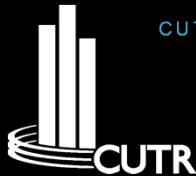


# ***FIVE WAYS TO MITIGATE SUBSTANCE ABUSE***

IN THE TRANSPORTATION WORKPLACE

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## **DOT DRUG AND ALCOHOL TESTING PROGRAM**

- Two fatal transportation events in 1987 and 1991
- Omnibus Transportation Employee Testing Act, 1991
- Directive to each transportation industry (mode of transportation)
- USDOT issues the rules regarding “how” drug testing must be performed



## THE DOT TESTING PROGRAM

- Intended as a deterrent for safety-sensitive employees
- Testing for illicit drugs only, off duty use is illegal
- Follows the federal testing guidelines (SAMSHA and DHHS)
- Compliance is a condition of continued receipt of federal funds



## DOT PROHIBITED DRUG CLASSES

- Amphetamines (includes meth and ecstasy)
- Cocaine (includes crack)
- Marijuana (THC in all forms)
- Opiates (morphine, codeine, heroin)
- PCP



## TESTING IS ONLY *PART* OF THE EQUATION

1. Awareness Education Program
2. Execution of Random Testing
3. Eyes and Ears (Supervisors)
4. Oversight and Monitoring of Testing Process
5. Self reporting and assistance options (EAP)



## 1. AWARENESS EDUCATION

- What message are employees getting from your current training? Is it focused on your policy and the testing program?
  - It *should* be focused on awareness of how drugs impact health, safety and the work environment
- You should go way beyond the minimum required (which is 60 minutes, one time during the employee's tenure of employment)
- On-going, to be effective.



## 1. AWARENESS EDUCATION CONT.

- Add drug awareness as a topic to safety meetings
- Highlight current events related to substance abuse
- Hang drug awareness posters in the driver's lounge - replace/ change them frequently, to increase visibility
- Create competitive games and other engaging educational delivery methods



## 2. RANDOM TESTING PROGRAM

- Effective program elements:
  - Every employee should feel as though they may be tested at any time while on duty
  - No advance notice must ever be given to the employee (including non-verbal communication)
  - DER and others involved must understand the collection process, analysis, Medical Review process and the actions that constitute a refusal to test



### 3. EYES AND EARS: SUPERVISORS

- Training that exceeds FTA requirements
- Refresher training, interactive role-play
- Tools and information needed to execute testing
- Empowerment of supervisors, support from administrators
- A culture of support for supervisors regardless of outcome of test results



### 4. OVERSIGHT AND MONITORING

- Collection site security – weakest link in testing process
- Routine inspections (bluing agent in toilet, contaminants removed from stall, etc.)
- Communication system for delays in employee's arrival
- Testing notification form (documentation)



## 5. SELF REPORTING

- Open door policy?
- Employee assistance program?
- Rx and medication policy?
  - System in place to encourage self reporting of impairment?
- On-call impairment reporting safeguard?



## RESOURCES

- Good quality training is the most vital of all resources
  - Florida Department of Transportation offers free training for Florida transit agency safety-sensitive employees in drug awareness and supervisor training in reasonable suspicion testing determinations:
    - <http://sam.cutr.usf.edu>
  - <http://www.fta.dot.gov>
  - <http://www.samhsa.gov>



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