



Utah Transit Authority

MEETING MEMO

669 West 200 South
Salt Lake City, UT 84101

Board of Trustees

Date: 10/13/2021

TO: Board of Trustees
THROUGH: Mary DeLoretto, Interim Executive Director
FROM: Kim Shanklin, Chief People Officer
PRESENTER(S): Kim Shanklin, Chief People Officer

TITLE:

UTA Policy - UTA.01.05 Drug and Alcohol

AGENDA ITEM TYPE:

UTA Policy

RECOMMENDATION:

Approve the Drug and Alcohol Policy UTA.01.05, which will rescind Corporate Policy 6.2.1 Drug and Alcohol Policy, and authorize the Executive Director to sign and implement the new policy.

BACKGROUND:

Since the Drug and Alcohol Policy was last updated in 2014, the Utah Medical Cannabis Act was passed by ballot Proposition (Nov 2018), and then amended by HB3001 (Dec. 2018), and signed into law (Dec 2018). Non-Safety Sensitive Employees may receive an exemption to the Drug and Alcohol Policy's cannabis restriction with a valid prescription. Safety Sensitive Employees remain subject to Federal Transit Administration and/or Federal Railroad Administration guidelines and are prohibited from using cannabis or cannabis products at any time.

DISCUSSION:

Major changes to the Drug and Alcohol Policy include:

- New language bringing UTA policy in line with Utah State Law regarding Medical Cannabis for eligible positions. Safety Sensitive Employees are exempt from this change
 - Updates definition of Safety Sensitive Employee with new job positions in Exhibit 1
 - Updates contact information for UTA Medical Review Officer in Exhibit 5
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ALTERNATIVES:

If this policy is not adopted, the current Corporate Policy 6.2.1 would remain in effect without the needed updates.

FISCAL IMPACT:

N/A

ATTACHMENTS:

- UTA.01.05 Drug and Alcohol Policy