

# **WEAVER UNION SCHOOL DISTRICT**



## **Controlled Substance and Alcohol Testing Policy for Bus Drivers**

## Drug and Alcohol Testing Policy for Weaver Union School District Bus Drivers

### INTRODUCTION

The Weaver Union School District Board desires to take all possible steps to ensure transportation safety for Weaver Union School District's students and staff. The Superintendent has established a drug and alcohol testing program for all school bus drivers and any other employees who hold a commercial driver's license that is necessary to perform duties related to their employment with the Weaver Union School District. This program is designed to fulfill the requirements of federal law and regulations.

Drivers who test positive for alcohol or drugs shall be removed from safety-sensitive functions and subject to termination from employment with Weaver Union School District

Legal Reference:

EDUCATION CODE

35160 Authority of Weaver Union School District Board VEHICLE CODE

34500 Applicable vehicles 34501.12 Motor carrier definition 34520 Motor carrier and driver compliance with federal testing requirements UNITED STATES CODE, TITLE 49

2717 Alcohol and controlled substances testing (Omnibus Transportation Employee Testing Act of 1991) CODE OF FEDERAL REGULATIONS, TITLE 49

40 Procedures for Transportation Workplace Drug and Alcohol Testing Programs 382 Controlled Substance and Alcohol Use and Testing 395 Hours of Service of Drivers

### PROGRAM ADMINISTRATOR

Michelle Joyner is the person designated by Weaver Union School District to answer driver questions about these materials and the drug and alcohol testing program. **382.601(b)(1)**

## **THE OMNIBUS ACT**

The Omnibus Transportation Employee Testing Act of 1991 requires alcohol and drug testing of safety-sensitive employees in the aviation, motor carrier, railroad, and mass transit industries. The DOT published rules mandating anti-drug and alcohol misuse prevention programs in February 1994. The rules also expand and supplement existing drug testing rules published in November 1988 that mandated drug testing of aviation, interstate motor carrier, railroad, pipeline, and commercial marine employees. The February 1994 rules generally require implementation beginning on January 1, 1995 for large employers (generally, 50 or more safety-sensitive drivers) and January 1, 1996 for all other employers.

## **THE RULES**

The FHWA has issued a rule requiring alcohol and drug testing of drivers who are required to have a CDL. The DOT rules include procedures for urine drug testing and breath alcohol testing. The urine testing rule was issued in December 1989 and governs drug testing programs mandated by the FHWA. The 1994 amendments to Part 40 add breath alcohol testing procedures and additional urine specimen collection procedures that provide for split urine specimens. Screen device procedures for non-evidential breath and saliva tests were added to Part 40 in April 1995.

## **PART 382.601(b)**

Part 382.601 obligates the Weaver Union School District to promulgate a policy on the misuse of alcohol and use of controlled substances. The required content is covered under the 11 sections of 382.601(b). These 11 requirements are referenced in bold face throughout this policy.

## **WHO IS AFFECTED BY THESE RULES?**

The FHWA rules cover safety-sensitive employees in transportation who drive commercial motor vehicles requiring a CDL to operate. The Weaver Union School District's drug and alcohol testing program shall apply to all employees who operate a commercial motor vehicle, including any vehicle designed to transport 16 or more passengers. This includes casual, intermittent or occasional drivers as well as full-time, regularly employed drivers. **382.601(b)(2)**

All persons employed as school bus drivers for Weaver Union School District are affected by these rules. Only school bus drivers who hold a CDL and drive for Weaver Union School District are required to submit to alcohol and controlled substances tests administered in accordance with the Federal Motor Carrier Safety Regulations of the U.S. Department of Transportation Part 382. **(382.601(b)(7))**.

## **WHEN AM I SUBJECT TO THESE RULES?**

Operating a school bus is a safety sensitive function. All employees of Weaver Union School District are required to be in compliance with this policy during all regularly scheduled working hours.

Safety-sensitive functions include all on-duty functions performed from the time a driver begins work or is required to be ready to work until he/she is relieved from work and all responsibility for performing work. It includes driving; waiting to be dispatched; inspecting and servicing equipment; supervising, performing or assisting in loading and unloading; repairing or obtaining and waiting for help with a disabled vehicle; performing driver requirements related to accidents; and performing any other work for the Weaver Union School District or paid work for any other entity. **382.601(b)(3)**

Drivers shall inform their supervisors if at any time they are using a controlled substance that their physician has prescribed for therapeutic purposes. Drivers using such a substance may continue to perform safety-sensitive functions only if the physician has advised the driver that the substance will not adversely affect his/her ability to safely operate a commercial motor vehicle.

## **DRUG TESTING**

The drug testing rules issued by FHWA in November 1988, with later amendments, remain in effect. The FHWA's new controlled substances and alcohol testing rule will take effect beginning in January 1995 for all drivers of vehicles requiring a commercial driver's license employed or used by large employers. However, drug testing split samples are required to be collected starting on August 15, 1994. The drug testing rules cover the same drivers as the alcohol testing rules. The types of tests required are: pre- employment; reasonable suspicion; post-accident;

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random; return-to-duty; and follow-up. **382.601(b)(5)**

## **DRUG & ALCOHOL CLEARINGHOUSE**

January 6, 2020, implementation of Federal Motor Carrier Safety Administration (FMCSA) Drivers under 49 Code of Federal Rule (CFR) Part 382.701 Drug and Alcohol Clearinghouse. The Weaver Union School District will need to query data concerning each CDL driver's possible DOT drug and alcohol testing violations, evaluation/treatment, return-to-duty testing, and/or completion of follow-up testing along with any other violations under Actual Knowledge. The Weaver Union School District has registered with the Clearinghouse to conduct queries on applicants, transferring or existing employees.

The (FMCSA) has established a flat rate of \$1.25 per limited or full query. When the Weaver Union School District performs a limited query that reveals additional details for a Driver, then the Weaver Union School District must request a full query.

There are two types of queries the Weaver Union School District will perform:

1. Limited Queries-for anyone (current employee) holding a position to operate a vehicle requiring a CDL in interstate or intrastate commerce. 2. Full Queries-for all new applicants under pre-employment and if a limited query results in information for existing employees then a full query is required.

When the Weaver Union School District hires or transfers an applicant/employee into a safety-sensitive position, the Weaver Union School District will request a full query from the database. A full query discloses detailed information. It alerts the Company of a CDL Driver's drug and alcohol violations and completed steps in the return-to-duty process. If a full query is required, the applicant/employee will be required to log in to their clearinghouse account to grant their consent to the Weaver Union School District to view their report.

Annually, the Weaver Union School District must conduct a limited query on existing safety sensitive employees. A limited query checks for the presence of DOT drug and alcohol testing history in the clearinghouse on the Weaver Union School District's existing employees. Employee consent for a limited query is performed by the Weaver Union School District outside of the portal (Each CDL driver for the Weaver Union School District must sign a consent form for the limited query). If an annual limited query shows that information exists, the Weaver Union School District will perform a full query for that employee. CDL drivers are not required to have an account unless the Weaver Union School District is required to conduct a full query then, drivers must have a clearinghouse account, including those:

- Applicants or transferring employees into a safety-sensitive position under Part 382;
- CDL drivers who are subject to a full query when a limited annual query reveals additional information.

When a driver refuses to provide consent for a limited or full query, that driver is unable to perform a safety-sensitive function for the Weaver Union School District.

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The Weaver Union School District is required to report to the FMSCA Clearinghouse the following reports:

- Drug and alcohol violations. This will include alcohol test results with a concentration of 0.04 or greater, refusals to take an alcohol or drug test, as well as actual knowledge of a violation.
- Employers will also report negative return-to-duty (RTD) test results and the successful completion of a driver's follow-up testing plan.

If a Weaver Union School District applicant/employee refuses to give consent to a required query, the CDL driver will be removed from safety-sensitive duties.

Weaver Union School District may decide to have their C/TPA conduct these queries for their applicant/employees. **Part 382.701**

### **PRE-EMPLOYMENT TESTS**

Drug tests shall be conducted before the first time a driver performs any safety-sensitive function for the Weaver Union School District.

Exceptions may be made for drivers who have participated in the drug testing program required by law within the previous 30 days, provided that the Weaver Union School District has been able to make all verifications required by law.

Pre-employment testing shall also be required of employees returning to work after a layoff period if the employee was removed from the random testing pool. If the employee remains in the random testing pool, additional testing shall not be necessary. **382.601(b)(5)**

## REQUIRED ALCOHOL AND CONTROLLED SUBSTANCE TESTS

The following alcohol and controlled substance tests are required: **382.601(b)(5)**

### POST-ACCIDENT TESTS

Post-accident - conducted after accidents on drivers whose performance could have contributed to the accident (as determined by a citation for a moving traffic violation) and for all fatal accidents even if the driver is not cited for a moving traffic violation.

Alcohol and controlled substance tests shall be conducted as soon after an accident as practicable on any surviving commercial driver:

- (1) If the accident involved the loss of human life; or
- (2) If the bus driver receives a citation under State or local law for a moving traffic violation arising from the accident and if the accident involved:
  - (i) Bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; or
  - (ii) One or more motor vehicle incurring disabling damage as a result of the accident, is transported away from the scene by a tow truck or other motor vehicle."

### **382.601(b)(5)**

The table below indicates what conditions require testing:

<u>Accident involved</u>	<u>Citation issued to the bus driver</u>	<u>Drug and alcohol test must be performed</u>
Human Fatality	YES	YES
	NO	YES
Bodily injury with medical treatment away from the scene	YES	YES
	NO	NO
Disabling damage to any motor vehicle requiring tow away.	YES	YES
	NO	NO

Drivers shall make themselves readily available for testing, absent the need for immediate medical attention.

No such driver shall use alcohol for eight hours after the accident, or until after he/she undergoes a post-accident alcohol test, whichever occurs first.

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If an alcohol test is not administered within two hours of the accident or if a drug test is not administered within 32 hours, the Weaver Union School District shall prepare and maintain records explaining why the test was not conducted. Tests shall not be given if not administered within eight hours after the accident for alcohol or within 32 hours for drugs.

Tests conducted by authorized federal, state or local officials shall fulfill post-accident testing requirements provided they conform to applicable legal requirements and are obtained by the Weaver Union School District. Breath tests will validate only the alcohol test and cannot be used to fulfill controlled substance testing obligations. **382.601(b)(5)**

### **RANDOM TESTS**

Random - conducted on a random unannounced basis just before, during, or just after performance of safety-sensitive functions.

Alcohol and drug tests shall be conducted on a random basis at unannounced times throughout the year. The number of random alcohol and drug tests shall be at least equal to those required by federal regulations. Drivers shall be selected by a scientifically valid random process, and each driver shall have an equal chance of being tested each time selections are made. Tests for alcohol shall be conducted just before, during or just after the performance of safety-sensitive functions. **382.601(b)(5)**

### **REASONABLE SUSPICION TESTS**

Reasonable suspicion - conducted when a trained supervisor observes behavior or appearance that is characteristic of alcohol misuse or drug use.

An alcohol or drug test shall be conducted if a supervisor or Weaver Union School District official trained in accordance with law has reasonable suspicion that a driver has violated the Weaver Union School District's alcohol or drug prohibitions. This reasonable suspicion must be based on specific, contemporaneous, articulable observations concerning the driver's appearance, behavior, speech or body odors. The observations may include indications of the chronic and withdrawal effects of controlled substances.

Alcohol tests are authorized for reasonable suspicion only if the required observations are made during, just before or just after the period of the work day when the driver must comply with alcohol prohibitions. An alcohol test may not be conducted by the person who determines that reasonable suspicion exists to conduct such a test. If an alcohol test is not administered within two hours of a determination of reasonable suspicion, the Weaver Union School District shall prepare and maintain a record explaining why this was not done. Attempts to conduct alcohol tests shall terminate after eight hours.



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A supervisor or Weaver Union School District official who makes observations leading to a controlled substance reasonable suspicion test shall make a written record of his/her observations within 24 hours of the observed behavior or before the results of the drug test are released, whichever is earlier. **382.601(b)(5)**

### **RETURN-TO-DUTY AND FOLLOW-UP**

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 and 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. **382.601(b)(5)**

### **WHAT ALCOHOL USE IS PROHIBITED?**

Because alcohol is a legal substance, the rules define specific prohibited alcohol-related conduct. Performance of safety-sensitive functions is prohibited: **382.601(b)(4)**

- While having a breath alcohol concentration of 0.04 percent or greater as indicated by an alcohol breath test.
- While using alcohol.
- Within four hours after using alcohol.
- In addition, refusing to submit to an alcohol test or using alcohol within eight hours after an accident or until tested (for drivers required to be tested) are prohibited. **382.601(b)(4)**

### **THE CONSEQUENCES OF ALCOHOL MISUSE**

Drivers who engage in prohibited conduct must be immediately removed from safety-sensitive functions and may be terminated from employment with Weaver Union School District. **382.601(b)(9)**

A driver who is tested and found to have an alcohol concentration of .02 or greater but less than .04 may not perform or continue to perform safety-sensitive functions including driving a commercial motor vehicle until the start of the driver's next regularly scheduled duty period, but not less than 24 hours after the test was administered. After 24 hours have elapsed, the employee will be required to submit to a return-to-duty alcohol test and test below 0.02. Also the employee will then be required to meet with his/her supervisor to discuss the problem prior to being allowed to perform a safety-sensitive function. **382.601(b)(10)**

A driver who is found to have an alcohol concentration of .04 or greater shall be subject to dismissal from employment with Weaver Union School District.

## **WHAT DRUG USE IS PROHIBITED?**

The drug rules prohibit any unauthorized use of the controlled substances. Illicit use of drugs by safety-sensitive drivers is prohibited on or off duty. The FHWA has some additional rules that prohibit the use of legally prescribed controlled substances (such as barbiturates, amphetamines, morphine, etc.) by safety-sensitive drivers involved in interstate commerce. Other regulations require drivers involved in interstate commerce to report any medical use of controlled substances. **382.601(b)(4)**

## **WHAT DRUGS ARE TESTED FOR?**

All urine specimens are analyzed for the following drugs:

- 1) Marijuana (THC metabolite)
- 2) Cocaine
- 3) Amphetamines
- 4) Opiates (including heroin)
- 5) Phencyclidine (PCP)

The testing is a two-stage process. First, a screening test is performed. If it is positive for one or more of the drugs, then a confirmation test is performed for each identified drug using state-of-the-art gas chromatography/mass spectrometry (GC/MS) analysis. GC/MS confirmation ensures that over-the-counter medications or preparations are not reported as positive results.

## **THE CONSEQUENCES OF A POSITIVE DRUG TEST**

Drivers who engage in prohibited conduct must be immediately removed from safety-sensitive functions and may be terminated from employment with Weaver Union School District. **382.601(b)(9)**

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 the 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 or MRO, 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 may be required. **382.601(b)(9)**

## HOW DOES RANDOM TESTING WORK?

Weaver Union School District is responsible for conducting random, unannounced drug tests. The total number conducted each year must equal at least 50% of the safety-sensitive drivers. Some drivers may be tested more than once each year; some may not be tested at all depending on the random selection. Random testing for drugs does not have to be conducted in immediate time proximity to performing safety-sensitive functions. Once notified of selection for testing, however, a driver must proceed to a collection site to accomplish the urine specimen collection.

Random alcohol or controlled substance testing must be conducted just before, during, or just after a driver's performance of safety-sensitive duties. The driver is randomly selected for testing (usually from a "pool" of drivers subject to testing). The testing dates and times are unannounced and are with unpredictable frequency throughout the year. Each year, the number of random tests conducted by the employer must equal at least 10% of all the safety-sensitive drivers.

## HOW WILL ALCOHOL TESTING BE DONE?

The rules allow for screening tests to be conducted using saliva devices or breath testing using evidential breath testing (EBT) and non-evidential breath testing devices approved by the NHTSA. The NHTSA periodically publishes a list of approved devices in the Federal Register. Two tests are required to determine if a person has a prohibited alcohol concentration. A screening test is conducted first. Any result less than 0.02 alcohol concentration is considered a "negative" test. If the alcohol concentration is 0.02 or greater, a second confirmation test must be conducted. The driver and the individual conducting the confirmation breath test (called a breath alcohol technician (BAT)) complete the alcohol testing form to ensure that the results are properly recorded. The confirmation test, if required, must be conducted using an EBT that prints out the results, date and time, a sequential test number, and the name and serial number of the EBT to ensure the reliability of the results. The confirmation test results determine any actions taken. Testing procedures that ensure accuracy, reliability and confidentiality of test results are outlined in the Part 40 rule. These procedures include training and proficiency requirements for the screening test technicians (STT), breath alcohol technicians (BAT), quality assurance plans for the breath testing devices (including calibration requirements for a suitable test location), and protection of driver test records. **382.601(b)(6)**

## **HOW IS DRUG TESTING DONE?**

Drug testing is conducted by analyzing a driver's urine specimen. The analysis is performed at laboratories certified and monitored by the Department of Health and Human Services (DHHS). There are about 90 DHHS-certified drug testing laboratories located throughout the United States. The list of DHHS approved laboratories is published monthly in the Federal Register. The driver provides a urine specimen in a location that affords privacy and the "collector" seals and labels the specimen, completes a chain of custody document, and prepares the specimen and accompanying paperwork for shipment to a drug testing laboratory. The specimen collection procedures and chain of custody ensure that the specimen's security, proper identification and integrity are not compromised. The Omnibus Act requires that drug testing procedures for commercial motor vehicle drivers include split specimen procedures. Each urine specimen is subdivided into two bottles labeled as a "primary" and a "split" specimen. Both bottles are sent to a laboratory. Only the primary specimen is opened and used for the urinalysis. The split specimen bottle remains sealed and is stored at the laboratory. If the analysis of the primary specimen confirms the presence of illegal, controlled substances, the driver has 72 hours to request the split specimen be sent to another DHHS-certified laboratory for analysis. This split specimen procedure essentially provides the driver with an opportunity for a "second opinion."  
**382.601(b)(6)**

## **WHO DOES THE TESTING?**

Weaver Union School District is responsible for implementing and conducting the testing programs. They may do this using their own employees or contract services, or by joining together in a consortium that provides services to all member companies. Law enforcement officers will not conduct the tests as part of roadside or other inspections. However, under certain circumstances, post-accident tests conducted by law enforcement personnel will be acceptable. Any individual who conducts the testing must be trained to operate the EBT and be proficient in the breath testing procedures.

## **WHO REVIEWS AND INTERPRETS THE LABORATORY RESULTS?**

All drug test results are reviewed and interpreted by a physician (Medical Review Officer (MRO)) before they are reported to Weaver Union School District. If the laboratory reports a positive result to the MRO, the MRO contacts the driver (in person or by telephone) and conducts an interview to determine if there is an alternative medical explanation for the drugs found in the driver's urine specimen. For all the drugs except PCP, there are some limited, legitimate medical uses that may explain the positive test result. 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 Weaver Union School District.

## **WHAT IF I REFUSE TO SUBMIT TO DRUG OR ALCOHOL TESTING?**

Any driver who refuses to submit to drug and/or alcohol testing or who fails to cooperate in testing procedures shall be removed from safety –sensitive duty and is subject to disciplinary action, including dismissal.

A refusal to submit to testing shall be treated as a positive test result. A person who refuses to be tested shall not be permitted to operate a school bus for Weaver Union School District. A refusal shall be treated as a positive test, and that person considered medically “unqualified” to drive and will be terminated from employment with Weaver Union School District.

Driver applicants who are offered safety-sensitive positions who refuse to submit to drug and/or alcohol testing or who fail to cooperate in testing procedures, will not be eligible for employment in safety-sensitive positions.

Driver applicants who are current Weaver Union School District employees being offered an assignment in a safety-sensitive position who refuse to submit to drug and/or alcohol testing or who fail to cooperate in testing procedures, will not be eligible for employment in that safety-sensitive position. **382.601(b)(8)**

## **WHAT IS A REFUSAL TO SUBMIT TO DRUG OR ALCOHOL TESTING?**

A refusal to submit to an alcohol or controlled substance test means that a driver:

1. Fails to provide adequate breath for alcohol testing as required by part 40, without a valid medical explanation, after he or she has received notice of the requirement for breath testing in accordance with the provisions of Part 382,
2. Fails to provide an adequate urine sample for controlled substances testing as required by part 40 without a genuine inability to provide a specimen (as determined by a medical evaluation), after he or she has received notice of the requirement for urine testing in accordance with the provisions of Part 382, 3. Engages in conduct that clearly obstructs the testing process.

In addition:

No Weaver Union School District bus driver shall refuse to submit to a post-accident alcohol or controlled substances test required under 382.303, a random alcohol or controlled substances test required under 382.305, a reasonable suspicion alcohol or controlled substances test required under 382.307, or a follow-up alcohol or controlled substances test required under 382.311.

The Weaver Union School District will not permit a driver who refuses to submit to such tests to perform or continue to perform safety-sensitive function. **382.601(b)(8)**

## **CONFIDENTIALITY OF DRIVER ALCOHOL OR CONTROLLED SUBSTANCE TESTING RECORDS**

Driver alcohol and controlled substance testing results and records are maintained under strict confidentiality by the Weaver Union School District, the drug testing laboratory, and the medical review officer. They cannot be released to others without the written consent of the driver. Exceptions to these confidentiality provisions are limited to a decision maker in arbitration, litigation or administrative proceedings arising from a positive drug test. Statistical records and reports are maintained by employers and drug testing laboratories. This information is aggregated data and is used to monitor compliance with the rules and to assess the effectiveness of the drug testing programs.

Test results and other confidential information may be released only to the Weaver Union School District and the substance abuse professional. Any other release of this information is only with the driver's written consent. If a driver initiates a grievance, hearing, lawsuit, or other action as a result of a violation of these rules, the Weaver Union School District may release relevant information to the decision maker.

## **HOW WILL THE FHWA KNOW IF THESE RULES ARE BEING FOLLOWED?**

Weaver Union School District is required to keep detailed records of the alcohol misuse prevention programs. The FHWA will conduct inspections or audits of Weaver Union School District's programs. Additionally, selected employers will have to prepare annual calendar year summary reports for the FHWA. These reports will be used to help monitor compliance and enforcement of the rules, as well as to provide data on the extent of alcohol misuse and the need for any future program and regulatory changes.

## **ARE EMPLOYEES ENTITLED TO REHABILITATION?**

Drivers who violate the alcohol misuse rules will be given a list of substance abuse professionals. Weaver Union School District is not required under these rules to provide rehabilitation, pay for treatment, or reinstate the driver in his/her safety-sensitive position.

If for any reason, Weaver Union School District does decide to return a driver to safety-sensitive duties must ensure that the driver:

- 1) Has been evaluated by a substance abuse professional;
- 2) Has complied with any recommended treatment;
- 3) Has taken a return-to-duty alcohol test (with a result less than 0.02); and is subject to unannounced follow-up alcohol tests. **382.601(b)(11)c**

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### **INTERVENTION**

The Weaver Union School District may intervene when it is suspected that an employee has an alcohol or a controlled substance problem. This intervention may include confrontation, referral to any employee assistance program (EAP) and or referral to management.

An Employee Assistance Program (EAP) is a professional assessment and referral service for employees and their dependents. An EAP may be provided so that employees may benefit from the early detection, care and handling of drug abuse or alcoholism. **382.601(b)(11)c**

Weaver Union School District is not required under these rules to provide rehabilitation or pay for treatment.

### **EMPLOYEE EDUCATION AND TRAINING**

Weaver Union School District must provide information on alcohol misuse and drug use with treatment resources to safety-sensitive drivers. This information may be found in the section titled: DANGERS AND EFFECTS OF DOT PROHIBITED SUBSTANCES at the end of this policy. All supervisors and officials of Weaver Union School District with safety-sensitive drivers must attend at least one hour of training on the signs and symptoms of drug abuse and one hour of training on the signs and symptoms of alcohol misuse. This training is necessary to assist supervisors and Weaver Union School District officials in making appropriate determinations for reasonable suspicion testing. **382.603**

### **DANGERS AND EFFECTS OF DOT PROHIBITED SUBSTANCES**

The law requires that you, the driver, be made aware of the effects of substance abuse. It is the concern of all that employees report to work “fit for duty” and remain fit throughout the workday in order to perform in a safe, efficient and productive manner.

In an effort to establish a work environment free from the adverse effects of substance abuse, the following information is provided to help you evaluate the risks of involvement with chemical substances. **382.601(b)(11)**

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**SUBSTANCE ABUSE PROFESSIONALS AND REHABILITATION RESOURCES**

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Phone Number</u>
INSIGHT Employee Assistance Program	770 E. Shaw Ave.	Fresno, CA	209-226-7437
Daniel Bruce, Substance Abuse Professional	2020 Standiford Ave. Suite E-1	Modesto, CA	209-529-2084
DuncanMcPherson, Substance Abuse Professional	8002 California Ave.	Fair Oaks, CA	800-607-1010
The Center	658 W. Main	Merced, CA	209-381-6809
Woman's Alcohol & Drug Services	658 W. Main	Merced, CA	209-381-6880
Northside Alcohol & Drug Abuse Services	1471 E. Street, Suite N	Livingston, CA	209-394-4032
Westside Alcohol & Drug Abuse Services	635 J. Street	Los Banos, CA	209-827-2185
Workplace Wellness	1518 Coffee Rd., Suite D	Modesto, CA	209-558-8466
NARCANON of Northern California	262 Gaffey Road	Watsonville, CA,	800-556-8885
Sacramento County Alcohol/Drug Bureau	3970 Research Drive	Sacramento, CA	916-874-9753
Fresno County Hispanic Commission on Alcohol and Drug Abuse Services	1444 Fulton Street	Fresno, CA 93721	209-268-6480
Family Communication Center	1039 U Street	Fresno, CA 93721	209-237-8304
King of Kings	2385 South Fairview Avenue,	Fresno, CA 93706	209-237-4116
Fresno County Hispanic Commission on Alcohol and Drug Abuse Services	1414 West Kearney Boulevard	Fresno, CA 93706	209-268-6480
Bay Area Addiction Research/Trt/ BAART/Cal Detox/E. Cartwright Clinic	3103 East Cartwright Street	Fresno, CA 93725	209-498-7100
Bay Area Addiction Research/Trt/ BAART/Cal Detox/Van Ness Clinic	539 North Van Ness Street	Fresno, CA 93728	209-266-9581
Bay Area Addiction Research/Trt/ BAART/Cal Detox/E. Street Clinic	1235 E Street	Fresno, CA 93706	209-268-6261



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### **SUBSTANCE ABUSE PROFESSIONALS AND REHABILITATION RESOURCES**

<b><u>Name</u></b>	<b><u>Address</u></b>	<b><u>City</u></b>	<b><u>Phone Number</u></b>
Kings View Community Services ext. 36	4111 North Golden State Blvd.	Fresno, CA 93722	209-442-0460
Veterans Affairs Medical Center	2615 East Clinton Avenue,	Fresno, CA 93703	209-225-9645
Turning Point of Central California	1638 L Street	Fresno, CA 93721	n/a
Stanislaus County Dept of MH Genesis Narcotic Replacement Therapy	800 Scenic Drive SW,	Modesto, CA 95350	209-558-6400
Substance Abuse Services	1501 F Street	Modesto, CA 95354	209-558-7460
Women of Wisdom	200 East Hackett Road	Modesto, CA 95358	209-558-7466
Recovery Systems Associates	330 McHenry Avenue, Suite C	Modesto, CA 95354	209-527-9797
Community Health Projects	801 17th Street, Suite E	Modesto, CA 95350	n/a
First Step	707 14th Street	Modesto, CA 95354	209-544-3408
Foundation Health Psychcare Services	2260 Floyd Ave., Suite 100	Modesto, CA 95355	209-527-8070