

UTA Drug and Alcohol Policy Revisions

- Executive Summary -

GOAL

1. Safety
 2. Compliance
 3. Simplicity
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D & A Policy Requirement Overview

1. **Policy required** by DOT, FTA and FRA
 2. **Must be approved** by highest governing body (Board of Trustees)
 3. **Must be compliant with** Federal Regulations
 - a. Must be approved by FTA/FRA
 4. **Must clearly distinguish** between FTA, FRA, UTA policy
 5. **FTA//FRA Audits required modifications** to UTA D&A Policy:
 - a. Increased differentiation between DOT vs Non-DOT Policy
 - b. Post Accident Decision Making
 - c. Documentation
 6. **Reviewed by/Input:** UTA Policy Committee – Attorney General’s Office (including outside Legal Consultant) – UDOT State Safety Oversight Officer (SSO) – FTA, FRA, Federal DOT D&A Expert, UTA Public Policy Analyst
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Substantive Changes

1. **Simplify Post-Accident Testing:**
 - a. **Increase emphasis** on Random, Reasonable Suspicion/Cause, Federal Post-Accident in lieu of previously emphasized UTA (non-federally required) post-accident tests.
2. **Marijuana Update for Legal Compliance**
 - a. Clarify process for non-safety sensitive employees who test positive to confidentially report valid medical cannabis card as per Utah Medical Cannabis Act.
3. **Clarify that UTA is responsible for cost** of split sample testing.
4. **Clarify that employees are prohibited from entering** bars, taverns, liquor stores, private clubs, drink in public or be under the influence/publicly intoxicated while wearing UTA uniform, badge, or branded clothing
5. **Applicant who fails UTA drug test** will be disqualified for 12 months
6. **Alcohol left by customers** – clarify disposal process for alcohol left by customers on UTA property.
7. **Clarify FRA random testing rates.** UTA chooses to adopt a single random pool strategy that includes the three FRA regulated groups (Covered Service employees, Roadway Workers, Mechanical Employees) with single testing rate for combined pool.

Other Important Changes

1. Three documents that together constitute UTA's D&A Policy (FTA, FRA, Supplemental)
2. Eliminated duplicate policy language
3. Eliminated attachments – replace with reference to UTA Sharepoint and Federal Regulations
4. Edited wording for clarification
5. Clarification – No 2nd chance during probationary period
6. Clarification that non-safety sensitive employee (who previously tested positive) will be subject to observed testing
7. Clarify existing practice – applicant with contingent offer has 72 hours to complete pre-employment test
8. Added language reflecting required annual policy review by Board.