

Employee Information About Drugs & Alcohol

EAP Education & Training Display Information per 14 CFR 121 Appendix I & J

All Applicants & employees performing safety-sensitive duties as defined by the FAA's Anti-Drug & Alcohol Misuse Prevention Program will be tested. **If you perform the following safety-sensitive functions you are subject to DOT/FAA testing:**

- **Flight Crew Member**
- **Flight Instruction**
- **Aircraft Dispatcher**
- **Aircraft Maintenance**
- **Ground Security Coordinator**
- **Preventive Maintenance**
- **Aviation Screening**
- **Air Traffic Control**

YOU WILL BE TESTED :

- Pre-Employment (Drug Only)
- Random
- Post Accident
- Reasonable Suspicion
- Return-to Duty*
- Follow-Up*

* If Employee chooses to return to duty a safety sensitive employee with a FAA rule violation.

YOU WILL BE TESTED FOR THE FOLLOWING DRUGS:

- Alcohol
- Amphetamines
- Cocaine
- Marijuana
- Opiates
- Phencyclidine (PCP)

DO NOT PERFORM AVIATION SAFETY-SENSITIVE DUTIES IF:

- You have an alcohol concentration of 0.04 or greater as indicated by alcohol evidential breath test. If test result is equal to 0.02 but less than 0.04 you CANNOT perform safety-sensitive duties until you are off duty for eight (8) hours. This not considered an FAA rule violation, but may be in violation of your company's policy.
- Using or consuming alcohol on the job.
- Within eight (8) hours after using alcohol; for flight crew members.
- Within four (4) hours after using alcohol; for flight instructors, aircraft dispatchers (weight & balance) or aircraft mechanics.
- Using alcohol within eight (8) hours after an accident or until tested or excused from the accident site (for employees required to be tested).
- You refuse to submit to an alcohol or drug test.

• **THE USE OF DRUGS IS PROHIBITED AT ALL TIMES.**

VIOLATION OF THESE RULES WILL RESULT IN FAA CONSEQUENCES:

These rules apply to flight crew members, flight instructors, aircraft dispatchers (flight controllers, weight & balance personnel) aircraft maintenance (mechanics, quality control inspectors, technical specialists, avionics technicians, maintenance controllers an quality assurance auditors, and traffic ground security duties.

As an **employee**, you will be considered to have refused a test if you:

- Fail to appear for any test within a reasonable amount of time after being notified,
- Fail to remain at testing site until the testing is complete.
- Fail to provide an adequate specimen without a medical explanation. & verification of condition.
- Fail to undergo medical evaluation/examination as directed by employer to determine problems consistent with being unable to provide an adequate sample.
- Fail to sign the certification box on testing form
- Fail to cooperate with any part of the Testing Protocol
- Provide a confirmed Substituted or Adulterated Urine Specimen.

Employers are required to notify the FAA within 2 working days of instance in which a 14 CFR Part 61, Part 63, or Part 65 airman certificate holder refused to submit to a required drug and/or alcohol test.

IF YOU REFUSE TESTING YOU WILL BE REPORTED

Notifications of refusals should be sent to:

Federal Aviation Administration
Office of Aviation Medicine, Drug Abatement Division (AA-800)
800 Independence Avenue, SW
Washington, DC 20591

YOU CAN BE PERMANENTLY DISQUALIFIED FROM SERVICE

Employees who engage in prohibited use of drugs are absolutely barred of the safety-sensitive duties when:

1. Two Verified Positive Drug Tests/ Two 0.04 Alcohol Tests
If an employee is determined to have two verified positive drug tests after 9/19/1994, and/or two alcohol tests at/above 0.04 or alcohol rule violation then he/she is permanently precluded from performing the safety-sensitive function he/she performed prior to the 2nd drug test/alcohol violation. The bar on two-time violators applies to persons who have gone through rehabilitation or, after evaluation, who were determined not to need treatment.

2. On-Duty Use of a Prohibited Drug or Alcohol Rule Violation
If an employee is determined to have used a prohibited drug or misused alcohol while performing a safety-sensitive function after 9/19/1994, then he/she is permanently barred from performing the safety-sensitive function for an employer.

Single Verified Positive Drug Test or Alcohol Rule Violation

If an employee is determined to have one verified positive drug test or alcohol rule violation; he/she will be immediately removed from performing the safety-sensitive function.

YOU WILL BE REPORTED TO THE FAA

Employees who receive a verified positive drug test or alcohol rule violation and who hold an airman medical certificate issued under Part 67 will be reported to the Federal Air Surgeon.

R E S O U R C E S

AL-Non (families of Alcoholics) (800) 356-9996

American Council on Alcoholism (800) 527-5344

Drug Abuse Information & Treatment (NIDA HOTLINE) (800) 622-HELP

Marijuana Anonymous (800) 766-6779

Local Help Numbers:

Birds of a Feather _____

Alcoholics Anon _____

Cocaine Anon _____

Marijuana Anon _____

TO REVIEW OUR SUBSTANCE ABUSE POLICY CONTACT:

Company policy mandated action, which will occur after 1st verified positive:

Company policy mandated action, which will occur after 2nd verified positive:

For alcohol & drug related questions contact designated Employer Rep. (DER):

If you are seeking assistance, call employee Assistance Program (EAP):