

**CONTROLLED  
SUBSTANCES AND  
ALCOHOL TESTING  
REGULATIONS**

**FEDERAL MOTOR  
CARRIER  
SAFETY ADMINISTRATION**

September 24, 2009

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## **CONTROLLED SUBSTANCES AND ALCOHOL TESTING REGULATIONS**

### **POLICY STATEMENT**

This policy applies to all applicants and employees, who are required to perform a “safety sensitive” function as defined under the Omnibus Transportation Act of 1991 (the “Act”), as amended. This policy also applies to off-site lunch periods or breaks when the affected individual is scheduled to return to work.

The City of Fresno is committed to protecting the health and safety of individual City employees, their co-workers, and the public from the hazards caused by the misuse of drugs and alcohol by its employees. In the interest of safety, individuals will not be permitted to perform their duties while impaired by the influence of alcohol or drugs. In order to achieve this goal and to comply with the requirements of the “Act” and the Federal Motor Carrier Safety Administration regulations, the City has developed, and will continue to implement, a drug and alcohol testing program designed to prevent accidents and injuries resulting from the misuse of alcohol and prohibited drugs by individuals who perform safety sensitive functions.

### **PROHIBITED SUBSTANCES**

Federal Motor Carrier Safety Administration drug testing regulations (49 CFR Part 40) require that all covered employees be tested for marijuana, cocaine, amphetamines, opiates, and phencyclidine. Illegal use of these drugs is prohibited at all times, and thus employees may be tested for these substances in accordance with the Federal regulations.

The use of any illegal drug or substance identified in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812), as further defined by 21 CFR 1300.11 through 1300.15 is prohibited at all times unless a legal prescription has been written for the substance. This includes, but is not limited to marijuana, amphetamines, opiates, phencyclidine (PCP) and cocaine, as well as any substance which causes the presence of these drugs or drug metabolites not approved for medical use by the U.S. Drug Enforcement Administration or the U.S. Food and Drug Administration. Illegal use includes use of any illegal drug, misuse of legally prescribed drugs, and use of illegally obtained prescription drugs.

## **PERFORMING A “SAFETY SENSITIVE” FUNCTION**

Covered employees under this policy include those who hold a commercial driver’s license and operate a commercial motor vehicle if the vehicle:

1. Has a gross combination weight 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 (49 U.S.C. 5103(b)) and which require the motor vehicle to be placarded under the Hazardous Materials regulations (49 CFR part 172, subpart F).

Essentially, this policy will cover employees whose duties require the operation of large vehicles or heavy equipment, specialized vehicles, or employees whose duties require the road testing of such vehicles. Employees who have questions or concerns regarding a “safety sensitive” designation of their position may discuss the issue with their supervisor or contact the Designated Employer Representative (DER) for further information.

Performing a safety sensitive function as it pertains to testing for alcohol includes any period in which the covered individual is actually performing, ready to perform or immediately available to perform such functions. Testing for drugs may occur at any time that the safety sensitive employee is at work irrespective of actually performing a safety sensitive task. Testing for alcohol will only occur just before, during, or just after the performance of safety sensitive duty. Employees will be paid the applicable rate of pay during the entire period of time that they are participating in the testing process.

Individuals who are identified as falling under the provisions of this policy are required to participate as a condition of employment. Employees who are unsure if they are covered by this regulation or have questions regarding the application of this policy are encouraged to contact the DER designated later in this document.

## **CIRCUMSTANCES FOR TESTING**

The Act requires the following types of test be performed under the Federal guidelines:

### **1. Pre-Employment, Promotional or Transfer Testing**

Pre-employment testing will occur after the applicant has been provided a conditional offer of employment. A pre-employment candidate must produce a verified negative drug test result prior to performing a safety sensitive duty. If the test is cancelled, the individual must re-take and successfully pass the test prior to the performance of a safety sensitive function.

Employees who are being transferred or promoted from a non-safety sensitive position to a safety sensitive position will be required to undergo drug testing. Employees who are currently employed in a safety sensitive position seeking transfer or promotion to another safety sensitive position will not be required to undergo further testing.

## **2. Post-Accident Testing**

Post-accident testing will occur under the following circumstances:

- a. **FATALITY.** Controlled substances and alcohol testing will occur in all cases involving a fatality.
- b. **NONFATAL:**

### **TESTING FOR ALCOHOL WILL OCCUR**

1. If the driver received a citation within 8 hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved:
  - A. Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; or
  - B. One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

### **TESTING FOR CONTROLLED SUBSTANCES WILL OCCUR**

1. If the driver received a citation within 32 hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved:
  - A. Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away for the scene of the accident: or
  - B. One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

Drug testing in post-accident situations shall occur as soon as possible, but no later than 32 hours after the accident. If the controlled substances test cannot be performed within this time frame, a reason shall be documented.

Alcohol testing shall occur within 2 hours of the accident. If the alcohol test cannot be performed within this time period the reason shall be documented. In no case shall an alcohol test be administered later than 8 hours past the time of the accident and the reason for delay shall be documented. An individual who has been involved in an accident which requires a post-accident test, shall not consume any alcohol for a period of 8 hours after the occurrence or until such time as the post accident alcohol test has been performed.

A driver who is subject to post-accident drug and alcohol testing shall remain readily available in the event testing is required. Failure to remain readily available for testing can be deemed a refusal to test.

Nothing in this section shall delay medical attention for an injured individual following an accident or prohibit an individual from leaving the immediate scene of the accident for the period of time necessary to obtain assistance in responding to the accident or to obtain medical treatment.

### 3. **Reasonable Suspicion Testing**

Employees may be subject to reasonable suspicion testing when there is reasonable suspicion to believe that the individual has used a prohibited drug or alcohol. For a reasonable suspicion test to occur, the individual must be observed by one supervisor who has been trained in the detection of drug or alcohol misuse in accordance with the applicable Federal regulations. The supervisor shall require the individual to undergo such testing based only on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the covered individual. The observations may include indications of the chronic and withdrawal effects of controlled substances. The employee shall be immediately informed of the supervisor's observations and suspicions and advised that he/she may have a representative present. The notification to the employee shall be documented on an Incident Report or Reasonable Suspicion Testing form. The employee shall immediately proceed to the testing facility or location for reasonable suspicion testing for drugs and/or alcohol.

The employee shall be immediately informed of the supervisors' suspicions and advised that he/she may have a representative present. The notification to the employee shall be documented on the Incident Report Form or Reasonable Suspicion Testing Form. If any test for alcohol is not conducted within 2 hours following the determination to test the employee, the reasons shall be documented. If testing is delayed beyond 8 hours, the testing process shall be terminated and the reasons for not conducting the test shall be documented.

### 4. **Random Testing**

Random testing for alcohol will be conducted on an unannounced basis just before, during, or after the performance of a safety sensitive function. Testing for drugs may be performed at any time while the individual is present at work, irrespective of the performance of a safety sensitive function.

The name of each individual who is subject to random testing will be placed into a pool from which the names will be randomly drawn. Each employee shall have an equal chance at selection and shall remain in the pool even after being tested. The basis for random selection shall be by a scientifically valid random number generation method initiated by computer and observed by an employee representative designated by the affected labor organizations effective January 1 of each calendar year in the following rotation order: CFMEA (January 1, 2006), CFPEA (January 1, 2007), FPOA (January 1, 2008), IBEW (January 1, 2009), ATU (January 1, 2010), Local 39 (January 1, 2011) and FCEA (January 1, 2012). Random drug and alcohol testing shall conform to and not exceed the testing limits established by Federal law.

Employees shall only be tested for alcohol while the driver is performing safety-sensitive functions, just before the driver is to perform safety-sensitive functions, or just after the driver has ceased performing such functions

Employees who have not been subject to random testing for 30 days shall be required to produce a verified negative drug test prior to their resumption of safety sensitive functions.

### **Procedure for Random Testing**

- A. The Risk/Safety Manager will select a date and time for testing and request the designated labor organization observer to attend. The date is usually selected 24 hours prior to the creation of the list of names for actual testing. In order to facilitate testing, the Risk/Safety Manager will notify the designated testing facility of the date and time of expected testing so that adequate staffing needs are met.
- B. At the appointed time of list creation, the Risk/Safety Manager will request the designated labor organization observer to select a random number between 1 - 10.
- C. Based upon the number selected, the computer will generate lists until that numbered list is reached. That list will be used for testing and all others will be discarded. Both the Risk/Safety Manager and the observer will sign the selected list to verify its authenticity as being the list selected.
- D. The Risk/Safety Manager will review the list and identify the physical location of all employees selected.
- E. The Risk/Safety Manager will contact the departmental representative(s) and provide the names of employees who require drug/alcohol testing.

- F. Management shall notify selected employees that they have been chosen for random testing. Selected employees for testing shall be subject to testing from the time the driver begins to work or is required to be in readiness to work until the time he/she is relieved from work and all responsibility for performing work. Employees that are selected, but who are not reasonably expected to return to work before the next list is drawn, shall not be tested
- G. Management shall notify the Risk/Safety Manager of the availability of selected employees and provide information for the file if an employee was not tested.
- H. The Risk/Safety Manager shall maintain a separate file for each date that testing is performed. The file shall contain the original list from which the names were used to identify employees to be tested.
- I. The Risk/Safety Manager shall place a copy of the completed drug testing report into each corresponding file for that specific date of testing.
- J. Upon receipt of information from the Medical Review Officer (MRO) that an employee has tested positive for drugs or alcohol, the Risk/Safety Manager shall advise management that the employee must be precluded from performing in a safety sensitive capacity. Except as provided in 49 CFR Part 40, Subpart P, no medical information and/or drug/alcohol testing results shall be released to third parties without the employee's specific written consent.
- K. The Risk/Safety Manager shall contact the Substance Abuse Professional (SAP) and shall advise the employee of a date and time for referral.
- L. Upon receipt of the recommendation of the SAP, the Risk/Safety Manager shall confer with the employee, the employee's representative should he/she choose to be represented, and the appropriate management representative for the purpose of discussing the recommendation of the SAP and if a Last Chance Agreement shall be considered.
- M. A positive test result may subject the employee to disciplinary action up to and including termination. Management shall determine the level of discipline including whether a Last Chance Agreement shall be offered. The purpose of the Last Chance Agreement is to allow the employee to return to work (upon testing negative for drugs and alcohol) with the understanding that the recommendation of the SAP be completed and that any future positive test will result in termination without appeal.

## **5. Return to Duty and Follow Up Testing**

These tests will be conducted when an individual returns to duty following a violation of the prohibited alcohol or drug testing. Follow up testing after returning to work is unannounced and shall be conducted at least six times during the following year. During this period of time, the individual will remain subject to testing under the previously established random testing requirements as outlined above in the previous section.

All return-to duty and follow up testing will be conducted under direct observation and in accordance with the Federal Department of Transportation protocols as contained in 49 CFR Part 40, as may be amended.

Employees seeking specific details regarding the procedures and methodology of drug/alcohol testing are referred to 49 CFR PART 40 of the Federal regulations. Employees who wish to review this information may contact the Designated Employer Representative (DER) in the Personnel Services Department for assistance in securing a written copy of these regulations.

Employees are also directed to Administrative Order 2-25 Policy on Drug and Substance Abuse or subsequent amendments, for information relating to the City of Fresno's internal policy on this issue. A copy of this policy may be obtained by contacting management personnel, the DER, or the City's website.

All testing that is required by the Federal regulations will be conducted at the expense of the City of Fresno and employees shall remain in a full pay status during any period of time connected to or associated with the compliance of these regulations.

### **TESTING FOR DRUGS**

Employees who may be called upon to perform work in a safety sensitive capacity are subject to drug and alcohol testing as outlined in the Federal regulations.

Covered employees are prohibited from reporting for duty or remaining on duty if there is a qualitative presence of a prohibited drug in their system which measures above the minimum thresholds as defined in 49 CFR PART 40, as amended. Consistent with the Drug Free Workplace Act of 1988, all covered employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of prohibited substances in the workplace including the employment premises, vehicles, or while conducting official City business. All employees are further reminded that they must notify management of any criminal drug statute conviction for a violation occurring in the workplace within five (5) days after such conviction.

Urine specimens will be collected in accordance with 49 CFR Part 40, Procedures for Transportation Workplace Drug and Alcohol Testing Programs, Subpart E, as may be amended from time to time.

Employees may request a copy of these procedures from the DER.

Each urine specimen will be tested at a federally certified laboratory for the specific substances and their respective detection levels contained in the regulation which may be amended from time to time. At the present time, the substances and their detection levels are as follows:

Substance	Detection Level (Nanograms)	
	Initial	Confirmation
A.) Marijuana (THC metabolite)	50	15
B.) Cocaine	300	150
C.) Amphetamines	1000	500
D.) Opiates	2000	2000
E.) Phencyclidine (PCP)	25	25

*Important:* To repeat, consumption of any of the above substances is prohibited by the Federal guidelines. Individuals in positions which have been identified as being safety sensitive are encouraged to seek immediate, confidential, professional/medical assistance to initiate treatment and recovery.

The laboratory is required to test all incoming primary specimens for dilution, substitution, and adulteration. The testing procedure is a two step process. The first is a screening test. If the screening test is positive for one or more of the above substances, a confirmation test is performed for each identified drug using gas-chromatography/mass spectrometry (GC/MS) analysis. As noted, all samples will also be examined to determine if it has been diluted or adulterated with any other substances designed to mask prohibited substance use.

Employees who are found positive for one or more of the above substances will be contacted by telephone by the MRO. The MRO will inform the individual of the finding and allow the individual to provide an explanation which may medically justify use of the identified substance. The use of other outside medical experts may be utilized in this process at the direction of the MRO. Unjustified use of the substance will result in the MRO reporting the finding as a “positive” to the City. Findings which are determined to be medically acceptable in the opinion of the MRO will be reported as “negative” to the City representative.

Any individual who has been tested and disagrees with the MROs determination that the specimen is “positive” or that the specimen has been adulterated or substituted, may request that the “split” specimen be sent to another certified laboratory for analysis. The employee must make this request within 72 hours of being notified by the MRO of the finding. The City will initially pay for the split sample to be tested upon an employee’s request for an appeal determination. In the event that the MROs decision is not reversed, the employee will be responsible to reimburse the City for the second analysis.

## **IMPORTANT:**

**Employees who are found positive for one or more of the above substances shall be immediately removed from their safety sensitive position and referred to a SAP.**

A dilute negative shall be accepted as a negative test result and the employee or applicant shall not be required to produce an additional sample for testing purposes.

## **TESTING FOR ALCOHOL**

Alcohol means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols including methyl or isopropyl alcohol. Employees are cautioned against the use of various medications or remedies that may contain alcohol.

Alcohol testing is performed through the use of an evidential breath test which measures the amount of alcohol concentration in the individual's system. In order to perform the test, the employee will be asked to provide a breath sample into the device which then calculates the extent of alcohol concentration. The machines used to perform these tests are required to be calibrated and the operators are required to undergo training and testing in order to meet the Federal criteria. Refusal to submit to an alcohol test as required by the Federal regulations will be presumed as a positive finding and will result in a physician referral to determine if there is any medical basis to justify the refusal to test.

Prohibited use of alcohol includes the following:

1. Covered employees are prohibited from consuming alcohol while performing safety sensitive job functions or while on paid status to perform safety sensitive functions. An on-call employee who has consumed alcohol is required to acknowledge his/her consumption at the time that they are called to duty.
2. Reporting for duty or remaining on duty in a safety sensitive position while having an alcohol concentration of .04 or greater.
3. Using alcohol within 4 hours prior to performing a safety sensitive function.
4. Employees who are on paid or "standby" status are prohibited from using alcohol. Employees who violate this provision and are recalled to duty are required to acknowledge the use of alcohol and their inability to perform safety sensitive duties. Employees who acknowledge the use of alcohol, but claim that they are able to perform in a safety sensitive capacity will be required to submit to an alcohol test.
5. An employee who is required to undergo alcohol testing as part of a post-accident test may not use alcohol for eight hours following the accident or until such time as the post-accident test is completed.

Usually, two breath tests will be performed in order to determine if an individual has a prohibited alcohol concentration. A screening test is conducted first. A result less than 0.02 alcohol concentration is considered a “negative” test. If the concentration is 0.02 or greater, a second confirmation test is conducted. If the confirmation test results in a value between 0.02, but less than 0.04, the employee will be removed from the safety sensitive function until the alcohol level measures below 0.02, or until the start of the driver’s next regularly scheduled duty period, but not less than 24 hours following administration of the test. Employees with an alcohol concentration level of 0.04 or greater will be removed from the safety sensitive position and referred to a Substance Abuse Professional (SAP). These regulations are outlined in 49 CFR 655.31 and 49 CFR 655.35, as may be amended from time to time.

## **REFUSING TO TEST**

Refusing to submit to an alcohol or controlled substances test means that the employee:

1. Fails to appear for any test (except a pre-employment test) within reasonable time, as determined by the City, consistent with applicable DOT agency regulations, after being directed to do so by the management representative.
2. Fails to remain inside the testing facility until the testing process is complete. An employee who leaves the testing facility before the testing process commences of a pre-employment test is not deemed to have refused to test.
3. Fails to provide a urine specimen for any drug test required by the Federal regulations. Provided, that an employee who does not provide a urine specimen because he or she has left the testing facility before the testing commences 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.
5. Fails 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.
6. Fails or declines to take a second test the City or collector has directed the employee to take.
7. Fails to undergo a medical examination or evaluation, as directed by the MRO as part of the verification process, or as directed by the DER. 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. Fails 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.
10. Fails to sign Step 2 of the Alcohol Testing Form.

Employees should note that the above circumstances regarding refusal to test for alcohol or drugs are only applicable to DOT testing. If an employee refuses to take a non-DOT test or to sign a non- DOT form, it is not considered a refusal to take a DOT test. There are no consequences under DOT regulations for refusing to take a non-DOT test.

### **WHAT HAPPENS WHEN AN EMPLOYEE IS FOUND TO HAVE A POSITIVE RESULT?**

Employees are subject to disciplinary action up to and including termination upon the City's notice of a verified drug test result, if they have an alcohol concentration which exceeds .02, or if they refuse to test as defined in 49 CFR Part 40.191 and 40.261.

Any disciplinary action taken by the City as a result of this policy will be subject to the applicable provisions of current MOU's, Administrative Orders, and the Fresno Municipal Code (FMC) concerning representation and hearing appeals process. Among the factors to be considered in determining the appropriate disciplinary action include the level of the offense, the nature and requirements of the work, length of employment, current job performance, and history of past disciplinary action. Pursuant to the provisions of FMC 2-1905 (a)(5), and FMC 2-1666, Causes for Suspension or Removal, the City reserves the exclusive right to determine the level of disciplinary action and/or to extend a Last Chance Agreement to employees who have tested positive.

All employee records regarding drug and alcohol testing and any follow up testing is maintained with the utmost confidentiality. Access to these records is extremely restricted to only those individuals who have direct responsibility for the operation of the program.

### **EMPLOYEE LEAVE STATUS AFTER A POSITIVE DRUG/ALCOHOL RESULT OR REFUSAL TO TEST**

Employees who test positive for drugs or alcohol or who are determined to have refused to test, will be removed from performing a safety sensitive function and placed on paid administrative leave. Employees may elect to use other accumulated leave balances at their option in lieu of their placement on paid administrative leave.

## **THE ROLE OF THE SUBSTANCE ABUSE PROFESSIONAL**

In the event that an employee has been reported as having a positive alcohol or drug test, the City of Fresno representative will contact the individual for the purpose of arranging a referral to a Substance Abuse Professional. Substance Abuse Professionals are licensed medical physicians, certified social workers, psychologists, employee assistance professionals and drug and addiction counselors who have met certification requirements outlined by the Federal government to perform this function. This referral is made at no cost to the employee. The function of the SAP is to meet with the employee and make recommendations concerning education, treatment, follow-up testing, and aftercare.

In all cases where the employee has had a positive drug/alcohol test, the employee shall be required to undergo an additional follow-up test with a "negative" finding prior to being allowed to return to work and perform in a safety sensitive capacity

## **THE ROLE OF THE DESIGNATED EMPLOYER REPRESENTATIVE**

Federal law requires that employers designate an individual within the organization who will be responsible to facilitate and communicate with outside providers including the medical collection facility, Medical Review Officer, and Substance Abuse Professionals. The Designated Employer Representative (DER) is also available to respond to employee questions or concerns regarding the administration of the program and how the Federal guidelines are implemented. The Designated Employer Representative for the City of Fresno is Daniel Turner, Risk/Safety Manager in the Personnel Services Department. Mr. Turner can be contacted at (559) 621-6901.

In addition to the DER, an Advisory Committee shall be maintained to review the impact, modification, or repeal of the Omnibus Transportation Employee Testing Act and make recommendations to the City Manager on all matters relevant to the implementation of this policy. Half of the Committee members shall be appointed by the City and half shall be appointed by those recognized employee organizations subject to this policy and shall meet at the request of any member.

## **EMPLOYEE ADMISSION OF ALCOHOL AND CONTROLLED SUBSTANCES USE.**

**Any City of Fresno employee covered by this policy who admits to alcohol misuse or controlled substances use prior to performing a safety sensitive function and does not self identify in order to avoid testing under the requirements of this policy, shall be provided special consideration. Employees making such a voluntary admission will not be subject to adverse disciplinary action for violations of this policy and shall be afforded the opportunity to seek evaluation, education or treatment to establish control over the employee's drug or alcohol problem. Employees who successfully complete an education or treatment program, as determined by a qualified drug or alcohol abuse evaluation expert (i.e., a Substance Abuse Professional, an employee assistance professional, or qualified drug and alcohol counselor) shall be permitted to return to safety sensitive duties upon evidence of a verified negative drug and alcohol test as provided by the Federal regulations.**

## **WHERE TO SEEK HELP:**

Substance abuse, including the use of alcohol, has been recognized as a nationwide problem. It is estimated that as much as 70% of all reported violence involves alcohol or substance abuse. Statistics indicate that over 10 million people are current users of illicit drugs and that 10% of the American population has an alcohol problem.

Lost productivity related to substance and alcohol abuse is estimated to be in excess of 50 billion dollars a year. Substance abusers have three times the normal absenteeism; five times the average Workers' Compensation claims; three times more accidents; and three times the health care benefit usage.

Frequently, the results of drug abuse in the workplace result in increased absenteeism, personality changes, an increase in the number of work related injuries, a deterioration in work quality and job performance, the offering of excuses, and complaints from co-workers and customers. The recognition of these issues is critical in assisting all effected employees in the organization to be referred to intervention programs and advised of available programs to assist them in overcoming this problem. An employee who make a voluntary admission of alcohol or substance misuse which is not related to a positive finding associated with the mandated Federal testing program will not be subject to disciplinary action and shall be given sufficient opportunity to seek evaluation, education, or treatment to establish control over the problem. Employees who seek voluntary assistance and successfully complete an educational or treatment program as determined by a qualified substance abuse professional, shall be allowed to resume their former safety sensitive duties upon a showing of compliance with the Federal guidelines.

It is the policy of the City of Fresno to encourage employees to seek assistance regarding problems with substance use prior to actual detection as part of a drug/alcohol test. Employees who seek professional assistance on a voluntary basis will be afforded the opportunity to seek professional treatment on a confidential basis to assist them in achieving full recovery and the ability to return to productive work.

The City shall provide employees seeking assistance for alcohol and/or substance abuse by maintaining a list of available contacts in the community who provide counseling and treatment services.

LISTING OF LOCAL AGENCIES FOR DEPENDENCY ISSUES & TREATMENT

ALCOHOLICS ANONYMOUS

221-6907 and 266-6752 (Spanish)

2812 N. Blackstone Avenue

Fresno, CA

Hours: 24 Hour hotline; M, T, Th, F, 9 a.m.- 4:30 p.m. W, 9 a.m.- 6 p.m.

Sat., 9 a.m.- 1 p.m.

ALCOHOLISM & DRUG ABUSE COUNCIL- FRESNO

248-1548

4411 N. Cedar Avenue, Suite 108

Fresno, CA

Hours: M-F, 8 a.m.- 5 p.m.

B.A.A.R.T.

266-9581

539 N. Van Ness Ave.

Fresno, CA

Hours: M-W & F, 6 a.m.- 11 a.m. (&) 12 noon- 2 p.m.; Th, 6 a.m.- 12:30 p.m.

Sat & Sun 6 a.m.- 10 a.m.; Holidays 6 a.m.- 9 a.m.

COMPREHENSIVE ALCOHOL PROGRAM, INC.

264-5096

2445 W. Whitesbridge Road

Fresno, CA

Hours: 24 hours, 7 days a week

DRUG TREATMENT CENTER 24 HOUR HELP LINE - No charge to calling party.  
(800) 711-6375.

FRESNO COUNTY HISPANIC COMMISSION ON ALCOHOL AND DRUG ABUSE SERVICES, INC.

268-6475

1444 Fulton St.

Fresno, CA

Hours: M-F, 9 a.m.-9 p.m.

KING OF KINGS

Men's Residential Recovery Home

266-6449

2267 S. Geneva Ave.

Fresno, CA

Hours: 24 hours, 7 days a week

KING OF KINGS DRUG ABUSE CENTER

2385 S. Fairview Ave.

Fresno, CA

237-4116

MAROA HOME  
441-1543  
826 N. Palm  
Fresno, CA  
Hours: M-F, 8 a.m.- 5 p.m.

NARCOTICS ANONYMOUS  
255-5881

NUUESTRA CASA RECOVERY HOME  
485-0501  
1414 W. Kearney Blvd.  
Fresno, CA  
Hours: 24 hours, 7 days a week

SALVATION ARMY A.R.C.  
495-4775  
804 S. Parallel Ave.  
Fresno, CA

VA MEDICAL CENTER  
225-6100  
2615 E. Clinton  
Fresno, CA  
Hours: M-F, 8 a.m.- 4 p.m.

WESTCARE  
2772 Martin Luther King Blvd.  
Fresno, CA  
265-4818

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