

## Policies and procedures on employees getting home after an accident

Information compiled on December 2, 2009

**The Question:** After an employee has been in an accident where drug testing was required, do you let the employee drive themselves home, have a supervisor take them home, have someone else take them home, have a family member pick them up, or something else? Secondly, is whatever you do written in your policy or is it an operational procedure?

**Clallam Transit** says...It depends on the circumstances. It varies depending on the condition of the operator. We do not address it in our policy.

**Columbia County Public Transportation** says...Operational procedure and we usually drive them to the drug testing facility, wait and then take them home.

**Community Transit** says... We currently allow employees to drive themselves except in cases of reasonable suspicion. (Or if an employee is unstable or otherwise unable to safely drive, but when reasonable suspicion is not determined.)

In cases of reasonable suspicion, or if there is a positive test result, we inform the employee that we can transport them or call someone to do so. We notify them that if they attempt to leave driving their vehicle, we will notify the authorities. This is part of our procedure, but not our policy.

**CUBS** says...The employee drives themselves home. This is an operational procedure.

**Grant Transit** says...We contract out for our operations. I spoke with Dan Morrissey at People For People, and he noted that a supervisor takes the driver to the clinic for their testing and then brings them back to the office. After that point, it is up to the individual driver as to whether or not they call for a ride or drive themselves home. This is not included in their policy.

**Grays Harbor Transit** says....As an operational procedure we offer the employee a ride home or make arrangements to have someone pick them up, not just because of the drug test, but also in case they are feeling nervous or shaken up. We do not insist on taking them home unless we have a reasonable suspicion that they are incapable of driving. We do not have it written in our policy.

**Intercity Transit** says...We determine the need for a post-accident test based on the criteria, but the presumption is results will be negative. A supervisor drives the operator to the testing site and will be present with the operator to complete the pre-test paperwork. Usually, the supervisor will then leave and return to pick up the operator when the testing procedures have been completed. The supervisor and the operator will return to the Intercity Transit admin building. In

unusual circumstances, Operations informs me an extra board operator has been dispatched to pick up the tested employee.

**Island Transit** says...For post accident tests, Island Transit transports the employee to the testing facility and then home.

**Jefferson Transit** says....This is situational, depending on the incident, and the decision is made by the attending supervisor. If minor, the employee can decide to drive themselves home. If there is any doubt in the supervisor's mind, arrangements are made to take the employee home.

**Link Transit** says... In a post accident drug testing scenario, our standard operational procedure is to allow the operator to drive home afterwards

**Mason Transit** says... Under Mason Transit's D&A Policy, Post-accident Testing section, it states, "Upon conclusion of specimen collection, employees will be transported by MTA designated staff to a location where the employee can access a ride, or return the employee directly home. If necessary, Mason Transit will make arrangements. Under no circumstances, will the employee be permitted to operate a motor vehicle, either agency or personal, for the trip home."

Mason Transit does allow the employee to accept alternative transportation arrangements to include, public transit, supervisor, other designated employee, or family member.

**Pacific Transit** says...If an employee requires a drug test, either a supervisor or a mechanic takes a relief driver to the scene and the driver who has been tested is returned to the office and they go home in their own vehicle. This is not a written policy, just an operational procedure.

**Pierce Transit** says...At Pierce Transit we allow the employee to drive themselves home after a post accident test. Only in a reasonable suspicion testing circumstance would we drive the employee home or have them find a ride home. This isn't written in our policy; it's just procedure.

**Pullman Transit** says... If we take an employ to the testing site for post accident testing and the alcohol test is negative we will let them drive home. Since we do not have any idea about drugs we make the assumption that they are not under the influence. If they tested positive for alcohol we would call a family member and have them take the driver home. However, this does bring up an interesting point that we will have to look into.

**Skagit Transit** says...For post accident drug testing we do not let the employee drive themselves home. We offer to have the supervisor take them home or they can contact a family member to pick them up. This is not in written policy.

**Spokane Transit** says...STA does not have an official policy. Our practice is to have a Supervisor take the driver to our testing facility or back to base for an "out of hours" test. The

Supervisor waits at the testing facility, and then drives the operator back to base. Then they are allowed to drive home. We take the operator out of service until the test results are received. Obviously, if a driver had a positive alcohol test, you would know that immediately and we would not allow them to drive home. They must have someone pick them up or have a Supervisor drive them home.

**Valley Transit** says... Just because the employee is drug tested after an accident, it in no way means they are unsafe to drive themselves home. If there is more of their shift remaining after they get done with the test the employee is required to stay in the operations dept to complete paperwork on the accident and be assigned other non-safety sensitive duties if there are some available. An example would be to have them ride a route and note passenger demographics and where the passengers board and alight.

The decision as to whether the employee is safe to return to work is decided by the employee, the medical professional, and our supervisor based on conversations with the employee and observed behavior. If the employee is shaken up to return to work they are sent home on sick leave. If they can't drive, we will take them home or call a family member. This is a purely case by case basis based on what we perceive to be the employees condition and what the employee requests. If we have any doubt we offer to take them home or call a family member. We do not have a formal written policy on this.

**Whatcom Transit** says...We do not drive the operator home as a matter of policy. If the person is particularly upset, we would drive them home or have someone come get them.