

**DRUG AND ALCOHOL TESTING FOR COMMERCIAL DRIVER'S LICENSED  
EMPLOYEES**

In accordance with Federal law and regulations, the District shall be responsible for implementing a drug and alcohol testing program for all employees and prospective employees who are required to hold a Commercial Driver's License (CDL) as a condition of hiring or continued employment. The purpose of the testing program shall be to help prevent accidents and injuries resulting from the misuse of alcohol and controlled substances by bus CDL drivers (in accordance with federal regulations).

**PROHIBITED CONDUCT**

Drivers shall be prohibited from any alcohol misuse that could affect performance on the job including use on the job, use during the eight hours before driving, having prohibited concentrations of alcohol in their systems while driving and use during eight hours following an accident.

No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substances except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect his/her ability to safely operate a motor vehicle.

The district shall take legal steps to insure that supervisors receive proper training to administer the drug and alcohol testing program and that employees receive the notification required by Federal regulations.

LEGAL REFS.:       49 USC 2717 et seq. (Omnibus Transportation Employee Testing Act of 1991)  
                          49 CFR Part 40 Procedures for Transportation Workplace Drug and Alcohol Testing Programs  
                          49 CFR Part 391 Qualifications of Drivers  
                          CRS 42-2-501 et seq. (Commercial Driver's License Act)  
                          8 CCR 1507-1 (Colorado Department of Public Safety rules)

Adopted: