

City of Avon

DRUG-FREE SAFETY POLICY

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SAMHSA — Substance Abuse and Mental Health Services — The Agency was established in 1992 and directed by Congress to effectively target substance abuse and mental health services to the people most in need and to translate research in these areas more effectively and more rapidly into the general health care system.

SAMSHA certified (also referred to as DHHS certified) — The Substance Abuse and Mental Health Services Administration certifies laboratories to analyze drug screens through extensive performance testing and on-site inspections as part of the Department of Health and Human Services (DHHS).

Split Sample — A sample taken at the collection site separated into two samples consistent with approved methodologies of the Department of Health and Human Services.

Under the Influence of a Prohibited Substance — "Under the influence of a prohibited substance" as used by this Program, mean the following:

1. Alcohol — Alcohol concentration level as measured by blood or breath tests.
2. Other Prohibited Substances — Positive results based on the following thresholds for urine split sample testing. Levels for other prohibited substances shall be in accord with accepted GC/MS quantitative procedures as recommended by the Federal Government Standards. Below are the new cut-off levels/thresholds as of October 1, 2010:

	Substance-Test Analyte	Initial Screen Threshold (ng/ml)	Confirmatory Test Threshold (ng/ml)
I	Marijuana	50	15
II	Cocaine	150	100
III	Opiates	2,000	2,000
IIIa	6-Acetylmorphine	10	10
IV	Phencyclidine	25	25
V	Amphetamines	500	250
VI	MDMA (Ecstasy)	500	250
VII	<i>Barbiturates</i>	<i>300</i>	<i>300</i>
VIII	<i>Benzodiazepines</i>	<i>300</i>	<i>300</i>
IX	<i>Methadone</i>	<i>300</i>	<i>300</i>
X	<i>Propoxyphene</i>	<i>300</i>	<i>300</i>
XI	<i>Methaqualone</i>	<i>300</i>	<i>300</i>

DRUG TESTING

Reasonable suspicion testing does not require certainty, but mere "hunches" are not sufficient to justify testing. To prevent this, all manager/supervisors will be trained to recognize drug and alcohol related signs and symptoms. Testing may be for drugs or alcohol or both.

C. POST ACCIDENT TESTING

Post accident testing will be conducted whenever an accident occurs, regardless of whether there is an injury or the employee is at fault. An accident is considered an unplanned, unexpected or unintended event that occurs and results in any of the following:

1. A fatality of anyone involved in the accident.
2. Bodily injury to the employee and/or another person that requires off-site medical attention away from the city's place of employment.
3. ***Vehicular damage is in apparent excess of (\$500.00 ~~\$1500.00~~); or***
4. ***Non-vehicular damage is in apparent excess of (\$2500.00 ~~\$5,000.00~~).***

When such an accident results in one of the situations above, any employee who may have contributed to the accident will be tested for drug or alcohol use or both. When an accident results in one of the situations above, an accident analysis must be conducted and documented on the Bureau of Workers' Compensation's (BWC)'s accident analysis form.

D. RETURN-TO-DUTY (WORK) TESTING

Return-to-duty testing is a one-time, announced test that is administered when an employee who has tested positive and has completed the Substance Abuse Assessment is ready to return to the workplace. The test is also administered for employees who have completed a treatment program for substance abuse. This test could also be conducted for any employee who has been absent for an extended period of time. This test must be negative for the employee to return to work.

E. FOLLOW-UP TESTING AFTER A RETURN TO DUTY TEST

This test occurs when an employee has previously tested positive and the decision is made to retain the employee under a "last-chance" agreement. A negative return-to-duty test is required before the employee will be allowed to return to work. If the employee fails this test, this will lead to the discontinuation of employment. Once an employee passes the return-to-duty drug and/or alcohol test and returns to work, management may choose to do additional unannounced tests for as long as deemed necessary. Any employee with a second positive test result will be disciplined up to and including termination from employment. Follow-up tests will be unannounced and may occur at any time for a time period that management considers reasonable. The intent is to deter any subsequent usage that would result in a violation of this Policy and termination of employment.