipes, dried plant material, roach clips)

Driving experiments show that marijuana affects a wide range of skills needed for safe driving. Thinking and reflexes are slowed making it hard for employees to respond to sudden, unexpected events. Furthermore, an employee's abilities to "track" through curves, brake quickly, maintain proper speed and distance between vehicles are affected. Research shows that these skills are impaired for at least four to six hours after smoking a single marijuana cigarette.

How many people smoke marijuana? At what age do children generally start?

A recent government survey tells us:

Over 70 million Americans over the age of 12 have tried marijuana at least once. About 10 million had used the drug in the month before the survey. More than 5 million Americans smoke marijuana at least once a week. Among teens aged 12 to 17, the average age of first trying marijuana was 13.5 years old. A yearly survey of students in grades 8 through 12 shows that by 10th grade, nearly 16% are "current" users (that is, used within the past month). Among 12th-graders, nearly 40% have tried marijuana/hash at least once, and 19% were current users. Other researchers have found that use of marijuana and other drugs usually peaks in the late teens and early twenties, then goes down in later years.

How can I tell if my child has been using marijuana?

There are some signs you might be able to see. If someone is high on marijuana, he or she might seem dizzy and have trouble walking, seem silly and giggly for no reason, have very red, bloodshot eyes; and have a hard time remembering things that just happened. When the early effects fade over a few hours, the user can become very sleepy.

Parents should be aware of changes in their child's behavior, although this may be difficult with teenagers. Parents should look for withdrawal, depression, fatigue, carelessness with grooming, hostility, and deteriorating relationships with family members and friends. In addition, changes in academic performance, increased absenteeism or truancy, lost interest in sports or other favorite activities, and changes in eating or sleeping habits could be related to drug use. However, these signs may also indicate problems other than use of drugs.

Does using marijuana lead to use of other drugs?

Long-term studies of high school students and their patterns of drug use show that very few young people use other illegal drugs without first trying marijuana. Using marijuana puts children and teens in contact with people who are users and sellers of other drugs. There-fore, there is more of a chance for a marijuana user to be exposed to and urged to try more drugs.

What happens after a person smokes marijuana?

Within a few minutes of inhaling marijuana smoke, the user will likely feel, along with intox-ication, a dry mouth, rapid heartbeat, some loss of coordination, poor sense of balance, and decreased reaction time. Blood vessels in the eye expand so the user's eyes look red. For some people, marijuana raises blood pressure slightly and can double the normal heart rate. This effect can be greater when other drugs are mixed with the marijuana, but users do not always know when that happens. As the immediate effects fade, usually after 2 to 3 hours, the user may become sleepy.

Can a user have a bad reaction?

Yes. Some users, especially someone new to the drug or in a strange setting, may suffer acute anxiety and have paranoid thoughts. This is more likely to happen with high doses of THC. These scary feelings will fade as the drug's effects wear off. In rare cases, a user who has taken a very high dose of the drug can have severe psychotic symptoms and need emergency medical treatment. Other kinds of bad reactions can occur when marijuana is mixed with other drugs such as PCP or cocaine.

Do marijuana users lose their motivation?

Some frequent, long-term marijuana users show signs of a lack of motivation (amotivational syndrome). Their problems include not caring about what happens in their lives, no desire to work regularly, fatigue, and lack of concern about how they look. As a result of these symptoms, most users tend to perform poorly in school or at work. Scientists are still studying these problems.

OPIOIDS (NARCOTICS)

What are opiate narcotics?

The opiate class of narcotics includes morphine, codeine, and heroin. Synthetic opiates are hydrocodone, hydromorphone (Dilaudid), oxycodone (Percodan), meperidine (Demerol) and propoxyphene (Darvon, Darvocet) and methadone which is a synthetic opiate used for heroin detoxification. These drugs are used medicinally to relieve pain, but also have a high potential for abuse. Opiates tend to relax the user. A user will feel an immediate rush when the opiates are injected or smoked (heroin), but may soon experi-ence other unpleasant side effects including restlessness, nausea, and vomiting.

What are the signs of opiates use?

- mental dullness
- lethargy and drowsiness
- going back and forth from alert to drowsy
- cold, moist skin or "gooseflesh"
- scratches frequently
- slurred speech
- constricted pupils that fail to respond to light
- if injected, needle tracks or scars
- paraphernalia (syringes, spoons, medical droppers, bent spoons, metal bottle caps, small glassine bags or foil packets)

What are some of the health risks of using opiates (narcotics)?

These drugs, including codeine, morphine, and common painkillers such as Demerol and Darvon are all legally manufactured from opium, which is a by-product of the poppy plant. Heroin, an illegally manufactured product, as well as those legal narcotics, all find their way into the drug marketplace. When taken outside a doctor's care, the user risks mental and physical dependence in the form of prolonged lethargy, apathy, slurring of speech, and loss of judgment and self-control. All of these may result in convulsions, coma, nausea, diarrhea, vomiting, and malnutrition as the use of the drug replaces a balanced diet.

OVER-THE-COUNTER MEDICATION

Do over-the-counter cold medications interfere with a drug test and cause an error in the test?

No, if results have been confirmed by GC/MS. The over-the-counter cold medications are structurally very similar to amphetamines and may cause interference in the initial screen-ing test only, but not in the molecular fingerprint confirmation test by GC/MS, which is the only, approved confirmatory technique in certified laboratories. This is why it is necessary to confirm all positive screens. The compounds that we are talking about are pseudoe-phedrine (Sudafed, Actifed, Contac Drixoral and many others), phenylpropanolamine (Robitussin, Triaminic and others) phenylephrine (Dristan, Neo-Synephrine and others) and ephedrine (Primatene, Bronkaid). These compounds are present in many prescription and over-the-counter medications. Since certified laboratories use GC/MS, that eliminates the chance of a false positive due to these structurally similar compounds.

PCP – "ANGEL DUST"

What is "angel dust" or PCP?

Phencyclidine (PCP), also commonly known as "angel dust", is an outlawed animal tran-quilizerthat may be smoked, snorted, injected, or taken orally. PCP is known for its long term potential to create psychotic behavior, violent acts, and psychosis. For many users, PCP changes how they see their own bodies and almost everything around them.

What are some of the signs of PCP use?

- unpredictable behavior with mood swings from passiveness to violence for no apparentreason, possibly including self-destructive behavior
- symptoms of intoxication
- disorientation with agitation and violence if exposed to excessive sensory stimulation
- fear, terror, rigid muscles, strange gait
- deadened sensory perception, possibly unaware of severe injuries
- pupils may appear dilated
- non-communicative mask-like facial appearance
- floating pupils
- hallucination
- synaesthesia (see sounds, smell colors)
- comatose if large amount consumed
- inability to concentrate on tasks can cause accidents
- users are a potential safety risk

What are the health risks of using PCP?

PCP or "angel dust" was originally manufactured as a human, then animal, tranquilizer and can cause violent and self-destructive behavior. "Dust" affects brain functions. Often it takes the user both out of reality and into a mindset that overrides the natural tendency to be cautious in dangerous circumstances. Consequently, users often place themselves in situations that may cause serious injury. They may become irrational and think themselves to be indestructible. Use may also result in blurred vision, diminished sensations, ataxia (uncoordination), muscle spasms, auditory hallucinations and variable motor depression, which may lead to other aggressive or bizarre behavior. Blood pressure rises, and there may be excessive sweating and salivation. High doses may lead to convulsions, coma, hyperpyrexia (fever), and respiratory depression or arrest (death).

POPPY SEEDS & TESTING ISSUES

I've heard that poppy seeds will cause a false positive test. What is the truth?

Poppy seeds will cause a true positive test for opiates, more specifically, morphine. The explanation is easy. Where do poppies come from? They come from poppy seeds. Since poppies contain morphine then poppy seeds should also contain morphine--they do!

How do you differentiate morphine in poppy seeds from other sources?

If the morphine quantitation is greater than 2000ng/ml, then another test, a 6 monoacetyl-morphine (MAM), is automatically performed (as of 12/1/98) on federal workplace samples. Monoacetylmorphine is a specific heroin metabolite and is proof of heroin use.

What are the sources of morphine positive other than poppy seeds?

Morphine can come from heroin use, codeine (morphine is a metabolite), or from using pure morphine.

Will Dilantin or Phenobarbital cause a positive test for barbiturates?

Phenobarbital is a barbiturate and will cause a positive test result for barbiturates. Phenytoin (Dilantin) is not a barbiturate; however a metabolite, phydroxyphenytoin has minimal cross reactivity on the initial screening test. There is no interference on the confirmatory GC/MS test; therefore, Dilantin (Phenytoin) has no effect on the eventual result for barbiturates.

What about herbal teas?

Several years ago there was an herbal Inca tea that actually contained cocaine since it was made from the coca plant. Since this product contained cocaine, it was quickly removed from the market by the DEA. There are no herbal teas currently marketed that contain cocaine. Therefore no herbal tea that is legally manufactured will cause a problem with the test for cocaine.

Will the donor test positive for heroin due to Phenergan, Vick's Formula 44, tonic water or poppy seeds?

None of these compounds contain Heroin. See the response under poppy seeds for a complete discussion of this issue. There is a type of Phenergan that contains codeine that is metabolized to morphine. This is a good example of the need for an MRO to review test results to verify a valid prescription that may account for a positive result for morphine. Any prescription cough syrups that contain codeine also will metabolize to morphine and should require an MRO for interpretation. Tonic water contains no opiate or any com-pound that could lead to a positive heroin or opiate result. This myth came from the fact that quinine (present in tonic water) is also used to "cut" heroin. Obviously, the presence of quinine is not indicative of heroin use.

MDMA/MDA – “ecstasy”

What is "ecstasy" or MDMA

Ecstasy is also known as MDMA or Methlenedioxmethamphetamine. It belongs to a family of drugs called, “entactogens,” which literally means, “touching within.” Other drugs in this category include MDA, MDE, and MBDB. Before it was made illegal in 1985, MDMA was used by Psychiatrists as a therapeutic tool. Studies are currently underway in several countries, including the United States and Israel to access MDMA’s effectiveness in the treatment of post traumatic stress disorder or PTSD.

What are the effects?

MDMA is a “mood elevator” that produces a relaxed, euphoric state. It does not produce hallucinations. MDMA takes effect 20-40 minutes after taking a tablet, with little rushes of exhilaration which can be accompanies by nausea. 60-90 minutes after taking the drug, the user feels the peak effects.

INDIANA
SUBSTANCE ABUSE
PROFESSIONAL (SAP)
REFERENCES

When a positive DOT result is received, the decision of whether to retain or terminate the employee must be made. If the em- ployee is to be terminated, he/she will need the information of two DOT qualified SAPs. If the employee is to be retained, he/ she must successfully complete the return to duty process before returning to safety-sensitive duties.

For a listing of DOT qualified SAPs, visit:

www.saplist.com

or

Contact the ITI MRO-A: 317-999-6949

Upon contacting a SAP, please inquire and confirm

"Are you DOT certified?"

before using their services.

DRUG HOTLINE NUMBERS

Alcoholic Anonymous World Service Office (AA)
475 Riverside Drive, New York, NY 10115
(212) 870-3400 – The original 12-step self-help program with free meetings in nearly every community and more than 100 countries.

Narcotics Anonymous (NA)
P. O. Box 9999, Van Nuys, CA 91409
(818) 773-9999 – Focusing on other drug problems, one of the many other self-help groups based on the AA model.

Al-Anon/Alateen Family Groups
P. O. Box 862, Midtown Station, New York, NY 10018-0862
(800) 344-2666 – Also based on the AA model, for those who have been affected by someone else's alcohol or other drug problem

Nar-Anon Family Groups
P. O. Box 2562, Palos Verdes Peninsula, CA 90274
(310) 547-5800 – The other drug counterpart to Al-Anon.

Adult Children of Alcoholics (ACA/ACOA)
P. O. Box 3216, Torrance, CA 90510
(310) 534-1815 – Self-help groups for those who grew up in families with alcoholism. Send a self-addressed stamped envelope for a list of meetings in your area.

Women for Sobriety
P. O. Box 618, Quakertown, PA 18951
(800) 333-1606 – Self-help meetings offering emotional support to women in recovery.

NATIONAL CLEARINGHOUSE FOR ALCOHOL AND DRUG INFORMATION
(800) 792-6686

DRUG & ALCOHOL TRAINING PACKET
DRIVER'S ACKNOWLEDGEMENT

I certify that I have received a copy of **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION** drug and alcohol training packet that explains the drug and alcohol testing requirements contained in CFR 49 Part 382 of the Federal Motor Carrier Safety Regulations, as well as procedures to follow in order to give a reasonable suspicion drug or alcohol test to a driver. I understand that as a condition of employment, I must comply with the guidelines, and do agree that I will remain medically qualified by following these procedures. If I develop a problem with drug and/or alcohol abuse during my employment with **SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION ,** I will seek assistance through the current drug and alcohol testing program administrator/DER.

_____ _____

Signature **Date**

Indiana Testing, Inc
Online at http://www.itihq.com 881 S. GIRLS SCHOOL RD INDIANAPOLIS, IN 46231 PHONE: 317-271-2611 FAX: 317-248-1072

AUTHORIZATION FOR POST ACCIDENT DRUG AND ALCOHOL TESTING

This is to certify that I am giving consent for all documents to be released to my employer that would indicate whether there were any controlled substances and/or alcohol in my system at the time of medical treatment as a result of a job related accident where I may be too seriously injured to submit to a normal alcohol and/or controlled substance test.

Upon receipt of these reports and documents, it was determined the employee's testing showed:			
Negative for Alcohol	☐	Positive for alcohol	☐
Negative for controlled substance	☐	Positive for controlled substances	☐
Positive tests for alcohol/controlled substances requiring additional testing and/or investigation:			Yes☐ No ☐

_____ _____

Employee Signature Date

_____ _____

Employer Representative Date