EMPLOYEE EDUCATIONAL MATERIALS ON ALCOHOL AND DRUG TESTING

Who has been designated by ABF to answer employees' questions about these materials?

Dan Griesse
Director of Human Resources
ABF Freight System, Inc.
3801 Old Greenwood Road
Fort Smith, AR 72903
Phone: (479) 785-8710
Fax: (479) 785-8912

Tina Hufstetler
Supervisor, Human Resources
ABF Freight System, Inc.
3801 Old Greenwood Road
Fort Smith, AR 72903
Phone: (479) 785-8713
Fax: (479) 785-8912

Revised 05/08/14
What Drivers are Subject to Alcohol Misuse and Controlled Substance Use Regulations (49 CFR Part 382*)?

All drivers of commercial motor vehicles engaged in interstate or intrastate commerce are subject to the Department of Transportation Alcohol Misuse and Controlled Substance Use Regulations. A commercial motor vehicle means a motor vehicle or combination of motor vehicles used in commerce to transport passengers or property if the motor vehicle:

1. Has a gross combination weight rating of 26,001 or more pounds inclusive of a towed unit with a gross vehicle weight rating of more than 10,000 pounds; or
2. Has a gross vehicle weight rating of 26,001 or more pounds; or
3. Is designed to transport 16 or more passengers, including the driver; or
4. Is of any size and is used in the transportation of materials found to be hazardous for the purposes of the Hazardous Materials Transportation Act and which require the motor vehicle to be placarded under the Hazardous Materials Regulations (49 CFR Part 172, Subpart F*).

* Please refer to Federal Motor Carrier Safety Regulations of the Federal Highway Administration, Department of Transportation.
What Conduct is Prohibited Under
Department of Transportation
Alcohol Misuse and Controlled Substance Use Regulations?

**Alcohol concentration**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.02 or greater.

**Alcohol possession**
No driver shall be on duty or operate a commercial motor vehicle while the driver possesses alcohol, unless the alcohol is manifested and transported as part of a shipment.

**On-duty use**
No driver shall use alcohol while performing safety-sensitive functions.

**Pre-duty use**
No driver shall perform safety-sensitive functions within four hours after using alcohol.

**Use following an accident**
No driver required to take a post-accident alcohol test under 382.303* of this part shall use alcohol for eight hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.

**Refusal to submit to a required alcohol or controlled substances test**
No driver shall refuse to submit to a post-accident alcohol or controlled substances test, a random alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substances test, or a follow-up alcohol or controlled substances test.

**Controlled substances use**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle. A driver using a therapeutic drug must provide the company with a written copy of the physician’s advice that the prescribed substance does not adversely affect the driver’s ability to safely operate a commercial motor vehicle. The Department of Transportation’s Drug and Alcohol Testing Regulation – 49 CFR Part 40, at 40.151(e) – does not authorize “medical marijuana” under a state law to be a valid medical explanation for a transportation employee’s positive drug test result.

**Controlled substances testing**
No driver shall report for duty, remain on duty or perform a safety-sensitive function if the driver tests positive for controlled substances.

* Please refer to Federal Motor Carrier Safety Regulations of the Federal Highway Administration, Department of Transportation.
What Period of the Workday is the Driver Required to be in Compliance with the Department of Transportation Alcohol Misuse and Controlled Substance Use Regulations?

The regulations state that drivers are required to be in compliance with the regulations during any period of time in which he/she is actually performing, ready to perform or immediately available to perform any safety-sensitive functions.

Safety-sensitive functions include:

1. All time at an employer or shipper plant, terminal, facility, or other property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the employer;

2. All time inspecting equipment as required by 392.7* and 392.8* of this subchapter or otherwise inspecting, servicing, or conditioning any commercial motor vehicle at any time;

3. All time spent at the driving controls of a commercial motor vehicle in operation;

4. All time, other than driving time, in or upon any commercial motor vehicle except time spent resting in a sleeper berth (a berth conforming to the requirements of 393.76 of this subchapter);

5. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;

6. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

* Please refer to Federal Motor Carrier Safety Regulations of the Federal Highway Administration, Department of Transportation.
When is a Driver Subject to Drug and Alcohol Testing Under the Department of Transportation Regulations?

1. **Pre-Employment/Pre-Use** - Prior to the first time a driver performs safety-sensitive functions for ABF, the driver shall undergo testing for controlled substances.

2. **Post-Accident** - As soon as practicable following a DOT-recordable accident involving a commercial motor vehicle, ABF shall test for alcohol and controlled substances each surviving ABF driver who was performing safety-sensitive functions with respect to the vehicle:
   - if the accident involved the loss of human life; or
   - if the driver receives a citation under state or local law for a moving traffic violation arising from the accident, and
     - a. A person involved in the accident is medically treated away from the scene; or
     - b. one or more vehicles involved in the accident must be towed due to disabling damage.

A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by ABF to have refused to submit to testing. No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first. Nothing in this section shall be construed to require the delay of necessary medical attention for injured people following an accident or to prohibit a driver from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary emergency medical care.

3. **Random** - ABF shall require that each driver who is notified of selection for random alcohol and/or controlled substances testing proceeds to the test site immediately; provided, however, that if the driver is performing a safety-sensitive function at the time of notification, ABF shall instead ensure that the driver ceases to perform the safety-sensitive function and proceeds to the testing site as soon as possible.

4. **Reasonable Suspicion** - ABF shall require a driver to submit to an alcohol test when ABF has reasonable suspicion to believe that the driver has violated the prohibitions of the regulations concerning alcohol.

ABF shall require a driver to submit to a controlled substances test when ABF has reasonable suspicion to believe that the driver has violated the prohibitions of the regulations concerning controlled substances.

5. **Return to Duty** - Prior to a driver returning to duty requiring the performance of a safety-sensitive function after engaging in conduct prohibited by Subpart B of Part 391* concerning alcohol and/or controlled substances, the driver shall undergo a return-to-duty alcohol and/or directly observed controlled substances test as directed by a substance abuse professional. A driver must also complete a return-to-duty drug and/or alcohol test under 382.121 before being allowed to return to work in a safety-sensitive function following a voluntary rehab and/or education.
6. **Follow-up** - Following a substance abuse professional determination that a driver is in need of assistance in resolving problems associated with alcohol misuse and/or controlled substance use, the driver is subject to unannounced follow-up alcohol and/or directly observed controlled substances testing as directed by a substance abuse professional.

* Please refer to Federal Motor Carrier Safety Regulations of the Federal Highway Administration, Department of Transportation.
How is Department of Transportation Required Alcohol Testing Performed?

Alcohol testing is performed using an evidential breath device (EBT) approved by the National Highway Transportation Safety Administration.

An initial screening test is first performed. If the result of this test indicates an alcohol concentration of less than 0.02, the test is negative.

When the results of the initial screen indicate an alcohol concentration equal to or greater than 0.02, a confirmation test will be performed. This second test will be performed at least 15 minutes after, but not longer than 30 minutes after the first test. The reported results are those of the confirmatory (second) test.

Breath alcohol tests can only be performed by a breath alcohol technician (BAT). This individual will have received training in administration of a breath analysis test for alcohol, as well as training in the Department of Transportation regulations pertaining to alcohol misuse.

Breath alcohol tests are reported directly from the facility administering the test to the ABF driver/employee.
How is Department of Transportation Required Drug Testing Done?

Drug testing is performed using a specimen of the driver's urine. The specimen will be tested for the following substances:

- Cocaine
- Marijuana
- Phencyclidine
- Amphetamines
  - Amphetamines
  - Methamphetamines
- Opiates
  - Morphine
  - Codeine
  - Heroin

Note: Effective October 1, 2010, the DOT mandated that all urine specimens be tested for Ecstasy (MDMA, MDEA, MDA) as part of the testing for Amphetamines.

The process of drug testing involves the following three activities:

1. **The Collection Process** - The driver will be required to provide the urine specimen by a collector specified by ABF. The following will be asked of the driver to ensure the integrity of the process:
   - present photo ID
   - follow the collection personnel's instructions regarding the procedure for providing a split specimen as required by the DOT (i.e., remove outer clothing, empty all pockets, etc.)
   - observe the completion of the collection process by the collection site personnel (i.e., applying tamper-proof seals to the urine bottles)
   - read and complete information asked of you on the Custody and Control Form

   The collection site will send the sealed specimen, along with the Custody and Control Form, to a Department of Health and Human Services/Substance Abuse and Mental Health Service Administration (DHHS/SAMHSA) certified laboratory. Additionally, the collection site will send the MRO copy of the Custody and Control Form to the Medical Review Officer.

2. **The Testing Process** - Upon arrival at the DHHS/SAMHSA lab, the specimen will be analyzed for the applicable drug groups via the Immunoassay Screening Method. Additionally, each specimen is screened to access the validity of the specimen.

   Should the specimen screen positive by this method, further testing will be performed.

   This second or confirmation test is performed via Gas Chromatography/Mass Spectrometry. All Department of Transportation-required drug test results are reported by the lab to ABF’s Medical Review Officer for review before being reported to ABF.
The Medical Review Process - As stated above, all DOT-required drug test results are reviewed by ABF's selected Medical Review Officer (MRO) before being reported.

Negative Results - An administrative review of the Custody and Control Form for completeness and correctness is performed prior to the result being issued. All pre-employment, random, return-to-duty, follow-up, and post accident tests ruled as dilute will result in recollection.

Positive Results - Prior to a positive result being reported to ABF, the donor will be contacted by the physician (MRO) so that he/she may ascertain whether the donor is taking a legally prescribed medication which resulted in a positive drug test. It is the driver's obligation to be available to the physician so the situation can be discussed in an expedient manner.

Adulterated/Substituted Results - Specimens found during the validity testing to be adulterated or substituted will be reported to the MRO as such by the DHHS/SAMHSA laboratory. In these cases, the MRO will contact the donor and offer the donor an opportunity to provide a medical explanation for such results.

Should the driver not agree with the ruling of the Medical Review Officer, he/she has the right to request, within 72 hours of the time of notification of the result, that the "split specimen" be sent to a second DHHS/SAMHSA lab for analysis. The "split specimen" procedure is done at the donor's expense.
What Constitutes A Refusal to Take an Alcohol Test?

• Fail to appear for any test within a reasonable time, as determined by the employer, after being directed to do so by the employer;
• Fail to remain at the testing site until the testing process is complete;
• Fail to provide an adequate amount of breath for any alcohol test required;
• Fail to provide a sufficient breath specimen, and the physician has determined, through a required medical evaluation, that there was no adequate medical explanation for the failure;
• Fail to undergo a medical examination or evaluation, as directed by the employer as part of the insufficient breath procedures outlined at §40.265(c);
• Fail to sign the certification at Step 2 of the ATF; or
• Fail to cooperate with any part of the testing process.

What Constitutes a Refusal to Take a Drug Test?

• Fail to appear for any test within a reasonable time, as determined by the employer, after being directed to do so by the employer;
• Fail to remain at the testing site until the testing process is complete;
• Fail to provide a urine specimen for any drug test required;
• In the case of a directly observed or monitored collection in a drug test, fail to permit the observation or monitoring of your provision of a specimen;
• 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;
• Fail or decline to take an additional drug test the employer or collector has directed you to take (see, for instance, §40.197(b));
• 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;
• Fail to cooperate with any part of the testing process (e.g., refuse to empty pockets when directed by the collector, behave in a confrontational way that disrupts the collection process, fail to wash hands after being directed to do so by the collector);
• For an observed collection, fail to follow the observer’s instructions to raise your clothing above the waist, lower clothing and underpants, and to turn around to permit the observer to determine if you have any type of prosthetic or other device that could be used to interfere with the collection process;
• Possess or wear a prosthetic or other device that could be used to interfere with the collection process;
• Admit to the collector or MRO that you adulterated or substituted the specimen;
• If the MRO reports that you have a verified adulterated or substituted test result; or
• Failure to remain readily available for testing following an accident.
What Are the Consequences for Being in Violation of the Alcohol Misuse and Controlled Substance Use Regulations?

In the event that a driver tests positive on a drug test, has an alcohol concentration of .04 or greater, refuses a DOT-required drug or alcohol test, or violates another prohibition on the use of alcohol or drugs under the DOT regulations, the driver must comply with the following:

1. The driver must immediately cease performing safety-sensitive functions.

2. The driver shall be advised by ABF of resources available to the driver in evaluating and resolving problems associated with the misuse of alcohol and use of controlled substances, including the names, addresses, and telephone numbers of substance abuse professionals.

3. Prior to driving again, the driver must:
   a. Be evaluated face-to-face by a substance abuse professional meeting the DOT qualifications and comply with the treatment and/or education program prescribed by the substance abuse professional.
   b. Be re-evaluated face-to-face by the substance abuse professional to determine that the driver has successfully complied with the prescribed program.
   c. Undergo a return-to-duty test for alcohol indicating a result less than 0.02 BAC and, if required, a controlled substances test with a verified negative result. This test will be conducted by ABF if the driver is otherwise eligible to return to work for ABF.

4. The driver shall be subject to unannounced follow-up alcohol and/or controlled substances tests for a period of up to 60 months as determined by the substance abuse professional. Follow-up testing requirements follow the employee through breaks in service and to subsequent employers.

What Are the Consequences for Drivers Found to Have an Alcohol Concentration of 0.02 or Greater But Less Than 0.04?

The Department of Transportation requires that drivers found to have an alcohol concentration of 0.02 to 0.039 be removed from safety-sensitive functions for twenty-four (24) hours.

For disciplinary action resulting from positive alcohol tests with an alcohol concentration of 0.02 or greater but less than 0.04, refer to the current labor agreement or ask your local union representative.
What Are the Effects of Alcohol and Controlled Substances Use on an Individual's Health, Work, and Personal Life?

**Increased Absenteeism and Tardiness**

*Alcoholism causes an estimated 500 million lost workdays per year.*


*Employees testing positive on pre-employment drug tests were absent from work 66 percent more often than those who tested negative.*


**Increased Accidents**

*Alcoholics reportedly have an accident rate 2-4 times higher than that of other workers.*


*Drug-using employees are 3.6 times more likely to be involved in a workplace accident.*


**High Turnover of Personnel**

*Employees testing positive on their pre-employment drug tests were 77 percent more likely to be fired in the first three years of employment than those who tested negative.*

Medical Problems

Between 25 and 40 percent of all general hospital patients are there because of complications related to alcoholism.


Some of the common health effects of abuse of alcohol and/or controlled substances are:

• Fatal liver disease
• Kidney disease
• Pancreatitis
• Ulcers
• Cancers of the mouth, tongue, pharynx, lungs, esophagus, breast and rectum
• Malignant melanoma
• Neonatal mortality or birth defects
• Permanent brain cell damage
• Decreased immunity system
• Parkinson’s Disease
• Strokes
• Heart attacks

Adverse Effect on Non-Drug-Using Personnel

Impaired employees endanger fellow workers and everyone on the highways in addition to themselves. The higher medical costs of alcohol and drug abusing employees is passed along to all employees through their health insurance.

Theft
What are the Signs and Symptoms of a Co-Worker Being Under the Influence of Alcohol?

**Physical Signs**
- Smell of alcohol on clothes or breath
- Intoxicated behavior
- Glazed, bloodshot, or watery eyes
- Slurred speech
- Unsteady walk
- Relaxation
- Relaxed inhibitions
- Impaired coordination
- Slowed reflexes
- Extreme changes in personality
- Poor balance
- Tremors
- Vomiting
- Lack of balance
- Confusion

What Are the Signs and Symptoms of Someone (you or a co-worker) Possibly Having A Problem With Drugs and/or Alcohol?

**Signs of Deteriorating Job Performance**
Job behavior and work performance should not just be a concern of the employer and supervisor, but to all employees. Expert knowledge about abuse of controlled substances or abused drugs isn't necessary, but changes from the "normal" work pattern and/or behavior of the employees should be noticed.

Listed you will find various "warning signs" that usually appear on the job, indicating some consequences of drug abuse. It is impossible to rate all behavioral and work pattern problems that occur in this process of deterioration. They can appear singularly or in combination. They may signify problems other than substance abuse. For example, alcoholism, diabetes, high blood pressure, thyroid disease, psychiatric disorders, emotional problems and certain heart conditions all share some of the same signs. Therefore, it is important to remember that unusual or odd behavior may not be connected in any way with drug or alcohol abuse.
**Physical Signs Or Conditions**

- Weariness, exhaustion
- Untidiness
- Yawning excessively
- Blank stare
- Slurred speech
- Sleepiness (nodding)
- Unsteady walk
- Sunglasses worn at inappropriate times
- Unusual effort to cover arms
- Changes in appearance after lunch or break
- Constricted or dilated pupils of eyes
- Nausea
- Poor perception of time and distance
- Disoriented behavior
- Red or watery eyes
- Runny nose
- Chills or sweats
- Cycles of increased or decreased energy
- Chronic nosebleeds

**Mood**

- Appears to be depressed or extremely anxious all the time
- Irritable
- Suspicious
- Complains about others
- Emotional unsteadiness (e.g., outbursts of crying)
- Mood changes after lunch or break
- Oversensitivity

**Actions**

- Withdrawn or improperly talkative
- Spends excessive amount of time on the telephone
- Argumentative
- Has exaggerated sense of self-importance
- Displays violent behavior
- Avoids talking with supervisor regarding work issues
- Slow reactions
- Confusion or disorientation

**Absenteeism**

- Acceleration of absenteeism and tardiness, especially Mondays, Fridays, before and after holidays
- Frequent unreported absences, later explained as "emergencies"
- Unusually high incidence of colds, flu, upset stomach, headaches
- Frequent use of unscheduled vacation time
- Leaving work area more than necessary (e.g., frequent trips to water fountain and bathroom)
- Unexplained disappearance from the job with difficulty in locating employee
- Requesting to leave work early for various reasons
**Accidents**

- Taking of needless risks
- Disregard for safety of others
- Higher-than-average accident rate on and off the job

**Work Patterns**

- Inconsistency in quality of work
- High and low periods of productivity
- Poor judgment/more mistakes than usual and general carelessness
- Lapses in concentration
- Difficulty in recalling instructions
- Difficulty in remembering own mistakes
- Using more time to complete work/missing deadlines
- Increased difficulty in handling complex situations

**Relationship to Others On the Job**

- Overreaction to real or imagined criticism
- Avoiding and withdrawing from peers
- Complaints from co-workers
- Borrowing money from fellow employees
- Complaints of problems at home, such as separation, divorce, and child-discipline problems

**Where Can You Seek Assistance?**

or

**How Can You Intervene If You Suspect A Co-Worker of Alcohol Misuse and/or Illegal Substance Use?**

Alcohol and/or substance abuse is a complex problem calling for specialized care. To help yourself or someone else with an abuse problem, professional help should be sought. The National Council on Alcoholism and Drug Dependence provides referral services to individuals seeking help; families of individuals seeking help; and families of individuals with alcoholism or other drug problems through an 800 number hot line.

**1 - 800 - 622 - 2255**

or

**online at: www.ncadd.org**

You can also find information on treatment for alcohol and/or drug problems by looking in the Yellow Pages under “Alcoholism” or “Drug Abuse.”
POST-ACCIDENT DRUG AND ALCOHOL TESTING
INSTRUCTIONS FOR DRIVERS

As required by the Department of Transportation, alcohol tests, as well as drug tests, are to be given to individuals performing safety-sensitive functions in relation to accidents that:

1. Result in the loss of human life;
   or
2. The driver received a citation for a moving traffic violation when as a result of the accident:
   a. an individual required immediate medical attention away from the scene of the accident;
   or
   b. one or more vehicles involved in the accident required towing due to disabling damage.

DRIVER'S PROCEDURES FOLLOWING A VEHICULAR ACCIDENT

1. Contact the ABF Safety & Security Department.

In the event of a vehicular accident, road drivers and city drivers must immediately call the Safety & Security Department hot line number (1-800-755-6486) to report the accident.

The person in the Safety & Security Department who is manning the hot line will determine whether or not you are required to take the post-accident tests. This decision will be based on information supplied to the Safety & Security Department from the driver or another knowledgeable party. Your local terminal will not be required to make the determination of whether an accident meets the qualifications that require a post-accident test. The terminal may be requested to seek out additional information to facilitate the decision-making process, but the actual decision will be made by the Safety & Security Department.

2. Remain readily available for alcohol and drug testing following an accident.

After involvement in an accident, being subject to post-accident testing, you must remain readily available for such testing. In the event the accident is later determined to require a post-accident test, a driver that does not remain readily available for testing will be deemed to have refused to submit to testing. Under the Department of Transportation regulations, a refusal will result in your being taken out of service and referred to a substance abuse professional for evaluation. It must also be noted that a refusal to submit to post-accident testing in which the accident involved a fatality will result in a one-year suspension as mandated by the Department of Transportation.
This is not to be construed to require the delay of necessary medical attention for an injured person(s) following an accident or to prohibit a driver from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary emergency medical care.

3. **Do not use alcohol for eight (8) hours after the accident.**

You are prohibited from using alcohol for eight (8) hours after an accident. The prohibition ends eight hours after the accident (when a test is no longer required), once you have taken a post-accident alcohol test under the Department of Transportation rules, or once ABF’s Safety & Security Department has determined that your performance could not have contributed to the accident.

In accordance with the Department of Transportation regulations, a violation of this rule will result in your being taken out of service and referred to a substance abuse professional.

4. **Upon determining that post-accident testing is required:**

You will be instructed, by the Safety & Security Department, as to the name, address, and phone number of the doctor/clinic where the tests will be conducted. You will be instructed to proceed, or you will be transported by an ABF representative, to a previously established clinic/collection site for alcohol and drug testing.

Each terminal has made previous arrangements with a local clinic/collection site that has agreed to perform alcohol and drug testing in accordance with Department of Transportation rules and regulations. Terminals have also established a 24-hour clinic/collection site for post-accident testing that is required during non-business hours and on weekends.

Post-accident testing of road drivers can be more difficult in that they may be involved in accidents that are not in close proximity to an ABF terminal location. The Safety & Security Department will be able to direct the road driver to the appropriate testing site in order to stay within the Department of Transportation post-accident testing guidelines.

In some instances, ABF may use the results of a breath or blood test, for the use of alcohol, conducted by federal, state, or local officials having independent authority for the test. These tests are considered to meet Department of Transportation requirements if such tests conform to applicable federal, state or local requirements, and if the results are obtained by ABF.

There may also be instances in which a properly trained and certified ABF company official or onsite collector will administer the alcohol and/or drug test at or near the accident site.

Once again, the decision to use a test conducted by a law officer or ABF official will be made by the ABF Safety & Security Department.

5. If the post-accident alcohol test is not administered within two (2) hours following the accident, ABF must prepare and maintain on file a record stating the reasons the test was not promptly administered.
6. If the post-accident alcohol test is not administered within eight (8) hours of the accident, all attempts to administer the alcohol test shall cease and ABF will add to the report mentioned in number 5 above, the reason(s) why the test was not administered.

7. If the post-accident drug test is not administered within thirty-two (32) hours of the accident, all attempts to administer the drug test shall cease and ABF must prepare a report with the reason(s) why the test was not administered.

8. Under Department of Transportation regulations, a positive post-accident alcohol test result of 0.02% BAC or greater, but less than 0.04% BAC, will result in being taken out of service for 24 hours from the time of the alcohol test. If your alcohol content is 0.04% or greater, or if you test positive for controlled substances, you will be taken out of service and referred to a substance abuse professional as required by the Department of Transportation.

9. A refusal to be tested for alcohol or drugs in a post-accident situation will be considered a positive test. Under the Department of Transportation regulations, your refusal requires you to be taken out of service and referred to a substance abuse professional.

10. For details of disciplinary action resulting from positive post-accident tests and refusals to be tested following an accident, see the current labor agreement or ask your local union representative.