

SUBSTANCE ABUSE INFORMATION for DOT/FAA *DRUG AND ALCOHOL TESTING*

(APA SERVICES) complies with the drug and alcohol testing regulations of the Department of Transportation (DOT) (49 CFR part 40) and the Federal Aviation Administration (FAA) (14 CFR part 120).

Community Service Hotline - If you have any personal problems or questions concerning drug abuse or alcohol misuse and need to confide in someone, you are encouraged to contact:

Title: _____ DER _____

Telephone: _____ 1-877-425-5023 _____

For More Information About DOT and FAA Requirements or our Company Policy, contact (Human Resources) at (877-425-5023).

For more information relating to the FAA/DOT program requirements, visit the following Web sites:

For FAA: https://www.faa.gov/about/office_org/headquarters_offices/avs/offices/aam/drug_alcohol/

For DOT: <http://www.dot.gov/ost/dapc/>

Consequences of Using Drugs or Alcohol While Performing Safety-Sensitive Functions - A covered employee who has engaged in prohibited drug use or alcohol misuse during the performance of a safety-sensitive function will be immediately removed from performing safety-sensitive functions and permanently precluded from performing the same safety-sensitive function for any FAA-regulated employer. Information is available in 14 CFR §120.111(e)(2) and §120.221(b).

Consequences of a Verified Positive Drug Test or an Alcohol Test at 0.04 or Higher Breath Alcohol Content (BAC). A covered employee who receives a verified positive drug test result or alcohol violation on a FAA required test will be immediately removed from safety-sensitive duties. An employee who has violated a FAA drug and/or alcohol violation cannot return to the performance of safety-sensitive duties until the employee has been evaluated by a Substance Abuse Professional and successfully completed the return-to-duty process outlined in 49 CFR Part 40, Subpart O (49 CFR §40.23(d)).

A covered employee who receives a verified positive drug test or alcohol test result of 0.04 BAC or higher on a FAA required test after having received a previous positive drug test or alcohol test result of 0.04 or higher BAC will be immediately removed from performing safety-sensitive functions and is permanently prohibited from performing the same safety-sensitive function for an FAA-regulated employer. This information is available in 14 CFR §120.111(e)(1).

Consequences of an Alcohol Test with a BAC of 0.02 but less than 0.04 - Immediate removal from safety-sensitive functions, until the employee's breath alcohol concentration measures less than 0.02, or the start of the employee's next regularly scheduled duty period, but not less than 8 hours following administration of the test.

Consequences of Refusing to Submit to a Required Drug or Alcohol Test - Immediate removal from performing safety-sensitive functions until or unless the employee successfully completes the return-to-duty process outlined in 49 CFR Part 40, Subpart O. (49 CFR §40.23(d)) A verified adulterated or substituted drug test result will be considered a refusal to test (49 CFR §40.23(b)).

(APA SERVICES) must notify the FAA of any employee who holds an airman medical certificate issued under 14 CFR Part 67 and violates the provisions of the FAA/DOT regulations, as described above. (14 CFR §120.113(d)(1)). In addition, any employee who holds a certificate under 14 CFR Part 61, Part 63, or Part 65 airman certificate and who has refused to submit to a FAA required drug or alcohol test must be reported to the FAA.

Performing a safety-sensitive function: an employee is considered to be performing a safety-sensitive function during any period in which he or she is actually performing, ready to perform, or immediately available to perform such functions. (14 CFR §120.7(k))