

## Policies Regarding Conducting Random Drug and Alcohol Tests

Information compiled February 4, 2008

**The Question:** Do you conduct random drug and alcohol tests for all staff or just for CDL holders and other safety sensitive positions only?

**Ben Franklin Transit** says...We test all staff. However, in our Triennial audit, the FTA said we were the only transit agency out of 30 that tested non safety sensitive folks.

**Columbia County Public Transportation** says...Columbia County Public Transportation conducts random drug and alcohol tests on all staff. Because we are small and at times need assistance with a second driver now and then on our in town Demand Response service, we require all of our staff, office included, to be drivers therefore making them all safety sensitive positions.

**CUBS** says...We conduct random testing required by the FTA to include transit drivers, paratransit, mechanics, transit and fleet supervisors and any sub contractors (custodial services, dispatchers etc.) We also conduct random testing required by DOT on all CDL holders. No other employee within the agency is in our random pool.

**Grant Transit** says...Our contractor tests safety sensitive employees only.

**Grays Harbor Transit** says...Grays Harbor Transit tests only safety sensitive positions; which for us, is all employees except the Manager, Bookkeeper and Secretary.

**Intercity Transit** says....Transit employers have been counseled by legal and previous court cases that random testing (alcohol and or drugs) for non safety sensitive and or CDL holders is a violation of their "privacy" and considered an "illegal search and seizure" and therefore we are cautioned against doing this type of testing. There is no "business reason" (i.e. safety issue) to take urine from other types of employees. So in light of that we at Intercity Transit do not test all staff – only those who fit the "criteria" of safety sensitive employees under FTA regulations.

**Jefferson Transit** says....We test safety sensitive only.

**Kitsap Transit** says...Kitsap Transit does random tests for CDL and safety sensitive employees only.

**Link Transit** says...We do random tests on safety sensitive employees only.

**Mason Transit** says...Mason Transit conducts random testing for CDL holders and safety sensitive positions only.

**Pacific Transit** says...All of us, including the G.M., are subject to the random tests.

**Pullman Transit** says...Everyone who works for Pullman Transit must hold a CDL so everyone is subject to random testing. Before that we included everyone, because everyone had some safety sensitive position.

**Skagit Transit** says....We conduct random drug & alcohol tests for safety sensitive positions only.

**Twin Transit** says...All Staff are randomly drug tested.

**Valley Transit** says...The law only allows random testing for safety sensitive positions. We can test all new hires and if we have cause we can test anyone, but my understanding is that random testing is limited to those positions that the feds mandate be tested. I think it would create privacy issues to test non safety sensitive employees on a random basis.

**Whatcom Transit** says...WTA performs random drug tests on safety-sensitive employees only.