

# UTA Drug & Alcohol Policies

- UTA Policy - UTA.01.05 Supplemental Drug and Alcohol
- UTA Policy - UTA.01.15 Federal Railroad Administration Drug and Alcohol Plan
- UTA Policy - UTA.01.18 Federal Transit Administration Drug and Alcohol



# Drug & Alcohol Policy

Executive Summary



## Goal

- Safety
- Compliance
- Simplicity



## Requirement Overview

- Policy required by FTA and FRA
- Must be approved by the highest governing body (Board of Trustees)
- Must be approved by FTA and FRA
- Must clearly distinguish between FTA, FRA and UTA policy
- FTA/FRA audits required policy modifications:
  - Increased differentiation between FTA, FRA vs UTA policy
  - Post Accident decision making / documentation



## Review / Input

- UTA Policy Committee
- Executive Team
- Attorney General's Office (including outside legal consultant)
- UDOT Safety Oversight Officer
- FTA & FRA
- Federal DOT D&A expert
- UTA Public Policy Analyst
- Many other internal stakeholders
- Simplicity



# Substantive Changes

- **Simplify Post-Accident Testing**
- **Marijuana update** to follow Utah Department HHS method for reporting medical cannabis card for non safety sensitive employees who test positive
- Clarify that employees are prohibited from entering bars, taverns, liquor stores, private clubs or drink in public or be under the influence while wearing a UTA uniform, **badge or branded clothing**.
- Applicant who fails drug test **disqualified** for 12 months
- Clarify **FRA random testing rates**
- Required **annual review** by Board of Trustees.



## Other Changes

- **Three documents** that together constitute UTA's D&A Policy (FTA, FRA, UTA)
- Eliminated **duplicate** policy language
- Eliminated **attachments** (replaced with reference to UTA Sharepoint and Federal Regulations)
- Edited **wording** for clarification and consistency with federal regulation
- Clarify **existing practices** (e.g., probation, observed testing, testing time limits for applicants)



# UTA Policy - UTA.01.05 Supplemental Drug and Alcohol

---

## Recommended Action (by acclamation)

Motion to approve UTA Policy - UTA.01.05 Supplemental Drug and Alcohol, as presented.

