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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